



Three-Part Telephone & E-mail Seminar:

I-9 and E-Verify For Experts

Speakers: Ann Allott, Sarah Dukham, John Fay, Kevin Lashus, Susan McConn, Maggie Murphy, Patrick Shen, and Matthew Warren

Available Online!

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We are the leading immigration law publisher. Our free *Immigration Daily* reaches an audience of over 35,000 subscribers. Our immigration portal web site is the largest on the Internet with over 50,000 pages of information. We assist your practice via our periodicals, seminars, and Yellow Pages. *Disclaimer: participation in this seminar does not create an attorney-client relationship with the speakers.*

SEMINAR OUTLINE

FIRST Phone Session on January 31 - E-Verify

- How E-Verify works, and pros and cons to participation
- Special considerations for federal contractors
- Expansion of RIDE Program
- Keeping up with state requirements
- Signing up for E-Verify at different locations; when hiring location different than work location
- Notice issues
- Latest system enhancements
- Latest MOUs
- Biometric and other proposed enhancements

ICE Enforcement Trends

- Anatomy of an ICE audit
- How to conduct an internal audit and to ensure a compliant internal program
- Recent OCAHO decisions
- FNC Review Process

Anti-discrimination provisions of the INA and OSC enforcement

- Heightened investigative actions
- Common pitfalls: Document abuse, job ads
- Ways to avoid liability and how to defend against OSC investigation
- Hiring site issues
- New investigations; Law Suits; Large Settlements

SECOND Phone Session on February 21 – Remediation and best practices

- Legislative Possibilities in 2013
 - Roll out of temporary work authorizations for undocumented workers one year before undocumented are required to be e-verified
 - Mandatory E-Verify
 - Significant Employers Sanctions Enforcement
- Discussion of "Inegrity Policy"
- Assisting employers who are trying to go electronic
- What happens when companies Form I-9 are destroyed?
- Importance of Annual Audits (Paper or Electronic Systems)
- When will new Form I-9 be released?

THIRD Phone Session on March 14 – I-9 Enforcement

- Fines: 5 factors to consider to negotiate large reductions
- New cases from DOJ office of discrimination

ABOUT THE SPEAKERS



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[Ann Allott](#) (Discussion Leader) possesses considerable experience handling the entire spectrum of immigration and nationality matters, from employment-based nonimmigrant and immigrant, to investor cases, labor certifications and family-based cases. She has represented employees and their families from companies in all parts of the United States and many countries. Ms. Allott is active in the American Immigration Lawyers Association (AILA), an association whose membership consists of over 11,000 attorneys who practice immigration law. She is a member of IMMLAW, a national consortium of immigration law firms whose members practice autonomously, but share their knowledge and expertise and exchange ideas and information in emerging areas so their clients can benefit from the most innovative, highly sophisticated techniques. Ms. Allott has been designated a Colorado Super Lawyer since 2006. In addition she is listed with Best Lawyers® in Colorado. She has been listed as one of Denver's Top Lawyers since 2001 by 5280 magazine. Ms. Allott has received an AV® Preeminent™ 5.0 out of 5 rating from the Martindale-Hubbell Peer Review Ratings since 1982. In 2009 Ann Allott received the Life Time Achievement Award presented by Archbishop Chaput of Colorado for the Catholic Lawyer's Guide.

[Sarah Duckham](#) is a Senior Attorney with Trow & Rahal. She has been practicing immigration law for over twelve years, with a focus on business immigration law. Sarah's expertise is primarily with working with employers to obtain temporary work visas and green cards for employees. She is also well versed in family immigration law matters, visas for entrepreneurs and investors, and citizenship and naturalization. Additionally, Sarah manages Trow & Rahal's Compliance Practice, including counseling employers on I-9 and other compliance issues and guiding them on immigration policies. She is recognized by The International Who's Who of Corporate Immigration Lawyers 2013. In 1991, Sarah graduated from the University of Maryland School of Law in Baltimore, Maryland, where she graduated with honors and was awarded the Order of the Coif. She earned a BBA degree in Marketing from the University of Iowa in 1985. A member of the American Immigration Lawyers Association (AILA), Sarah has been active in the D.C. Chapter, working with the American Immigration Law Foundation (AILF) to serve as the liaison between AILF and AILA. She has also served as site coordinator for the D.C. Chapter's annual naturalization day where AILA provides free services to individuals seeking naturalization.

[John Fay](#) is an immigration attorney with a background in designing technology for HR compliance. He has advised corporations, educational institutions, and others on a variety of U.S. immigration and employment eligibility issues for over 10 years. John is currently responsible for overseeing product design and functionality while ensuring compliance with rapidly changing immigration and employment eligibility by actively engaging with officials and following announcements to provide our clients with the most legally compliant solution on the market.

[Kevin Lashus](#) is the Managing Partner of the Austin, Texas office of Jackson Lewis LLP. Mr. Lashus focuses his practice on corporate employment verification compliance and inbound business immigration. Mr. Lashus has experience in providing uniquely tailored advice to assist clients in developing comprehensive employment authorization and immigration-related compliance systems—including full-scale or localized IMAGE and E-Verify implementation protocols. Given his public-sector background—first as a Texas Assistant Attorney General, then as an Assistant District Counsel with the US Department of Justice, and finally, as an Assistant Chief Counsel with the US Department of Homeland Security—he is able to prepare clients to minimize exposure during even the most complex regulatory, administrative, and civil litigation. He is Board Certified in Immigration and Nationality Law by the Texas Board of Legal Specialization.

[Susan McConn](#) is an Associate Attorney with FosterQuan, LLP, in its Houston office. She graduated cum laude from Vanderbilt University, where she majored in Latin American Studies. Ms. McConn is a graduate of the University of Texas School of Law, where she participated as a Student Attorney in the Immigration Law Clinic. She also received a Texas Law Fellowship for a summer clerkship with Catholic Charities of Dallas Immigration and Legal Services. She has been admitted to the State Bar of Texas and is a member of the American Immigration Lawyers Association. In addition, she is a founding member of the State Bar of Texas Section on Immigration and Nationality Law. Ms. McConn's practice is concentrated in the areas of employment-based immigration, family-based immigration, and employer sanctions. Ms. McConn is a frequent speaker on these topics to various human resources organizations.

[Maggie Murphy](#) is a Partner in the Austin, Texas office of Jackson Lewis LLP. Ms. Murphy concentrates her practice on advanced U.S. immigration and nationality law and global business immigration matters, assisting employers with immigration challenges facing international workforces. She has extensive experience in all areas of U.S. immigration law, but she primarily focuses her



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current practice on employment-based immigration for corporate clients and outstanding professors/researchers, as well as sophisticated immigration-related compliance work for employers of all sizes. Ms. Murphy has expertise in managing PERM campaigns for employers and in developing cost-effective strategies for companies and organizations interested in hiring professional foreign workers. She has organized massive I-9 and LCA compliance programs for Fortune 500 organizations. Ms. Murphy is Board Certified in Immigration & Nationality Law by the Texas Board of Legal Specialization. She is a frequent speaker on business-related, immigration compliance topics and has leadership roles in several state and national sections and committees.

[Patrick Shen](#) is a partner in Fragomen's Government Strategies and Corporate Compliance Group. In this capacity, he works with U.S. and multinational clients to maintain compliant immigration programs. Prior to rejoining Fragomen, Patrick was appointed by the President and confirmed unanimously by the United States Senate as Special Counsel for Immigration-related Unfair Employment Practices in the U.S. Department of Justice's Civil Rights Division. He also served as Policy and Planning Director of U.S. Immigration and Customs Enforcement in the Department of Homeland Security, and Chief Immigration Counsel of the Senate Judiciary Committee. Earlier in his career, Patrick spent several years as an immigration litigator for the Justice Department, having served as Assistant District Counsel of the former Immigration and Naturalization Service (INS) and a trial lawyer in the United States Attorney's Office in Brooklyn, NY and the Justice Department in Washington, DC, representing INS and other agencies in federal courts. He also had a stint in private practice as Director of Government Relations for Fragomen prior to his presidential appointment.

[Matthew Warren](#) is a partner in the Washington, D.C. office of Sidley Austin LLP. His practice includes the representation of individuals and corporations accused of knowingly employing undocumented workers, and he has defended civil and criminal immigration cases in federal district court, the federal courts of appeal, and the United States Supreme Court.

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