



Three-Part Telephone & E-mail Seminar:

Solving PERM Practice Problems
*Speakers: Robert Loughran, Bill Coffman, Judy Lee, Lori Melton,
Angelo Paparelli, Edwin Rubin, And Rebecca Sigmund*

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Seminar Outline

FIRST Phone Session on April 17th: Managing a PERM Labor Certification Program in Unique Circumstances

- Roving Employees
 - Recruitment; ad content and media choice
 - Posting Notices; all in-house media if jobs are posted on intranet
 - Disqualification of U.S. workers; address travel requirements
 - Filing with the new Form ETA-9089
- Reductions in Force:
 - When and how to file (timing with respect to RIF)
 - Notice & opportunity for RIF'd U.S. workers to apply for the PERM positions
 - Disqualification of U.S. workers
 - Documentation to secure in advance of filing
 - The new Form ETA-9089

SECOND Phone Session on May 15th: Audit Preparation & Response

- Normal Requirements
- What affect will travel have on the AOS application?
- Employee gained experience while working with the employer
- Business Necessity Arguments & Documentation for
 - Exceeding SVP
 - Foreign Language
 - Special Requirements
- Demonstrating that skills could not be acquired during a reasonable period of on-the-job training
- Mergers & Acquisitions-impact on PERM filings; documentation to secure in advance; successor-in-interest

THIRD Phone Session on June 5th: Evaluation & Disqualification of U.S. Workers

- Basic Elements & Time Frames of a Good Faith Recruitment Campaign
- Disqualification of U.S. Workers-failure to meet experience requirement, education requirement, special requirements
- Proving the employer meant it when agreeing to accept any suitable combination of education, training, and work experience
- Demonstrating that skills could not be acquired during a reasonable period of on-the-job training

Signup

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About the Speakers

Robert Loughran (Discussion Leader) is with the law firm of Tindall & Foster, P.C. He is a member of the American Immigration Lawyers Association Liaison to San Antonio District Office of Department of Homeland Security from 2002-present. He is a member of the State Bar of Texas, Committee on Laws Relating to Immigration and Nationality (2000-2002, 2004). He is Vice Chair of the State Bar of Texas Committee on Laws Relating to Immigration and Nationality (2005 - present), Texas Super Lawyer (2004, 2005), State Bar of Texas, International Law Section, Austin Bar Association, College of the State Bar of Texas, Board Certified-Immigration and Nationality Law, Texas Board of Legal Specialization. He is admitted to practice in U.S. Court of Appeals (5th Cir.) and U.S. District Court Southern District of Texas. He is in the International Who's Who of Corporate Immigration Lawyers 2000-present and British American Business Association 1996-present. He is fluent in Spanish and has studied international and comparative law in Concepcion, Chile (1988-1989) and Madrid, Spain (1991). He was Named Texas Super Lawyer by Texas Monthly and Law and Politics Magazines in October 2004 and October 2005, United Way of the Texas Gulf Coast Award for Professional Service in 1994 and Associated Catholic Charities Award for Professional Service in 2000.

Bill Coffman is an associate practicing in the Immigration Section in the law firm of Mintz Levin, et al. His legal work focuses on U.S. immigration and nationality law as well as outbound emigration and related international law. Bill regularly represents clients in immigration matters before the United States Citizenship and Immigration Services (USCIS) and the Department of Labor, as well as before U.S. and foreign consulates. He authored "Organization Membership and Political Opinion as Grounds for Refugee Status" for the 1996 Winter issue of the Houston Journal of International Law and he co-authored "The Changing Face of Equal Protection: Gender Bias In U.S. Citizenship Law," for the March 1995 issue of Immigration Briefings.

Judy Lee is a shareholder at the law firm of Quan, Burdette, and Perez, P.C. Ms. Lee is board certified in the area of Immigration and Nationality Law by the Texas Board of Legal Specialization. She is a member of the State Bar of Texas; Houston Bar Association (pro-bono coordinator for the firm); Asian American Bar Association; World Affairs Council; and Boy Scouts of America. Ms. Lee is included in "The Best Lawyers in America", was selected as a "Texas Super Lawyer" by Texas Monthly Magazine, and named by Chambers U.S.A. as a leading individual for Immigration law in Texas. Ms. Lee handles a wide variety of immigration and nationality matters, with special focus on temporary work visas, labor certification, outstanding researchers, executive/manger transferees, other employment based immigration, family based immigration, and naturalization.

Lori S. Melton has practiced exclusively in the area of immigration law since 1998. Most recently, she was a senior associate with Littler Global before joining Fragomen's Phoenix, AZ office in 2008. Lori has extensive experience in business immigration as well as family-based immigration and asylum law. She has represented Fortune 500 clients from the software, retail, semiconductor, telecommunications, financial, hospitality, education, and healthcare industries.

Angelo Paparelli is the Managing Partner of Paparelli & Partners LLP, an immigration-law specialty firm with offices in NY, NY and Irvine, CA. He serves as President of the Alliance of Business Immigration Lawyers, a global network of 29 immigration law firms vetted for practice excellence and client service. Named the world's leading corporate immigration lawyer (2005 & 2006, *International Who's Who of Business Lawyers*) and a first-tier business immigration lawyer (2008, *Chambers USA*). Paparelli co-authors the *New York Law Journal's* "Immigration" column, writes a blog (www.nationofimmigrators.com), and serves as an expert witness/consultant on immigration legal issues to law firms and businesses.

Edwin R. Rubin's practice is limited to immigration and nationality law with special emphasis on corporate and employment based immigration matters. Mr. Rubin's practice has been limited to immigration and nationality matters for over 34 years. He served as National President of the American Immigration Lawyer's Association (AILA) in 1990-91 and has been a member of AILA's Board of Governors since 1982. He served as AILA Chapter Chair in both Philadelphia and New Jersey. Mr. Rubin was Vice President of the New Jersey Immigration Policy Network, Inc, 2002-2006 and is currently a Trustee. He was Senior Editor of and Contributing Author to, "Immigration & Nationality Law," AILA, (two volumes annually), 1985-1990. He was appointed by the U.S. Secretary of Labor to serve as one of the sixteen members of the Federal Advisory Committee on the Immigration Nursing Relief Act of 1989. He is recipient of the of 1993 AILA's Edith Lowenstein Memorial Award for Excellence in Advancing the Administrative Practice of Immigration Law the 2001 AILA Mentor Award. He established the AILA Mentor program during his term as AILA President. Mr. Rubin is a frequent author and lecturer on immigration issues. He is listed in the "Martindale-Hubbell Bar Register of Preeminent Lawyers", "Best Lawyers in America", "An International Who's Who of Corporate Immigration Lawyers".

Rebecca Sigmund is a shareholder of Ogletree Deakins and practices out of the Atlanta and Greenville SC offices. She advises companies on immigration alternatives for prospective employees as well as matters relating to employment eligibility and verification of workers. Ms. Sigmund speaks and writes regularly on immigration law topics for a variety of professional, business and civic groups and served as a past president of the Georgia Alabama Chapter, the Board of Governors and various national committees of the American Immigration Lawyers Association. Ms. Sigmund also has an active pro bono practice representing immigrant survivors of domestic violence, trafficking and other violent crimes. She was the recipient of the 2006 S. Phillip Heiner Award presented by the Atlanta Volunteer Lawyers Foundation for Community Pro Bono Services as well as the recipient of her previous firm's Pro Bono Award. Ranked as a Georgia Immigration Notable Practitioner in the 2006 and 2007 Chambers USA rankings (Band 2), Ms. Sigmund is listed as one of Georgia's Super Lawyers.