



Three-Part Telephone & E-mail Seminar:

Conquering The Tsunami: Employer Enforcement Hot Topics
Speakers: Cynthia J. Lange, Robert C. Divine, Katherine Lotspeich
And Other Speakers To Be Announced

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Disclaimer: participation in this seminar does not create an attorney-client relationship with the speakers.

Seminar Outline

FIRST Phone Session on December 20th: Practical Aspects of E-verify, State Enforcement of Immigration Laws and Preemption

- How does E-verify work and how does an employer decide to participate?
- Which states have passed Employer Sanctions legislation and what do the laws cover?
- Are employees outside the state subject to the rules?
- Has there been any enforcement action and what role does Federal preemption play?

SECOND Phone Session on January 24th: Developing Company Policy in light of the New I-9, No Match Letter controversy, OSC and ICE investigations and workers rights

- The New I-9 form and reduced documents
- How has the No-match litigation and the government's response affected employer's "constructive knowledge"
- How should employers/workers respond to a mistaken no match triggered by basic pilot or Social Security
- What are the recent investigations and charges is OSC involved in?
- Do employers have responsibility to protect individual worker's rights in anticipating federal enforcement programs?

THIRD Phone Session on February 7th: ICE Enforcement and Criminal Prosecution - What every employer needs to know

- Case stories of ICE enforcement actions
- What can you do to prepare?
- What rights do employers and employees have?
- Cooperating with government - how far to go?
- How to handle workers you think are unauthorized

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About the Speakers

Cynthia J. Lange (Discussion Leader), is a graduate of Brigham Young University (B.A., 1981) Phi Kapa Phi Honor Society; and Southwestern University School of Law (J.D., 1985) Moot Court Honors Program Board of Governors. Ms. Lange has been an Adjunct Professor of Law at Southwestern University School of Law, from 1988 to present. She is a frequent lecturer on immigration law and has written articles on business immigration law matters for numerous publications. Ms. Lange was formerly a Trial Attorney with the Immigration and Naturalization Service and heads the Firm's IRCA Compliance Practice Group. Ms. Lange is a member of the American Bar Association, the California State Bar Association, the District of Columbia Bar Association, the New York State Bar Association, the American Immigration Lawyers Association (Chairperson, National Employer Sanctions Committee, 1988-1990), the Century City Bar Association (Chairperson of the Immigration and Nationality Law Committee, 1989-1994), the Beverly Hills Bar Association, Immigration Law Section and Board of Governors (1994-1999), and Co-Chairperson of Practising Law Institute (Annual Immigration Institute, 1998 to present).

Robert C. Divine is the Chairman of the Immigration Group of Baker Donelson, a law firm of 450 lawyers and public policy advisors with offices in 13 cities including Washington, D.C. Mr. Divine served in Washington, D.C. from July 2004 until November 2006 as the first Chief Counsel of United States Citizenship and Immigration Services (USCIS), the world's largest immigration services agency within the Department of Homeland Security (DHS). From July 2005 until July 2006, he served as Acting Director and then Acting Deputy Director of USCIS. He is the author of *Immigration Practice*, a 1,600 page practical treatise on all aspects of U.S. immigration law that is revised and reprinted annually to reflect the law's constant changes. He has practiced immigration law since 1986 and has been a leader in the American Immigration Lawyers Association. He has also litigated significant business matters, including class action employment discrimination, contract, commercial, product liability, antitrust, ERISA benefits, business torts (including RICO, misrepresentation, Consumer Protection Act), and immigration-related criminal matters.

Katherine Lotspeich is the Acting Chief for the Verification Division at U.S. Citizenship and Immigration Services (USCIS), Department of Homeland Security. At USCIS, she has worked for the Office of Citizenship on the revision of the citizenship test. Before joining USCIS, Ms. Lotspeich was a Research Associate at the Urban Institute's Immigration Studies Program. Prior to working on immigration issues, she managed an academic exchange program for Russian students, working for the U.S. State Department in Washington, DC and the American Councils for International Education in Russia. Ms. Lotspeich holds a B.A. in international relations from George Washington University and a M.A. in policy studies from Johns Hopkins University.