Three-Part Telephone & E-mail Seminar:

"Are We All Certifiable?" -- An Insider's Tour Through The Maddening World Of Labor Certification

Speakers: with Angelo A. Paparelli, Jonathan C. Adams, Rebecca P. Burdette, Deborah Cusimano (CA SWA), Josie Gonzalez, Ester Greenfield, Catherine L. Haight, Edward R. Litwin, Jeneace O' Brien (CA SWA), Danny Romans (FL SWA), Richard Souder (TX SWA), Sandra Stafford (FL SWA) and Joel Stewart

What is ILW.COM?

We are the leading immigration law publisher. Our free *Immigration Daily* reaches an audience of over 10,000 subscribers. Our immigration portal web site is the largest on the Internet with over 25,000 pages of information. We assist your practice via our periodicals, seminars, directory, and software. *Disclaimer: participation in this seminar does not create an attorney-client relationship with the speakers.*

Seminar Outline

Each call features an hour of analysis, strategy and practice tips by Angelo A. Paparelli, Jonathan C. Adams, Rebecca P. Burdette, Deborah Cusimano (CA SWA), Josie Gonzalez, Catherine L. Haight, Jeneace O' Brien (CA SWA) Danny Romans, Richard Souder (TX SWA) Sandra Stafford (FL SWA), and Joel Stewart.

The loopy challenges of modern-day labor-certification practice have caused U.S. employers and their immigration attorneys to identify with Randle Patrick McMurphy, the all-too-sane character portrayed by Jack Nicholson in the 1975 classic film One Flew Over The Cuckoo's Nest. In today's deranged world of alien labor certifications, rules are announced, then rules are reversed, procedures are proclaimed, and then they morph into alternate incarnations. The inmates in this virtual asylum are chanting in a frenzy, "PERM is coming, PERM is coming"; "Backlog Reduction, Backlog Reduction", but PERM never seems to arrive, and backlogs grow ever larger.

Despite the seeming insanity of the real world practice of labor-certification, foreign workers still clamor for certified ETA-750s, and legal strictures must in all events be honored. Rather than joining the lunatic fringe, shake off your anomie and sign up with ILW.com for a cutting-edge teleconference series exploring best-practices and tried-and-true labor certification solutions.

FIRST Phone Session on February 25:

- The "Dead-Case Cull" and other Tales from the SWA Backlog.
- Escaping the Straightjacket of Inflexible Recruiting.
- Grappling with Ever-Higher Wages in the New OES Prevailing Wage Survey.
- Order out of Chaos: Preparing a SWA-Friendly Application.
- Quo Vadis, the SWAs: Is There Life after PERM?

SECOND Phone Session on March 18:

- Standard vs. RIR processing vs. Holding One's Breath for PERM
- Recruiting and Filing Today While Preserving Options for PERM
- Fear-Factor: Managing Employer and Alien Expectations
- Re-Arranging Deck Chairs on the Titanic?: Regional Processing and Backlog Reduction
- The Carlson What-If Scenarios: Re-Advertising with Newly Stated, Pre-Existing Requirements

THIRD Phone Session on April 8:

- BALCA Balking – a Full Contact Sport.
- We Gotta Get Out of This Place: Labor Certification and Portability Strategies
- Will Justice Prevail?: Advanced Prevailing Wages Issues – Pre- and Post-PERM.
- Safely Saying Goodbye: Lawful Grounds for Rejection of U.S. Workers
- Staying Out of Club Fed: Liberty-Preserving Strategies in This Era of Heightened Enforcement.

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[ ] Feb 25 Tape [ ] Mar 18 Tape [ ] Apr 8 Tape All seminars are from 1.15pm to 2.45pm ET (10.15am to 11.45am PT)

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(→ see next page for speaker bios)

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About the Speakers

Angelo A. Paparelli certified as a Specialist in Immigration and Nationality Law by the State Bar of California, has been practising business-sponsored immigration law for over 20 years. He is a nationally recognized speaker, published author and leading expert on cutting-edge business-related immigration issues, including the immigration consequences of mergers, acquisitions, reorganisations and other business changes, consular visa practice, audits of employers' compliance with immigration regulations, and work visas for executives and professionals. From 1991 to 1996, Mr. Paparelli served as co-Chairman of the Immigration and Nationality Law Committee of the American Bar Association's Section on International Law and Practice. He also served from 1988 to 1994 as an elected member of the Board of Governors of the American Immigration Lawyers Association (AILA). He is named in the 1990-2004 editions of Best Lawyers in America under category of Immigration Law. Mr. Paparelli received the President's Award at the June, 2001 AILA Annual Conference for his contributions to the association in liaison with the Immigration and Naturalization Service on the immigration consequences of mergers, acquisitions and other forms of entity restructuring. He is a graduate of the University of Michigan (B.A., 1971) and Wayne State University Law School (J.D., 1976).

Jonathan C Adams is a Member of Fragomen, Del Rey Bernsen & Loewy. Brooklyn College (B.A., 1992, cum laude); Deans List; Boston College Law School (Visiting Student); Fordham University School of Law (J.D., 1995); Deans Letter of Commendation for statutory research and analysis of history of the death penalty in the U.S. Mr. Adams is admitted to the bars in New Jersey (1995), New York (1996) and the District of Columbia (1998). He joined Fragomen, Del Rey, Bernsen & Loewy in 1995. He is a member of the American Immigration Lawyers Association, the American Bar Association, the New York State Bar Association, the New Jersey Bar Association and the District of Columbia Bar Association. In addition to writing articles on business immigration topics, Mr. Adams is a frequent lecturer at immigration conferences for several business and educational organizations including the American Council on International Personnel, LORMAN, Information Technology Association of America and the Canadian Law Institute.

Rebecca P. Burdette has been practicing exclusively in the area of Immigration and Nationality Law since 1981. A graduate of the University of Houston College of Law, Ms. Burdette is licensed to practice in the states of Texas and Colorado. She has been certified in the area of Immigration and Nationality Law by the Texas Board of Legal Specialization since December 1990. When she returned to her native Houston in 1989, she practiced with Gordon Quan & Associates, P.C. In 1995, she became a shareholder in the firm of Quan, Burdette & Perez. She has served in numerous capacities with the Texas and Colorado Chapters of the American Immigration Lawyers Association (AILA) and has been a speaker at the AILA annual conferences as well as other immigration conferences for many years. She is past Chair of the Colorado and Texas Chapters of AILA. Since 2000, Ms. Burdette has been a member of the AILA Department of Labor Liaison Committee. She was selected for inclusion in the Best Lawyers in America and in 2003 was named a Texas Super Lawyer. Ms. Burdette has served as Vice Chair of the Texas State Bar Committee on Laws relating to Immigration and Nationality since 2001.

Deborah Cusimano is currently the Chief of EDD's Foreign Labor Certification Office (FLCO). She has managed a variety of employment and training programs for EDD over the last 10 years. Prior to joining the FLCO team in May 2002, she served as the manager of state and local programs for the California Workforce Investment Board. Ms. Cusimano earned her Masters Degree in Industrial Psychology from the California State University, Sacramento in 1982. She began her career in State service as a Research Analyst with the California Highway Patrol where she worked for almost 10 years prior to coming to EDD.

Josie Gonzalez is the managing partner of Gonzalez & Harris, a California-based immigration law firm that represents employers in all aspects of immigration law. She has testified twice in Washington, D.C. regarding the impact of U.S. immigration laws on the business community, and is a frequent commentator on agency regulatory activities. She served for nearly ten years on AILA's Board of Governors; has contributed as Chair, Co-Chair & member of various national liaison committees; has authored numerous articles for legal and trade journals; and served as Editor-in Chief for the David Stanton Manual on Labor Certification (1998). In 1999, she was recognized by AILA for Excellence in Advancing the Practice of Immigration Law, and was included in The Best Lawyers in America. Ms.Gonzalez is a frequent guest speaker to many trade and business organizations including PIHRA, the California Restaurant Association, the Employers Group, the Employer Advisory Council, the National Human Resources Association, and the Southern California Chapter of the College and University Personnel Association.

Ester Greenfield has a B.A. from the University of Chicago 1973; J.D. University of Illinois 1976. Law Clerk to Hon. Prentice H. Marshall, U.S. District Court, Northern District of Illinois, 1976-78. Ester practices in immigration law. She is past President of the Washington Chapter of the American Immigration Lawyers Association, has taught immigration law as an adjunct professor at the Seattle University School of Law and lectures at local and national immigration law seminars. Ester has served on the Seattle Human Rights Commission and has worked with organizations protecting the rights of aliens. She is listed in "The Best Lawyers in America" for 1999-2003 in the field of immigration law. She has been active on local, regional, and national Department of Labor liaison committees of the American Immigration Lawyers Association. She is co-editor of AILA's Department of Labor Directory for Immigration Lawyers, 2002 and 2003 editions.

Catherine L Haight is admitted to practice law in the state of California and has been practicing business-related immigration law since 1989. Ms. Haight obtained her Bachelor's degree in Psychology from the University of California, Berkeley in 1979 and J.D. from Southwestern University School of Law in 1989. She has authored numerous articles published by the American Immigration Lawyers Association and the Practising Law Institute on such subjects as H-1B visas, L-1 visas, and the immigration consequences of business mergers and acquisitions. She has been the invited speaker at numerous conferences and seminars on such subjects as general business immigration law, legal ethics, labor certification, and employer sanctions law. Listed in the International Who's Who of Corporate Immigration Lawyers (2003).

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Edward R. Litwin is a nationally recognized immigration law expert and is certified by the California State Bar Board of Legal Specialization as a Specialist in Immigration and Nationality Law. He concentrates in the area of labor certifications and business visas, in addition to providing other immigration services. He is a graduate of Hastings College of Law and has been in practice since 1975. His past and present professional affiliations, activities, and accomplishments include: published articles in the Immigration Journal, Personnel News, and Immigration Law & Procedure; speaker at advanced immigration seminars throughout the United States, Canada, and Puerto Rico under the auspices of the American Immigration Lawyers Association, Practicing Law Institute, California State Bar, and various other bar associations; Adjunct Professor, teaching immigration and Nationality Law at the University of San Francisco Law School and the McGeorge School of Law; Member: American Immigration Lawyers Association and elected member of its Board of Governors, and San Francisco Bar Association, Christian Legal Society, Federal Bar Association, and American Bar Association. He is included in the Best Lawyers in America (Seventh Edition), An International Who's Who of Corporate Immigration Lawyers, Who's Who in American Law (Ninth Edition), Who's Who in Executives and Professionals (1999-2000 edition), and National Registry of Who's Who (life member), Strathmore's Who's Who (life member).

Jeneace O' Brien manages the California Employment Development Department (EDD) unit responsible for determining prevailing wages for Foreign Labor Certification and other programs. Prior to assuming these responsibilities in July 2001, she managed activities associated with statewide policy and procedure development and project implementation for the California State Disability Insurance Program. Ms. O'Brien obtained her Bachelor's degree from California State University, Stanislaus. She celebrates 30 years of state service this summer.

Danny Romans is a Prevailing Wage Specialist with the Agency for Workforce Innovation in the state of Florida. He has worked exclusively with prevailing wages since 1998. Mr Romans responds to an average of 11,000 requests per year. These include filings for H-1B, Reduction-in-Recruitment, and Permanent cases. Mr. Romans also reviews the Alternate Wage Surveys submitted in protest of the OES/SOC Wage Survey. Mr. Romans helped develop the automated Prevailing Wage Determination On-Line Form. Approximately 80 percent of the prevailing wage requests in Florida are submitted using this process. Because of this technology, Florida is able to respond to most prevailing requests in three to five working days.

Richard Souder is the manager of the Alien Labor Certification Unit of the Texas Workforce Commission. He has been in this position since 1999. Prior to becoming manager of the ALC unit he spent approximately 25 years in the United States Marine Corps, filling a variety of positions in logistics. He holds a BS degree in General Business from Arizona State University and an MBA in Management from Golden Gate University.

Sandra Stafford Ms. Stafford is a Senior Management Analyst Supervisor with the Agency for Workforce Innovation's Special Programs Section. She manages the Alien Employment Certification Unit, which processes Prevailing Wage Surveys and Determinations, Permanent filings, H-2B Temporary filings, and H-2A filings for Seasonal Farm Workers, and Florida employers seeking certification. She has served on national committees to develop instructional guidelines for administering services to farm-workers and employers. Ms. Stafford assumed responsibility for ALC functions when the agency centralized the process at the state level in 1997. For the past seven years, she has provided services to attorneys and employers by providing information and assistance in filing applications. The Florida automated system for Alien Employment Certification was developed under her guidance.

Joel Stewart works exclusively in the area of immigration law. He is Past President of the South Florida Chapter of the American Immigration Lawyers Association (AILA) and is a nationally recognized authority on employment-based immigration matters and a popular speaker at immigration seminars for national and local bar associations throughout the United States. Mr. Stewart writes the monthly BALCA Case Summaries for Immigration Law Today and authors official publications of AILA such as the Visa Processing Guide for Procedures at U.S. Consulates and Embassies in Brazil and Portugal. Mr. Stewart specialized in Romance and Slavic Linguistics before receiving a J.D. from the University of Connecticut School of Law, and is fluent in Portuguese, Spanish, French, and Russian.