



Three-Part Telephone & E-mail Seminar:  
**Solving Today's PERM Puzzle**

Speakers: H. Ronald Klasko, Steven A. Clark, Tammy Fox-Isicoff, Allen Kaye, Edward Litwin, George S. Newman, William A. Stock

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We are the leading immigration law publisher. Our free *Immigration Daily* reaches an audience of over 15,000 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, and Yellow Pages.

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

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**Seminar Outline**

In addition to the specific items below, each session will discuss:

- Panelists' experience with PERM (successes, problems, timing, conversions, logistical/technological issues, what's being audited, audit experiences, differences between Atlanta and Chicago).
- Panelists' experiences with Backlog Processing Centers (timing, substantive issues, differences between Texas and Pennsylvania).
- New guidance from ETA.
- Experience with SWAs re: prevailing wages.

**FIRST Phone Session on May 19th:**

Refiling Issues

- "Identical" conversions.
- Issues to consider: quotas, new prevailing wage, new SVP, impact on seventh year extensions of H-1Bs, age out children, other personal issues

Developing the Case Strategy

- Chronology of case steps
- Timing issues from beginning to filing

Completing the Forms

- Registration issues
- How to avoid rejection
- Answering Specific Questions

**SECOND Phone Session on Jun16th:**

Prevailing Wages

- Strategies for getting lower level wage
- Use of private surveys
- Role of advocacy
- Appeals

Job Requirements

- Avoiding alternative occupations
- Avoiding special requirements
- O\*Net/SVP advanced issues
- What is "normal"?

Audit Proofing the Application

- What cases get audited?
- Strategies for avoiding audits

**THIRD Phone Session on Jul 14th:**

Recruitment Issues

- Deciding if "professional" recruitment is necessary
- Choosing the best recruitment plan
- Issues in each of the optional recruitment categories
- Technical compliance sufficient?

Recruitment Reports

- Issues in disqualifying applicants
- Applying combination of education, training and experience standard
- Format and timing of the report

Issues for Small and Closely-Held Businesses

- Special requirements
- Strategies for presenting case

*Special Note:* "THE PERM BOOK" Editor Joel Stewart. For more info, [see here](#)

*Special Note:* PQ: The PERM Quarterly. For more info, [see here](#)



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May 19 Tape     Jun 16 Tape     Jul 14 Tape                      2.00pm to 3.30pm ET (11.00am to 12.30pm PT)

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**About the Speakers**

**H. Ronald Klasko** is a founding partner of Klasko, Rulon, Stock and Seltzer, LLP. He has been practicing immigration law since 1978. Ron is a former national President and three-term General Counsel of the American Immigration Lawyers Association (AILA). He is listed in Best Lawyers in America and the International Who's Who of Business Lawyers. He is a frequent lecturer and prolific author on immigration law topics, and is one of only two immigration lawyers ever honored with the Founders Award, bestowed on the individual or group who has the most important impact on immigration law.

**Steven A. Clark** is a past president of AILA (1999-2000). He has authored over 50 publications on H, L, & O visas, Labor Certification, and Employment Based Immigration including the lead article in Mathew Bender's PERM Guidebook. He served as Chair of the Massachusetts Bar Association's Immigration Committee as well as Senior Editor of AILA's Annual Conference Handbook and Editor of the chapter on Labor Certification in the treatise Immigration Law and Practice (Mathew Bender Co.). He has also been listed as one of "The Best Lawyers in America" under the immigration heading since its inception and is rated "AV," the highest rating conferred by Martindale-Hubbell, an authoritative, independent rating service.

**Tammy Fox-Isicoff** is a graduate cum laude of the University of Miami School of Law. She joined the U.S. Department of Justice in 1983 as a trial attorney with INS and went on to serve as Special Assistant U.S. Attorney for Immigration in the Southern District of Florida. She entered private practice in 1988, focusing on immigration. She has earned an "AV" rating from Martindale-Hubbell and is certified by the Florida Bar as a Specialist in Immigration and Nationality Law. Ms. Fox-Isicoff is a past president of the South Florida chapter of AILA and currently serves on the national Board of Governors of AILA. She has chaired numerous committees at the AILA national level including the Media, Congressional and Bar Association Committees. Ms. Fox-Isicoff is the recipient of several presidential awards from AILA for her advocacy of immigrants. She has also been selected to represent AILA to the American Bar Association's Immigration Coordinating Committee and is a member of the Florida Bar's Certification Committee in Immigration and Nationality Law. She has served as a legal expert on immigration law for various news sources and has appeared on "NBC Today" and "The CBS Morning Show" on a number of occasions. Ms. Fox-Isicoff has published numerous articles on immigration topics and is a frequent local and national lecturer. Listed in the Best Lawyers in America and in South Florida Legal Guide as one of the top lawyers in South Florida, Ms. Fox-Isicoff is widely recognized as a national expert on all areas of immigration.

**Allen Kaye** is a past National President of AILA. Mr. Kaye is a regular columnist on the U.S. immigration and naturalization law for the newspaper India Abroad and over 50 other newspapers across the U.S. He co-hosts a popular bi-monthly television program on Channel 47 in New York called "Immigration and You". He is a frequent lecturer on the U.S. immigration, naturalization, visa and consular law for various organizations and associations in the U.S. and India and has offices in New York City and Bombay, India. He is Co-Editor, with Dan P. Danilov, of the United States Immigration News. Mr. Kaye is listed in the Martindale-Hubbell Bar Register of Preeminent Lawyers and also in The Best Lawyers in America, both in the field of Immigration and Naturalization Law.

**Edward 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 and 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, 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).

**George Newman** is a partner in the Clayton, Missouri firm of Blumenfeld, Kaplan & Sandweiss, P.C., and Head of the firm's Immigration Law Practice Group. He served for more than 25 years as a member of the Board of Governors of the American Immigration Lawyers Association, in which he chaired several national committees, including the Association's Annual Conference in Houston in 1998. He is a frequently invited writer and speaker on various areas of Immigration Law. He leads a practice that serves a national clientele, including Fortune 500 companies, medium and smaller-sized corporations, research institutions, academic institutions, hospitals, medical clinics, private medical practices and individual physicians, law firms, engineering firms, and individuals. Mr. Newman has been listed continuously in Best Lawyers In America since that publication began listings in the specific category of Immigration Law fourteen years ago, and he has been listed in International Who's Who Of Corporate Immigration Lawyers (recently cited as Missouri's most nominated lawyer) since that publication began in London, England.

**William A. Stock** was the recipient of AILA's Joseph Minsky Award for outstanding accomplishments in immigration law and is listed in Best Lawyers in America. He is an associate editor of AILA's annual Immigration & Nationality Law Handbook, and is co-author of the "J Visa Guidebook" from Matthew Bender. Bill has served on the board of governors of AILA and currently serves as a member of the executive committee of AILA's Philadelphia Chapter. He is an adjunct professor of law at Villanova University School of Law.