



**The PERM Workshop**  
**New York City: Friday, November 30, 2007 - 8:30am-5pm**  
*Location: Radisson Martinique On Broadway, 49 West 32nd Street*  
*Speakers: Joel Stewart, Christina LaBrie, Mark Ross, Lawrence H. Rudnick,*  
*Rohit Turkhud, And Nathan A. Waxman*

**CLOSED**

**What is ILW.COM?**

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.*

**Workshop Outline**

This is an all-day, (8:30 am to 5 pm), comprehensive workshop covering every major aspect of the PERM rule and its impact on labor certification practices. Considerable time will be devoted to back and forth and the seating is limited to the first 50 registrants to give participants ample opportunity to have their critical questions answered. **Note:** Please see the registration box below for the Earlybird Special.

Description	Time
<b>Registration:</b> Continental Breakfast and Handouts Provided	<b>8:30am-9:00am</b>
<b>Session 1:</b> <ul style="list-style-type: none"> <li>• Mechanics of PERM: Preparation &amp; Prevailing Wage</li> <li>• Preparation of PERM: Understanding O*Net ABC's: Job Titles, Duties, &amp; Occupations; Crosswalking the DOT to SOC; Understanding Job Zones &amp; SVP.</li> <li>• Prevailing wage. How to use the DOL's Trinary System: SVP Ranges, Competency Levels, and Educational Ratings for Schedule D Professionals; Miscellaneous Prevailing Wage Issues.</li> </ul>	<b>9:00am-10:30am</b>
<b>15 min. break:</b> Refreshments provided	<b>10:30am-10:45am</b>
<b>Session 2:</b> <ul style="list-style-type: none"> <li>• The Recruitment Process &amp; Strategy</li> <li>• Regular Recruitment: Details for Notice of Filing, Anomalies in SWA Job Orders, and Tips for Advertising; Analysis of the 10 Professional Recruitment Options; Coordinating the Campaign in 180 Days; Review of Schedule A.</li> <li>• Review of Resumes, Contacting and Interviewing US Workers, Recruitment Reports &amp; Categorizing Reasons for Rejection, Preparing the Record File and Supporting Documents.</li> </ul>	<b>10:45am-12:15pm</b>
<b>Lunch Program:</b> Includes Lunch and Presentation	<b>12:15pm-1:45pm</b>
<b>Session 3:</b> <ul style="list-style-type: none"> <li>• Restrictive Requirements, Audit Proofing, and Electronic Filing</li> <li>• Defining Normal Requirements, Foreign Languages, Combination of Occupations, Alternative Requirements, Actual Minimum Requirements, Combinations of Education Experience, and Training &amp; When to Use the Magic Language; Layoffs, Alien Influence and Control.</li> <li>• Audit Proofing: Documentation of Employer, Job Requirements v. Alien Qualifications, How to Fill in H-4- to H-10, When and Where to Put the Magic Language, How to Answer H-12 "Are the Requirements Normal for the Occupation", Avoiding "Special Skills" in Item H-14.</li> <li>• Electronic Filing: Tips on Filing Electronically, Comparing the Electronic On-Line Filing Instructions with the Instructions on Form 9089, Advantages/Disadvantages of Regular or Electronic Filing.</li> </ul>	<b>1:45pm-3:15pm</b>
<b>15 min. break:</b> Refreshments provided	<b>3:15pm-3:30pm</b>
<b>Session 4:</b> <ul style="list-style-type: none"> <li>• Reconsideration, Appeals to BALCA, &amp; Federal Court Litigation</li> <li>• Understanding Audit Letters and Final Determinations, Retention of Documents, CO Requests for supplemental information and/or documentation, Supervised Recruitment Pros &amp; Cons.</li> </ul>	<b>3:30pm-5pm</b>



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- Motions to Reconsider with or without Request for Appeal, Attorney Representation & Participation, Which BALCA On Banc Cases Differ from PERM, Arguing Harmless Error, Obtaining Copy of Record File from DOL.
- Legal Arguments on Appeal, When Introduction of New Facts May be Possible, The Doctrine of Interlocutory Appeal, Exhausting Administrative Appeals (Darby v. Cisneros), Update on Federal Appeals.

#### ABOUT THE SPEAKERS

**Joel Stewart** practices exclusively in the area of immigration law. 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. 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 as well as a popular speaker at immigration seminars for national and local bar associations throughout the United States. Mr. Stewart is the editor of [THE PERM BOOK](#), the definitive authority on the subject of PERM processing of labor certifications, and the editor of [PO: The Perm Quarterly](#), a professional journal that compiles and develops updated information on PERM for attorneys and employers. Mr. Stewart has been writing the BALCA Case Summaries for AILA and Immigration Law Today since 1987 and authors official AILA articles and publications such as the Visa Processing Guide for Procedures at U.S. Consulates and Embassies in Brazil and Portugal. Mr. Stewart writes weekly newspaper columns for the Brazilian Times and the Brazilian Paper and presents a weekly radio program in Portuguese on Radio Brazil. In addition to supervising an exchange program for foreign law students to work and study in the U.S., Mr. Stewart has also lectured at the University of Law in Saint Petersburg, Russia, and heads the immigration committee for the Dade County Bar Association in Miami, Florida.

**Christina LaBrie**, as an Associate in the Legal Practice Group at Fragomen, Del Rey, Bernsen & Loewy, LLP. Prior to joining Fragomen, Christina practiced immigration law with several law firms in New York. Her experience covers the universe of immigration practice, from asylum and deportation cases to complex business immigration matters. Christina received a B.A. in Political Science with high honors from the University of California at Santa Barbara in 1996. In 2000, she obtained her J.D. degree from NYU School of Law. Christina has served as Secretary of the New York City Bar Association's Immigration Committee and is a member of the American Immigration Lawyers Association (AILA). She has published numerous articles with various immigration-related publications and organizations.

**Mark Ross**, a U.K. solicitor, is a Director of LawScribe, Inc. one of the U.S.'s most established and reputable Legal Process Outsourcing companies. He was formerly a partner and head of the personal injury department at the highly prestigious U.K. Law Firm Underwoods Solicitors. Chambers Guide to the Legal Profession 2007 refers to Underwoods as "a highly influential flagship firm and a model for other firms....It has pioneered offshoring of legal work." While at Underwoods, Mr. Ross oversaw the firm's successful applications for Investor in People and Lexcel (U.K. Law Society Quality Standard) accreditation. He was also responsible for the development of a case management system for the offshoring of low value, routine, personal injury cases to the firm's South African practice. Mr. Ross joined LawScribe in 2006 having emigrated to Los Angeles, bringing to the company an unrivalled knowledge of outsourcing and offshoring in the legal profession on both sides of the Atlantic. Mr. Ross is a regular speaker at legal conferences and has had numerous articles published in legal journals on subjects as varied as the death of the hourly rate, the liberalization of the Indian legal sector and the ongoing salary hikes for junior associates by the U.S. and U.K.'s top law firms. His article calling for Accreditation and Self-Regulation for the Legal Process Outsourcing Industry has been widely acclaimed throughout the industry and published as a white paper by both the Legal Process Outsourcing Network, and the International Association of Outsourcing Professionals. He has prepared lectures and presentations on outsourcing in the legal profession for the International Association of Outsourcing Professionals, Association of Legal Administrators, ALM and Estrin Legal. Mark is a professional member of the International Association of Outsourcing Professionals, and the Chapter Chair of the IAOP Legal Outsourcing Topic Chapter. He is also a member of the British American Business Council.

**Lawrence H. Rudnick** is a partner in the law firm of Steel, Rudnick & Ruben whose practice is limited exclusively to immigration and nationality law. Mr. Rudnick has over 20 years of experience practicing law with over fifteen years exclusively in the practice of immigration law. Mr. Rudnick's practice emphasizes business immigration law, especially the international transfer of executive, managerial, professional and specialized knowledge employees. The emphasis is on prompt and efficient service. Mr. Rudnick's practice encompasses a full spectrum of business immigration clients including multinational corporations, hi-tech companies and individuals within the entertainment industry. Typical clients include multinational manufacturing, engineering and service industry companies. Mr. Rudnick also engages in an extensive administrative and judicial litigation practice involving immigration law issues. He has achieved significant litigation results, including a leading case defining specialized knowledge for purposes of the intra-company transferee provision of the U.S. immigration laws. Mr. Rudnick is a graduate of the American University in Washington, D.C. and holds a Juris Doctor from The Villanova University School of Law, Class of 1975. He joined the predecessor firm to Steel, Rudnick & Ruben in 1981 and became a partner in the firm in 1986. Mr. Rudnick has written numerous articles related to business immigration issues and is an editor of Immigration Advisor, a professional publication directed to international human resource professionals. He is an annual speaker at the National Conference of the American Immigration Lawyers Association.

**Rohit Turkhud** is a partner at Nallaseth & Turkhud, PLLC. Our offices are located at 41-43 Beekman Street, 2nd Floor, New York, New York. Rohit specializes in the practice of the US Immigration and Nationality Laws and has done so since 1985. He is a graduate from the University of Pennsylvania's Law School, the Government Law College in Mumbai, India, and the Sydenham College, Mumbai, India. In addition to enjoying the benefits of a law partnership, Rohit worked for over 7 years in Senior Executive positions at IT companies and headed their legal and international recruiting divisions. He has authored a frequent immigration law column for India Today's North American edition. He is a member of the New



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New York Chapter's Department of Labor Liaison, and the Corporate Practice Committees. On alternate Thursdays, Rohit hosts a prime time live immigration show on a cable network channel. Rohit is also a guest speaker on business immigration issues. Rohit remains committed to the quality practice of the US Immigration and Nationality laws.

[Nathan A. Waxman](#) served as expert witness before the Board of Alien Certification Appeals and the Executive Office of Immigration Review on labor certification and employment-based immigration matters. He has served on numerous local and national AILA committees and has participated in the drafting and submission of comments to the Department of Labor and the former Immigration and Naturalization Service, in response to proposed rulemaking regarding key issues in employment-based immigration law. He has been the author of numerous articles on topics ranging from the National Interest Waiver through H-1 portability and cap issues to the representation of alternative health care practitioners. He has served on AILA's New Ideas Committee and is Adjunct Professor of Business Immigration at the School of Professional Studies, City University of New York.

**THE LOCATION:**

The Hotel:  
[Radisson Martinique On Broadway](#)  
49 West 32nd Street  
New York NY 10001  
(212) 736-3800

**DIRECTIONS FROM:**

\*\*\* For those coming from outside the NorthEast: The hotel is located on 32nd and Broadway, in mid-town Manhattan (the commercial and retail district of NYC is in mid-town whereas down-town Manhattan is mostly the financial district), two blocks from Macy's HQ store, two blocks from the Empire State Building, and conveniently located to many other Manhattan business, shopping and fun spots. This particular hotel is on one of the safest blocks in mid-town, and is not as expensive as some others in mid-town.

\*\*\* For those coming by Amtrak (anywhere from DC to Boston): The hotel is just one block from Penn Station, you can come to NYC for a day trip (possibly by Acela) and avoid the expense of a night's stay.

\*\*\* For those coming from New Jersey: The hotel is just one block from Penn Station (NJ Transit) and across the street from the PATH Station.

\*\*\* For those coming from Long Island: The hotel is just one block from Penn Station/LIRR.

\*\*\* For those coming from Connecticut/upstate NY: The hotel is a 15-minute walk (or a 5-minute cab ride) from Grand Central Terminal.

\*\*\* For those coming from Bronx, Brooklyn, Manhattan, Queens, Staten Island: The hotel is right atop the 34th Street Herald Square station served by the B, D, F, N, Q, R, V and W lines (the 1, 2 and 3 lines are just a block away, and the 6 line is 3 blocks away).

**MATERIALS**

Materials included in the registration price are THE PERM BOOK, and the June 2006 and September 2006 editions of PQ: The PERM Quarterly. (The materials alone are a \$600 value!)

**TESTIMONIALS**

(from previous attendees of The PERM Workshop)

"Thank you for a great program. I found the panels to be very informative -the practical pointers will be invaluable." - Jennifer Roeper, Fowler White Boggs Banker, Tampa, FL

"The seminar was excellent in materials and presentation. The speakers are obviously tops in their field with a wealth of knowledge on the subject. It was informative, valuable and interesting. Thank you!" - Margo Einsig, Barley Snyder, York, PA

"Fabulous. I've learned a lot, very informative workshop. Comprehensive, great materials. I am ready to tackle PERM cases after this workshop. Thank you!" - Loveness Schafer, Louisiana State University, Baton Rouge, LA

"Joel Stewart is outstanding and is a walking encyclopedia. He is so clear and smart and intelligent -he makes me forget I have been studying since 9 am and it is now 4:30 pm!" - Gabriela Kreutzer, Law Offices of Gabriela Kreutzer, Los Angeles, CA

"Wonderful presentation. Unlike AILA conferences, this conference was well organized and well presented. The small class size allowed for discussions, which was most helpful." - Devang Shah, Shah and Kishore, Rockville, MD



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**Signup**

**Cancellation Policy:** Orders placed cannot be cancelled.

New York City: Nov 30, 2007 8:30am – 5:00pm  
Includes continental breakfast, sit-down lunch & coffee breaks.

**Registration \$999**

**Name:** \_\_\_\_\_ **E-mail (required):** \_\_\_\_\_ **Phone:** \_\_\_\_\_

**Name** (as it appears on credit card): \_\_\_\_\_

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