



Three-Part Telephone & E-mail Seminar:

I-9/E-Verify For Experts

Speakers: Gary Endelman, Brian Fancher, Tiffani Hill, Nicole A. Kersey, Avalyn Langemeier, Susan McConn, Angelo Paparelli, Sharon Mehlman and Kari Konikowski

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Seminar Outline

FIRST Phone Session on April 26: Immigration Compliance Procedures, including: Acceptable Form I-9 Documents, Office of Special Counsel Issues, Proactively Preparing a Client, and Policies

- What documents would a reasonable employer accept?
 - ICE Auditor and Investigator Expectations
 - Office of Special Counsel Expectations
 - Reference Sources
- How to prepare clients proactively - No Match, Immigration Issues, Policies and Training
- When to audit
- Distinguishing between what can and cannot be mitigated
- Rapid Reaction Policies
- Temporary Protective Status is a unique problem

SECOND Phone Session on May 24: Electronic Verification Systems, Form I-9 Software and E-Verify Best Practices

- I-9 software vs. traditional paper system: why buy?
- Best practices to make the most of electronic verification systems
- E-Verify- issues to consider before signing on the dotted line
- IMAGE- what you need to know about the IMAGE makeover
- What we think the future holds in Electronic Verification Systems

THIRD Phone Session on June 14: How to Respond to a Reactive ICE Audit: From Notice of Inspection to Mitigation to Notice of Intent to Fine

- Notice of Inspection
- Impact of No-Match
- Notice of Technical Violations
- Notice of Suspect Documents
- Notice of Discrepancies
- Impact of Mitigation
- Preservation of rights



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- Limiting the Expansion of an Investigation
- When to Hold'em, When to Fold'em

ABOUT THE SPEAKERS

Robert Loughran (Discussion Leader) is a partner in the Austin office of FosterQuan, LLP. He is Board Certified-Immigration and Nationality Law, Texas Board of Legal Specialization. Mr. Loughran is appointed to the Texas Board of Legal Specialization Standards and Fitness Committee, 2008-Present. Mr. Loughran was American Immigration Lawyers Association Liaison to Vermont Service Center of Department of Homeland Security for H-1B issues, 2006-2008. He has been vice chair in the State Bar of Texas Committee on Laws Relating to Immigration and Nationality, 2005-Present.

Gary Endelman is Senior Counsel at FosterQuan, LLP in Houston, TX. From 1995 to 2011, he worked as the in-house immigration counsel for BP America Inc. managing immigration compliance for this multinational energy company ranked as one of the top 5 largest companies in the world. His practice includes I-9 compliance and audits, E-Verify compliance, immigration issues related to mergers and acquisitions, employment-based nonimmigrant visas, B-1 OCS, permanent residence petitions for ability, outstanding researchers, PERM labor certification; naturalization, derivation and transmission of U.S. citizenship. Mr. Endelman graduated with a B.A. in History from the University of Virginia, a Ph.D. in United States History from the University of Delaware, and a J.D. from the University of Houston. From 1985 to 1995, he worked at one of the largest immigration firms in the country. Mr. Endelman is Board Certified in Immigration and Nationality Law by the State Bar of Texas, Board of Legal Specialization. He is a frequent national speaker and writer on immigration related topics including several columns and blogs on immigration law. He served as a senior editor of the national conference handbook published by AILA for ten years. In July 2005, Mr. Endelman testified before the United States Senate Judiciary Committee on comprehensive immigration reform

Brian Fancher has a unique blend of practical and professional experience with I-9 and immigration rules. He worked as a legal professional at one of the nation's highest volume immigration law firms, and he served as General Manager of a major retail chain with stores and employees all over the U.S. From both perspectives, Brian has been instrumental in Tracker's product design, procedures, reporting and training to keep organizations compliant with I-9 and immigration laws. He monitors the ever-changing landscape of E-Verify, I-9 and immigration best practices, and benchmarks regularly with many of the nation's most respected employers on the most effective systems and processes. Brian holds a BA in Communication from the University of San Francisco.

Tiffany B. Hill is a Supervising Attorney with Pearl Law Group in San Francisco, California. Tiffany has been dedicated to the practice of corporate immigration law since 2004. She represents and manages Fortune 500 technology clients, advising them on all aspects of U.S. business immigration law, including nonimmigrant work visas and applications for permanent residence. She also counsels companies on general immigration policies, planning, and I-9 compliance. Tiffany graduated cum laude from Cornell University, and she received her J.D. with honors from the University of Maryland School of Law.

Nicole A. Kersey is the Managing Director of Seyfarth Shaw's Immigration Compliance Center of Excellence (ICC) in Atlanta, Georgia. Associate Nicole A. Kersey provides advice, project management, and consulting services to organizations of all sizes to help them avoid civil and criminal penalties, as well as ancillary damage to reputation, caused by vulnerabilities and weaknesses in their immigration-related hiring and record-keeping practices.

Avalyn Langemeier is a Partner with FosterQuan, LLP in Houston, Texas. She handles a wide variety of immigration matters, with a focus on employment and compliance-based matters. Ms. Langemeier advises employers on immigration and worksite enforcement, including proactive audits and reactive ICE investigations. Her practice also includes nonimmigrant work visas and permanent residence for physicians, professors, researchers, and professionals. She graduated from Harvard University and the University of Texas at Austin law school and is Board Certified in Immigration and Nationality Law by the State Bar of Texas, Board of Legal Specialization. Ms. Langemeier is a frequent presenter and a writer on immigration topics.

Susan McConn is an Associate Attorney with FosterQuan, LLP, in its Houston office. She graduated cum laude from Vanderbilt University, where she majored in Latin American Studies. Ms. McConn is a graduate of the University of Texas School of Law, where she participated as a Student Attorney in the Immigration Law Clinic. She also received a Texas Law Fellowship for a summer clerkship with Catholic Charities of Dallas Immigration and Legal Services. She has been admitted to the State Bar of Texas and is a member of the American Immigration Lawyers Association. In addition, she is a founding member of the State Bar of Texas Section on Immigration and Nationality Law. Ms. McConn's practice is concentrated in the areas of employment-based immigration, family-based immigration, and employer sanctions. Ms. McConn is a frequent speaker on these topics to various human resources organizations.

Angelo Paparelli is a partner of Seyfarth Shaw LLP. Mr. Paparelli, with a bicoastal practice in Southern California and New York City, is known for providing creative solutions to complex and straightforward immigration law problems, especially involving mergers and acquisitions, labor certifications and the H-1B visa category. His practice areas include legislative advocacy; employer compliance audits and investigations; U.S. and foreign work visas and permanent residence for executives, managers, scientists, scholars, investors, professionals, students and visitors; immigration messaging and speech-writing; corporate policy formulation; and immigration litigation before administrative agencies and the federal

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courts. He is frequently quoted in leading national publications on immigration law. He is also President of the Alliance of Business Immigration Lawyers, a 30-firm global consortium of leading immigration practitioners. Paparelli's blog and a comprehensive list of his many immigration law articles can be found at www.entertheusa.com. He is an alumnus of the University of Michigan where he earned his B.A., and of Wayne State University Law School where he earned his J.D. Paparelli is admitted to the state bars of California, Michigan and New York.

Sharon Mehlman is one of three Co-Managing Partners of Larrabee | Mehlman | Albi | Coker LLP, a specialty law firm engaged exclusively in the practice of United States Immigration and Nationality Law. Sharon Mehlman is a graduate of the University of San Diego, School of Law where she earned her Juris Doctorate degree. Ms. Mehlman is a member of the American Bar Association, the California Bar Association, the American Immigration Lawyers Association (AILA) and is active in the community. She is also a member of the Alliance of Business Immigration Lawyers, a group of leading immigration attorneys who work together on "best practices". Ms. Mehlman is past Chairperson, Vice Chairperson and Secretary of the San Diego Chapter of AILA and is a frequent speaker on business immigration issues. She is also past Chairperson of AILA's California Service Center (CSC) liaison committee. Ms. Mehlman is currently the Chair of AILA's USCIS Service Center Operations (SCOPS) Committee and AILA's USCIS Benefits Committee where she works with USCIS Headquarters on a variety of immigration issues.

Kari Konikowski is an Associate Attorney with FosterQuan, LLP that works primarily in employment-based immigration. She has experience with immigrant and nonimmigrant visas and has helped to manage I-9 audits and Public Access File audits for various corporate clients. As a 2008 graduate of the University of Houston Law Center, Kari served as a Student Attorney in the University of Houston Immigration Legal Aid Clinic and competed on the University of Houston's award-winning Moot Court team as Oral Advocate and Brief Captain. She received her undergraduate degree from the University of Texas at Austin. Kari is a member of the Houston Young Lawyers Association and the American Immigration Lawyers Association.

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