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YES I want to master the regulatory and administrative issues that prevent us from recruiting and retaining the best immigrant employees. Please reserve my spot at **Florida Employers Immigration Master Class** for just \$347. If I am dissatisfied, I am entitled to a complete refund of my registration fee. I understand that additional registrants from my company can attend for \$100 off, just \$247 each.

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If this is not the most informative and cost-effective seminar that you have attended in the last year, we will refund 100% of your registration fee - no questions asked.

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Cancellation Policy

- A \$50 processing fee applies to ALL conference cancellations.
- Registrants are responsible for the entire PROGRAM fee for a cancellation made after 5:00 p.m. three weeks prior to the event (whether or not you attend the program or fail to cancel).
- An alternate may attend in place of the original registrant.

11065

FLORIDA EMPLOYERS IMMIGRATION MASTER CLASS
OVERCOMING VISA AND ENFORCEMENT HURDLES TO CREATE AN EFFECTIVE WORKFORCE



HR's must-attend seminar for mastering the risks, opportunities and changes coming to the way you hire and employ non-U.S. citizens:

- Employment-based non-immigrant and immigrant visa options
- Choosing between adjustment of status and consular processing
- Processing the I-9 form and identifying acceptable documents
- Best practices for employment eligibility verification, including overcoming problems with E-verify
- Responding to SSA no-match letters
- Work site enforcement trends, and how to keep your workplace under control during an ICE investigation
- Update on Florida immigration legislation and enforcement
- And much more!

Immigration issues promise to get even hotter for HR management in the weeks ahead. Increasingly complex rules, documentation requirements, and visa standards have made filling positions with foreign workers more challenging than ever before.

Fortunately, you can learn everything you need to know about these new rules, regulations, and enforcement initiatives when you attend the one-day value-packed seminar, **Florida Employers Immigration Master Class**, led by experienced Florida employment law attorneys. You'll prepare yourself to **slash through red tape with confidence**, securing the very best foreign-born labor now driving innovation, value, and profit at organizations nationwide.

COMING TO:

MIAMI
Thursday,
May 7, 2009
Hilton Miami
Airport

JACKSONVILLE
Thursday,
May 21, 2009
Courtyard by
Marriott Orange
Park



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MIAMI
Thursday,
May 7, 2009
Hilton Miami Airport

JACKSONVILLE
Thursday,
May 21, 2009
Courtyard by Marriott
Orange Park

SLASH THROUGH RED TAPE





Far from an abstract study of unrealistic scenarios and academic concepts, **Florida Employers Immigration Master Class** features real-world, how-to advice you won't find anywhere else. You'll gain a step-by-step plan for acquiring the type of employee top management is pressuring you for, all while complying with strict new immigration laws.

Don't write off the most talented, driven, and reliable applicants just because the immigration process seems daunting. Learn everything you need to know about bringing them "on-board" – in just one day!

Program Dates & Locations

MIAMI

Thursday, May 7, 2009
Hilton Miami Airport
5101 Blue Lagoon Drive
(305) 265-3814

JACKSONVILLE

Thursday, May 21, 2009
Courtyard by Marriott Orange Park
610 Wells Road
(904) 854-1500

Conference Fee

Only \$347 per person, \$247 for each additional person from your organization

Conference Details

Continental breakfast and registration begin at 7:30 a.m. The program begins at 8:30 a.m. and concludes at 4:30 p.m. There will be morning and afternoon breaks.

This Valuable One-Day Event Is Perfect for:

- HR managers
- Directors of HR
- In-house counsel
- Management-side labor attorneys
- Anyone tasked with on-boarding

Available On-Site

This powerful program is available for on-site presentation at your organization, customized both in length and content to meet your specific training needs. It's the cost-effective way to engage your most productive employees in achieving valuable professional growth objectives. All while helping to protect your organization from expensive legal missteps. For more information, please call 800-274-6774.

Sponsored By

M. Lee Smith Publishers LLC, publisher of *Federal Employment Law Insider* and 50 state-specific *Employment Law Letters*

AGENDA

Registration 7:30 a.m. – 8:30 a.m.

Employment-Based Non-Immigrant Visas: Visa Options That Work! 8:30 a.m. – 9:30 a.m.

Often the best way to get that key contributor working for you is the non-immigrant visa route. In this session, you'll learn all the pluses and minuses of this option, including its application to engineering, IT, medicine, finance, and more.

- Business visitors
- Training visas J and H-3
- Working visas H and L
- Other visa options: TN, E-1, E-2, E-3, H-2B, O, P

Employment-Based Immigrant Visas, and Adjustment of Status vs. Consular Processing 9:30 a.m. – 10:30 a.m.

Part A

How can you navigate a cumbersome regulatory system designed to say "No!" to almost all immigration? What are the secrets to successfully sponsoring an employee's immigrant and non-immigrant visa application? Learn how to make the system work to your advantage in this value-packed session:

- Labor certifications: PERM, Schedule A, and more
- Immigrant petitions: advanced degree workers, professionals, skilled workers
- Alternatives to labor certification: multinational managers & executives, "outstanding researchers," individuals with "extraordinary" and "exceptional" ability, national interest waivers
- Maintaining NIV status while waiting for adjustment status

Part B

- Adjustment of status vs. consular processing: who can adjust, who must adjust, who can't adjust
- Concurrent filings
- Priority date and visa bulletin issues
- Travel while adjustment is pending: advance parole and re-entry portability
- Three- and 10-year bars
- Changing standards and trends at the service centers

BREAK 10:30 a.m. – 10:45 a.m.

The I-9 Form and Acceptable Documents 10:45 a.m. – Noon

The U.S. Citizenship and Immigration Services made changes to the 2007 I-9 Form which required you to get rid of the old "List A" and use

a new set of requirements for proving identity and employment eligibility. This session will feature:

- What you should do when updating your forms, document list, and handbook
- New green cards and how employees can swap out their old ones
- Answers to your recertification questions when faced with contradictory and inconsistent documentation

LUNCH Noon - 1:00 p.m.

Employment Eligibility Verification Best Practices 1:00 p.m. – 2:00 p.m.

Now that you've got your forms up to date, what other steps can you take to ensure compliance with federal immigration laws? This session will take you beyond the minimum requirements, boosting your compliance activities to the next level. We'll cover:

- Pros and cons of partnering with the government
- Benefits of conducting private I-9 audits
- Identifying patterns of mistakes before federal watchdogs do
- Electronic I-9 completion and storage
- Anti-discrimination guidelines

Did I Miss Something? SSA No-Match Letters 2:00 p.m. – 3:00 p.m.

In late 2007, a U.S. district court prevented the DHS and the Social Security Administration (SSA) from implementing rules that would have placed additional burdens on employers who receive SSA no-match letters. So what is the status of the court case, and, most important, your responsibility today? This session will bring you up to date on:

- The current approach to dealing with SSA no-match letters
- The proposed approach
- The lawsuit preventing implementation
- What a no-match letter means about an employee's status

BREAK 3:00 p.m. – 3:15 p.m.

Grace Under Fire: Keeping Your Workplace Under Control During an ICE Investigation 3:15 p.m. – 3:45 p.m.

ICE officials acknowledge that they have all but abandoned administrative fines in favor of criminal investigations. Given the increase in work site enforcement actions, employers should be fully informed about the laws surrounding a raid and appropriate ways of responding to one. In this session, you'll learn about:

- Search and seizure laws
- Best practices for interacting with government agents
- Managing internal operations and dealing with the public
- Supporting employees and their families

Update on DHS Enforcement Actions 3:45 p.m. – 4:15 p.m.

Over the last couple of years, ICE has carried out a number of highly publicized immigration raids in various industries across the country. From the Swift & Company meatpacking plant raids that spanned six states in late 2006 to the early February 2008 arrest of 130 workers at the headquarters of Micro Solutions Enterprises (MSE) in Van Nuys, California, the U.S. Department of Homeland Security (DHS) has kicked its enforcement activity into high gear. Are you in danger of joining the ever-growing list of employers that have been targeted by these raids? Play it safe and learn about:

- Work site enforcement trends, including the shift of ICE resources from national security to targeting employers
- Owners & managers in court: frequently filed charges such as criminal harboring and document fraud, and the risk of asset seizure and forfeiture
- Case studies with an eye to how the raid could have been avoided
- Work site enforcement in Florida

Update on State Immigration Legislative Efforts 4:15 p.m. – 4:45 p.m.

Whose job is it anyway? Frustrated with federal inactivity, some states and even cities have taken it upon themselves to pass their own enforcement laws. But how can you keep up, particularly if you've got operations in multiple states? This session will provide an overview of:

- Federal vs. state debate and lawsuits
- State law survey
- Fines, fees, penalties

Q&A Session 4:45 p.m. – 5:00 p.m.

FACULTY

JACKSONVILLE

Attorney **Thomas Harper**, with the Jacksonville firm of Harper Gerlach, has practiced law since 1973, focusing on labor and employment law. He counsels clients concerning immigration issues, the FMLA, the ADA, the ADEA, and sexual harassment. Mr. Harper has been selected in *The Best Lawyers in America* for the past 11 years.

Attorney **Rebecca L. Caballero** is a sole practitioner in The Law Office of Rebecca L. Caballero, P.A., where she concentrates in the fields of immigration and family law. She has practiced in all areas of immigration law, including family-sponsored immigration, employment-based immigration, and refugee/asylee law. She has given presentations on various topics related to immigration law to law students, social service agencies, and members of the community, and she has also been a guest lecturer to students in an immigrant rights clinic.

For over 30 years, attorney **Stephen H. Davis** has been helping people from all over the world legally immigrate to the United States. A nationally recognized expert in immigration law, Mr. Davis has dedicated his practice exclusively to immigration law. With clients from over 178 countries, Mr. Davis works with companies and individuals who want to work and live in America.

Attorney **Margaret Ioannides** has specialized in the field of U.S. Immigration and Nationality law since receiving her law and master's degrees from Georgetown University in 1996. She has worked as an immigration attorney for the U.S. Department of Justice, as well as in prominent law firms in Florida and Texas, handling both employment based and family based immigration matters on behalf of corporate and individual clients. Ms. Ioannides has written on immigration law topics for the Austin Human Resource Management Association and has been published in the *Texas Lawyer*, the *Austin Business Journal*, and the Florida Bar's *International Law Quarterly*. Ms. Ioannides also frequently presents to universities, trade, and community groups regarding immigration and related legal issues.

MIAMI

Hector Chichoni practices U.S. and global immigration law. He chairs Epstein Becker & Green, P.C.'s South Region Immigration Practice and is the National Immigration Counsel for ALTA (Asociación Latino Americana de Transporte Aéreo) and RBA (Retail Bakers of America). He represents premier U.S. health care organizations, Fortune 100 and Fortune 500 companies, multinational corporations and universities. He is also a frequent speaker and author on immigration and international issues at US and international forums. Mr. Chichoni co-authors EBG's Florida Employment and Immigration Law Blog. His articles have appeared in numerous publications including *Immigration Legal Weekly*, *The Immigration Daily*, and *Bloomberg Law Report*. He is also the author of the chapter "What to Do When the Government Knocks at Your Door: Dealing with Trouble," an immigration publication from the Council on Education in Management. His interviews have appeared in *The National Law Journal*, *Workforce Management*, *The Miami Herald*, *The Daily Business Review*, *The South Florida Sun-Sentinel*, and *The South Florida Business Journal*.



Dear HR Professional:

If you look to the non-native-born to fill positions at your workplace, you're faced with an unpleasant and frustrating reality: the battle for top employees is as hot as the national immigration debate. Certainly, in this day and age, you can't hire someone who's not a U.S. citizen. Or, can you?

Don't let a seemingly impossible paperwork maze or headline-grabbing immigration raids scare you off. In just one day, learn everything you need to know to out-fox, out-hustle, and flat-out out-hire the competition. How? Join your colleagues at the new seminar, **Florida Employers Immigration Master Class: Overcoming Visa and Enforcement Hurdles to Create an Effective Workforce**.

This event is crafted specifically for HR managers, and their counsel, who want to hire the hardest-working, most talented, bottom-line-boosting employees, regardless of the passport they currently carry. All without running afoul of increasingly aggressive watchdogs at Immigration and Customs Enforcement (ICE). And without drowning in a sea of applications, petitions, and burdensome red tape.

Your Master Class leaders are Florida immigration attorneys who help employers navigate those bureaucratic mazes that intimidate, confuse, and overwhelm all but the most determined. Now, they'll reveal methods you can apply to your own recruiting and hiring tactics, to score huge victories in the talent-acquisition war.

Of course, your satisfaction is fully guaranteed. If you don't come away from this event fully confident in your ability to recruit and retain immigrants, I'll refund your entire registration fee. You take no risk.

Dan Oswald

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Publisher
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