



H. Ronald Klasko, Esq.

- Ron Klasko is the Managing Partner of Klasko Immigration Law Partners, LLP. He has been providing immigration assistance and solutions to leading universities, hospitals, research institutions, multinational corporations, and individuals for over 30 years.
- Ron is a former National President of the American Immigration Lawyers Association and served for 3 years as the bar association's General Counsel. He has been a member of the AILA Board of Governors since 1980. His firm has been selected as one of five top tier immigration firms in the United States for the past seven consecutive years by the prestigious Chambers Global (Chambers and Partners).
- Ron has been chosen as one of twelve top tier immigration lawyers in the US by *Chambers Global*. He has been selected annually for inclusion in *Best Lawyers in America* since 1991. The *International Who's Who of Business Lawyers* selected Ron as the "most highly regarded" immigration lawyer in the world.
- Ron is a frequent author and lecturer on business-related immigration topics and is a former Adjunct Professor of Immigration Law at Villanova University Law School. Ron is a graduate of the University of Pennsylvania School of Law.

William A. Stock, Esq.

- Bill Stock is a founding partner of Klasko Immigration Law Partners, LLP and has been providing immigration assistance and solutions to leading universities, research institutions, hospitals, multinational corporations, and individuals for over 20 years.
- Bill is featured in Chambers Global, Best Lawyers in America, Pennsylvania Super Lawyers, Who's Who of Business Lawyers and other guides to prominent attorneys. Bill serves as President of the American Immigration Lawyers Association (AILA), the 14,500 member national organization of immigration lawyers. He has long been active in the association on both a national and state level and has served several terms on the Association's Board of Governors. He is also active in NAFSA's Region VIII and has been a Regulatory Ombudsman for the region on scholar and faculty issues.
- Bill is a graduate of the University of Minnesota Law School and is a frequent author and lecturer on business-related immigration topics and has served as an Adjunct Faculty Member at Villanova University School of Law.





Elise A. Fialkowski, Esq.

- Elise Fialkowski is a partner of Klasko Immigration Law Partners, LLP and has been providing immigration assistance and solutions to leading universities, research institutions, multinational corporations, and individuals for over 20 years.
- Elise has particular expertise in worksite enforcement and she leads our worksite compliance group. Elise regularly counsels clients regarding I-9 compliance, E-Verify, Social Security no-match letters and H-1B Labor Condition Application (LCA) compliance. She works with employers to develop proactive compliance programs and assists employers with internal audits and training. Elise has also successfully represented companies facing I-9 and H-1B LCA audits and investigations.
- Elise has long been active in AILA having served as Chair of the Philadelphia Chapter and on national committees. She currently serves on AILA's Global Migration Section Conference Committee and the Philadelphia USCIS Liaison Committee.
- Elise has been named in Pennsylvania SuperLawyers, The International Who's Who of Corporate Immigration Lawyers and the International Who's Who of Business Lawyers.
- A Phi Beta Kappa graduate of the University of North Carolina at Chapel Hill, (B.A.1987), Elise received her law degree from the Villanova University School of Law (J.D., magna cum laude, 1991).

Lisa T. Felix, Esq.

- Lisa Felix represents corporate and educational clients who seek to hire or transfer foreign employees, as well as foreign individuals seeking employment in the United States as scientists, highly skilled professionals, executives, managers, and artists. She advises employers on immigration compliance, responding to government investigations, and immigration strategy and planning.
- Before practicing as an attorney, Lisa worked extensively in higher education, providing immigration services to students, faculty, researchers, and administrators at the University of Pennsylvania, the State University of New York at Buffalo, and at Southern Illinois University—Carbondale's branch campus in Niigata, Japan. As a Designated School Official and Alternate Responsible Officer, she advised academic and administrative departments, foreign faculty, and students in the areas of hiring, enrollment, non-resident tax compliance, and academic, cross-cultural and personal concerns.
- Lisa is an active member of the American Immigration Lawyers Association, where she has served as co-chair of the AILA Philadelphia Chapter's Pro Bono Committee, and on the organizing committee of the chapter's annual conference. Lisa is a returning member of NAFSA: Association of International Educators.





Andrew J. Zeltner, Esq.

- Andrew J. Zeltner is an Associate in the Firm's Philadelphia office. Mr. Zeltner
 handles a wide array of corporate immigration matters including those
 involving the processing of permanent resident applications (green cards) on
 behalf of multinational corporate and individual clients, including labor
 certification applications, immigrant visa petitions and adjustment of status
 applications.
- He has significant experience providing employment-based U.S. immigration services for large corporate clients, including applications for B-1 OCS, E-1/E-2, H-1B, H-3, J-1, L-1, O-1, TN, labor certifications, multinational manager and executive immigrant petitions, outstanding researchers, extraordinary ability aliens, and national interest waivers. He has provided extensive advice to human resources professionals and corporate counsel regarding immigration compliance matters including I-9 and LCA compliance issues.
- Mr. Zeltner received a Bachelor of Arts degree in Politics (cum laude) from The Catholic University of America. He earned his J.D. (cum laude) from Quinnipiac University School of Law. While in law school, Mr. Zeltner served as Opinions Editor of the Quinnipiac Probate Law Journal.

Feige M. Grundman, Esq.

- Feige M. Grundman is a Senior Associate in the Firm's Philadelphia office. Feige's practice has focused exclusively on immigration and nationality law since 2006. Her practice includes the representation of leading universities, hospitals, Fortune 500, multinational, and private companies with high volume employment based non-immigrant and immigrant visa matters.
- A graduate of the University of Pittsburgh School of Law (J.D. 2005), Feige received her undergraduate degree, with Honors, from Carnegie Mellon University (B.S. 2000).
- Feige is an active member of the American Immigration Lawyers Association and is admitted to practice law in Pennsylvania, New Jersey and Florida.





Michele Madera, Esq.

- Michele Madera is an Associate in the Firm's
 Philadelphia office, and focuses her practice on employment-based non-immigrant and immigrant matters.
- Michele is a graduate of New York Law School and was a member of the Justice Action Center. She is admitted to practice law in New York and is a member of the American Immigration Lawyers Association.





Program



- Legislation, Regulations, Executive Orders and Policy Changes: What to Expect
- How to Prepare for Site Visits, Audits and Raids
- Today's Adjudication Environment: Processing Trends at USCIS Service Centers in Nonimmigrant and Immigrant Cases



Program



Breakout Session

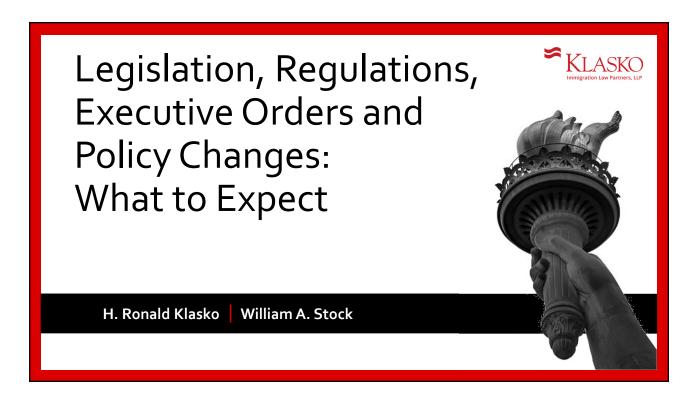
 Advising International Students and Scholars in the New Environment

—— OR ——

 Managing International Employees in the New Environment









Current Developments and Predictions

KLASKO

- Executive Orders
- Changing Policies
- Changing Regulations
- Changing Legislation



How to Prepare for Site Visits, Audits and Raids



Elise A. Fialkowski

Background •Executive Order-Increased Enforcement •April 3 Measures to Deter and Detect Visa Fraud and Abuse •New USCIS Webpage-Combating Fraud and Visa Abuse •DOJ Immigrant and Employee Rights Section (IER) •AG Sessions' Stress on Prosecuting Immigration Violations KLASKO How to Prepare / Respond to Enforcement and Leaked Memo •Set up a Process for Site Visits Review Ongoing Cases Case Amendments Internal Audits •Review I-9 Procedures/Training KLASKO KLEV PARTNERS, LLP H-1B and L-1 Site Visits What Can We Expect? Most Site Visits will be routine •Site Visits seeking to identify contractors on site will increase

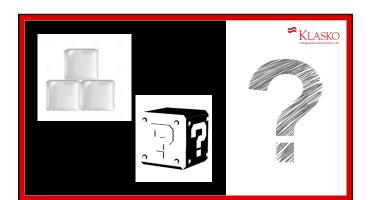
"Failure to Verify" will result in Notice of Intent to Revoke
Pattern of Failure to Verify may result in criminal charges

DOL Enforcement Typically initiated by complaint •DOL can assess civil fines, back pay and debarment •Examples: • April 13, 2016 - Southern Illinois University of Medicine -\$223,884 in back wages for H-1B doctor • June 2012 – Georgia IT company pays \$740,000 in back wages **DOL Enforcement** •LCA Enforcement no longer merely civil •Criminal Charges for false statements & "alien smuggling" • Jail time, criminal fines and civil forfeiture •Examples: • June 2016 – IT company's owners sentenced to 87 months • April 2017 – Argentine IT company pays \$1 million settlement **≈**KLASKO Form I-9 Enforcement Potential for criminal charges for "pattern and practice" of unlawful employment •New fine structure effective Aug. 1, 2016 (96% increase) •FY2015 over 1200 NOIs; >\$17 million in fines

•New administration = increased enforcement

Increased IER Enforcement Non-Discrimination in I-9 Process

- KLASKO
- •DOJ Immigrant and Employee Rights section (IER) previously OSC
- •Enforces citizenship/immigration status discrimination, national origin discrimination, document abuse, and retaliation
- •Under AG Sessions, new focus is discrimination against Americans, not discrimination against immigrants



Today's Adjudication Environment:

Processing Trends at USCIS Service Centers in Nonimmigrant and Immigrant Cases





Presentation Overview •Nonimmigrant processing times and trends • H-1B premium processing suspension • Overview of Expedite requests •Nonimmigrant RFEs and site visits •Immigrant Processing Times and Trends Labor Certification Other Categories • I-140 & I-485 processing KLASKO Nonimmigrant Processing Times •Suspension of H-1B PP •Began April 3, 2017 •Only covers H-1Bs (covers cap-exempt and cap-subject) •Estimated to last 6 months? •Delay in NSC Processing of H-4/EAD Applications Filed with Premium Processing H-1Bs KLASKO KLEV PARTNERS, LLP Nonimmigrant Processing Times •Long processing times for H-1Bs in general • Nine (CSC) to Twelve (VSC) month H-1B adjudication times •Processing times for other categories • Five (VSC) to Six (CSC) month L-1 adjudication times

• Three month processing for O-1's

• Premium Processing Remains Available for L-1 and O-1

•I-539 (3 months at CSC, 9 months at VSC for change of status to F-1)

		•
	KLASKO Inneligration Law Partners, LLP	
Nonimmigrant Processing Times		
•Expedite Requests		
• Eligibility Criteria		
Hardship must be compellingHow to Request		
		•
	KLASKO	
Nonimmigrant Processing Trends		

• The RFE Tsunami – Influx of PP cases prior to deadline • Audience's experience re PP H-1B cases • Other RFEs for PP cases, such as O-1, and L-1 • RFEs on H-1B cap exemption eligibility • RFEs for L-1's: managerial/specialized knowledge continue • Most recent RFE statistics from USCIS Ombudsman

Immigrant Processing Times •PERM • Prevailing wage timing – DOL states 3 months (longer, IRL) • Wait to start recruitment, or don't wait? •ETA-9089 processing times – currently 6 months (shorter, IRL) •I-140 Processing times •PP has not changed •TSC consistent with 6-7 months adjudication time, NSC varies widely •I-485 Processing times

•TSC at 7 months, NSC 9 months (after I-140 approval)

► KLASKO Immigrant Processing Trends •Perm • Audits on the rise? •Non-Perm •EB-1 - Nebraska Service Center • RFEs even when criteria are met – <u>Kazarian</u>-style overall merits analysis •RFE's with Premium Processing I-485 Processing Trends Medical exams expiration •Updated work verification requests •Multiple RFEs for same AOS application •Inconsistent processing times for dependents **QUESTIONS?**



Topics •Travel Ban 2.0 •Changes – real and prospective – for students & scholars Institutional challenges •Civil rights, due process, and the international student & scholar population Travel Ban 2.0 Affected countries • Iran •Libya Somalia Sudan Syria • Yemen Exceptions •LPRs Current valid visas Other passports Diplomats Waiver process Existing ties • Undue hardship National interest • Not a threat KLASKO KONTON KANDANTAN KANDAN Changes – Both Real and Prospective •No premium processing for H-1Bs • "Prudential" nonimmigrant visa revocations •Narrowing definition of cap exemption •STEM OPT limitations? •H-4 EAD limitations?



Institutional Challenges

- •"Sanctuary" or "4th Amendment" campuses
- •Institutional support for
- DACA
- Undocumented
- •Institutional support and structure for travel problems

KLASKO

Civil Rights and Due Process Issues

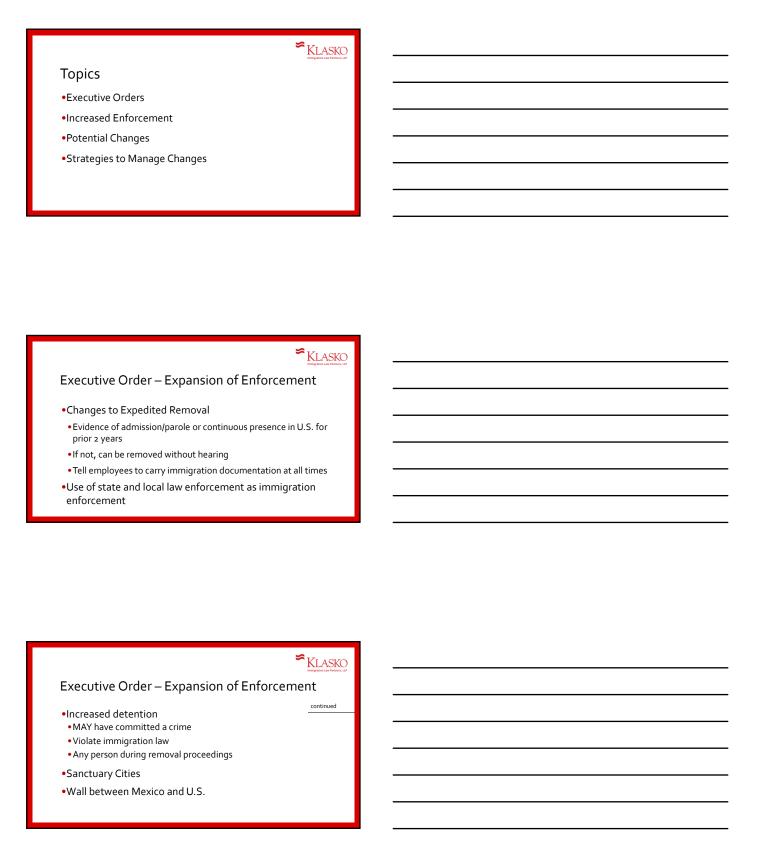
- •When traveling/entering the U.S.
- •When on campus
- •When in the U.S.



Managing International Employees in the New Environment

Elise A. Fialkowski | Michele Madera | Andrew J. Zeltner





Travel Ban •Effective March 16 •Revoked original Executive Order •Suspends U.S. Refugee Admissions Program for 120 days •Limits U.S. to 50,000 refugees in 2017 •Calls for the implementation of extreme vetting •Expedite the Biometrics Entry/Exit Tracking System KLASKO Travel Ban continued •Suspends entry to U.S. by foreign nationals from: •Iran, Libya, Somalia, Sudan, Syria, Yemen •Outside the U.S. on effective date; •Did not have a valid visa at 5 pm Eastern on January 27, 2017, AND •Do not have a valid visa on effective date. KLASKO KUP Partners, LLP Travel Ban – Exceptions • Any lawful permanent resident • Any person who is admitted or paroled on or after the effective date of the order • Any person who has a document other than a visa, valid on effective date or issued after, which allows him to travel to the U.S. to seek entry (such as advance parole) • Dual nationals using passport from non-banned country Diplomats Any person granted asylum

Travel Ban – Exceptions • Any refugee already admitted to U.S. • Any person granted withholding of removal, advance parole, or protection under CAT KLASKO Travel Ban – Waivers Discretionary Case-by-case •Denying visa or entry would cause undue hardship •Not a threat to national security •Entry would be in the national interest KLASKO Travel Ban – Current Situation • Hawaii District Court granted TRO and then preliminary injunction • 9th Circuit hearing in May •Maryland District Court granted TRO • 4th Circuit hearing in May

 ► KLASKO Integration Law regions. Liv	
Increased Enforcement & Audits	
•Form I-9	
 Public Access Files for Labor Condition Applications 	
Prevailing Wage ComplianceEmployment relationships with third-party vendors	
•Increase in site visits	-
•Increase in raids/audits	
~	
 ■ KLASKO Interpretation Lab Protection Library **The Company of the Company	
Steps to Prepare	
•Internal Audits	
Review I-9 proceduresReview ongoing cases/salaries	
•H-1B amendments	
 Set up a process for site visits and communicate it to your colleagues and employees 	
colleagues and employees	
➤ KLASKO Integralia Lav Protect LP	
Address Employee's Anxieties	
 Information Sharing & Communication Know Your Rights 	
Efforts by the companyHonesty	
•Support	





Understanding the Nonimmigrant Provisions of the January 2017 Regulations

H. Ronald Klasko Lisa T. Felix

"Retention of EB-1, EB-2, and EB-3 Immigrant Workers and Program Improvements Affecting High-Skilled Nonimmigrant Workers" (81 Fed. Reg. 82398) • New regulations issued in Nov 2016 at 8 CFR Parts 204, 205, 214, 245, and 274a • Went into effect January 17, 2017 • Aimed at providing greater flexibility for high-skilled foreign professionals • Various provisions for L, O, E, H, P and TNs	
Grace Periods KLASKO	
•Applies to H, L, E, O, P and TN	
Before validity date – 10 daysAfter validity date – 10 days	
•During validity period – 60 days	
•Only one time	
 This provision does not apply to P visa holders 	
≈ KLASKO	
Grace Periods	
•During grace period	
Can file change or extension of status	
•Cannot work	
•Can file for EAD	
•Discretionary	
 Can be denied for violation of status or unauthorized employment 	

H-1B Portability •New rules codify longstanding portability policies •Must be currently in H-1B status •Includes grace period •Includes period covered by a timely filed extension •Prior H-1B not portable – only present H-1B •Successive H-1B portability petitions ok ("bridge petitions")

H-1B Portability



continued

- Portability not available while awaiting an October 1 start date (e.g. when going from cap exempt or F-1 to cap subject)
- •Travel: can be admitted as H-1B while portability petition pending
- Portability is period of stay authorized by DHS

H-1B Cap Exemptions



- •Government research organization
- •Includes local, state and federal
- "Employment at" university
- Majority of alien's time at university
- Must "directly and predominantly further" "normal, primary or essential" function of university
- Compare prior standard

KLASKO H-1B Cap Exemptions continued •New rule exempts nonprofits "related to or affiliated with" university • Must be written affiliation agreement • Must be an "active working relationship" between the nonprofit and the university • "Any fundamental activity" of the nonprofit must directly contribute to the research or education mission of the university Compare prior standard (shared ownership or board control; operated by or attached to) **≈** KLASKO H-1B Cap Exemptions continued Concurrent Employment • CIS can revoke when foreign national leaves cap exempt employer KLASKO EN PARTNERS, LLP H-1B Extensions •New rule codifies calculation of time that counts toward the H-1B 6-year max and time which is exempt from the calculation

• For an AC-21 3-year extensions (for people affected by per-

• Must file AOS within 1 year of visa availability

country limitations)

H-1B Extensions

•For 1-year extension



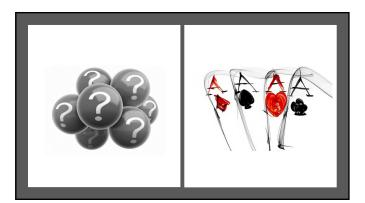
- continued
- •In H-1B status or "previously held" H-1B status
- 365 days have elapsed or will have elapsed between filing labor certification or I-140 and date extension takes effect
- Does not have to be filed 365 days before the end of 6 years
- •For timely filed extensions
- Continue to work for 240 days
- Can be new employer

H-1B Extensions



continued

- •For spouse
- Can get H-4, not H-1B extension
- •Time spent outside the U.S.
- Outside the U.S. for more than one year has the option:
- Either recapture time toward 6 years, and not be subject to the cap
- \bullet Or go through the cap selection process again and get a new 6-year period



Understanding the Immigrant Provisions of the January 2017 Regulations

William A. Stock Michele G. Madera



•	KLASKO	
The New Regulations	*****tigration Law Partners, LLP	
-	FD -	
 November 18, 2016 passage of "Retention of EB-1, and EB-3 Immigrant Workers and Program Improve 		
Affecting High-Skilled Nonimmigrant Workers"		
•Effective on January 17, 2017		
•Codified many of the protections afforded through		
practice		
	SIZE LOVE	
Priority Dates	KLASKO Intentigration Law Partners, LLP	
 If no labor certification – then the date the signed I- properly filed with USCIS is the priority date 	-140 IS	
 Retention Priority date is retained unless USCIS denies or revokes ti 	he original	
petition for:		
Fraud or willful misrepresentation of a material fact		
 Petition was approved based on a material error Revocation or invalidation of labor certification associated 		
	lo.	
•Priority dates cannot be transferred between peop	ie	
	SIZY A CYYC	
	KLASKO Immigration Law Partners, LLP	
I-140 Petition – Revocation vs. Withdra	awal	

•No automatic revocation for I-140 petitions approved for at least 180 days if withdrawal by Petitioner or termination of

Petitioner's business
•If not revoked for:

• Material USCIS error

• Fraud or material misrepresentation
• Invalidation or revocation of labor certification

≈ KLASKO temperatu kar Farmat, idr	
I-140 Petition — Revocation vs. Withdrawal	
continued	
 Then petition remains valid for: Retention of priority date 	
Job portability under INA § 204(j)Extension of status under AC-21	
≈ KLASKO	- <u></u>
AC-21 Portability/INA § 204(j)	
 Must have valid job offer at the time the AOS is filed and adjudicated, and the person must intend to accept offer 	
•Implements Form I-485 Supplement J	
Supporting evidence:Employment offer from petitioning employer is continuing OR	
Applicant has new offer from same employer, different employer or for self-employment in the same or similar occupation	
G. 16. Sen employment in die same of similar seespeads.	
	•
AC-21 Portability/INA § 204(j) – KLASKO	
Same or Similar Occupation	
•Enacts a definition	
 "An occupation that shares essential qualities or has a marked resemblance or likeness with the occupation for 	
which the underlying employment-based immigrant visa petition was approved"	
i to the term of the	

Compelling Circumstances EAD •1 year EAD if: •Currently in U.S. in valid E-3, H-1B, H-1B1, O-1 or L-1 (including grace periods) •Principal beneficiary of an approved employment-based I-140 petition •Does not have an immigrant visa immediately available (is backlogged) •Can demonstrate compelling circumstances to justify employment authorization •Cannot be convicted of any felony or two or more misdemeanors Compelling Circumstances EAD

•Also, for dependent spouses/children granted employment

• Can only be granted after principal's is granted and end date will

authorization

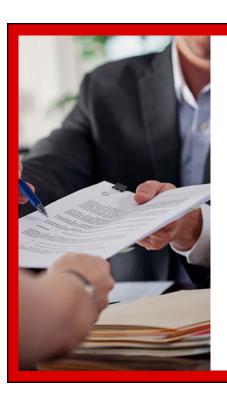
match principal's

Compelling Circumstances EAD •What are compelling circumstances? •Serious illness/disability of principal or dependent •Employer retaliation •Substantial harm •Significant disruption to the employer •Other evidence

Extension of EAD

- •Automatic 180 day extension of EAD if:
- Filed renewal prior to expiration
- Renewal is based on the same category
- Continues to be employed incident to status or is applying for renewal in a category that does not require adjudication of an underlying petition or application
- •Removed 90 day processing time for EADs

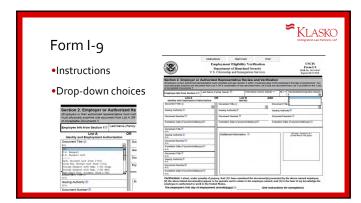




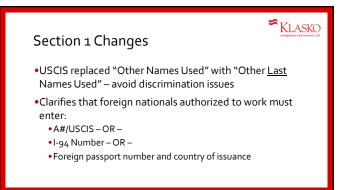
New Developments in Employment Authorization and in the I-9 Process

Elise A. Fialkowski Feige M. Grundman

Poll: Which of the following is true? 1. The Additional Information box can never be left blank? 2. An expired EAD may be acceptable for I-9 purposes? 3. E-Verify employers must write the E-Verify case # on the I-9? 4. Certain EADs can be automatically extended for up to 240 KLASKO Answer: •An expired EAD may be acceptable for I-9 purposes KLASKO KLASKO New "Smart" Form I-9 •New Form released on November 14, 2016 •Must be used for all new hires as of January 22, 2017 •Enhanced with error-checking alerts and built-in instructions •These alerts do not create any "safe harbor" protections •Can be completed on computer, on paper, or combination; must be signed and dated by hand







Additional Changes to Section 1

- •New: affirmative obligation to attest whether a preparer or translator was used to complete the Form
- •New: employees must enter N/A for any blank space in Section 1 except SSN

Castian	_	Changes
Section	2	Changes

- KLASKO
- •New: "Citizenship/Immigration" status field •Example: enter a 1 for a U.S. citizen
- •New: N/A for blank fields
- •New: additional information block
- •Clarification on employer attestation fields

Section 2: Employer Certification

- KLASKO Intelligration Law Partners, LLP
- •"First day of employment" still hard to spot!
- •Can't use "smart features" with pre-printed forms

Certification: I attest, under penalty of perjury, that (1) I have examined the document(s) presented by the above-named employee, (2) the above-listed document(s) appear to be genuine and to relate to the employee named, and (3) to the best of my knowledge the employee is unbelowed to work in the United States.

The employee's first day of employment (mm/dd/yyyy): (See				see in	instructions for exemptions)		
Signature of Employer or Authorized Representative		Today's Date(mm\dd/yyyy). Titli		Title o	itle of Employer or Authorized Representative		
Last Name of Employer or Authorized Representative	First Name of	Employer or	Authorized Represent	lative	Employer's	Business	or Organization Name
Employer's Business or Organization Address (Stre	oot Number a	nd Name)	City or Town			State	ZIP Code

Section 3 Changes: Reverification
 If the employee has changed their name since completing Section 1, you must only enter the part of the name that has changed
 If the employee has not changed their name, enter N/A in each field

\approx	KLASKO

Practical Tips for the "Smart" I-9 Form

- •Do not rely solely on the "smart" features
- •Signature and date fields must still be completed by hand
- •Limited birthdate checking
- •Forms will not always automatically complete fields that require "N/A" responses

KLASKO

Automatic EAD Extensions

- •Certain EADs can be automatically extended for up to 180 days
- Extension filed prior to expiration of current EAD (except for TPS holders)
- Eligibility category on the face of the EAD is the same as the category on the I-797 receipt notice for the EAD extension

I-9s for Automatic EAD Extensions •Review the expired EAD and Form I-797 receipt notice to confirm that: • The application was filed prior to expiration • The eligibility code is valid • The eligibility code is the same as the prior EAD •Don't forget to set reverification reminders! KLASKO I-9s for Automatic EAD Extensions •For new hires: • Employee will put the automatically extended date in Section 1 as the date of employment authorization expiration • Employer will enter the automatically extended date in Section 2 as the date of employment authorization KLASKO KLASKO I-9s for Automatic EAD Extensions •For current employees:

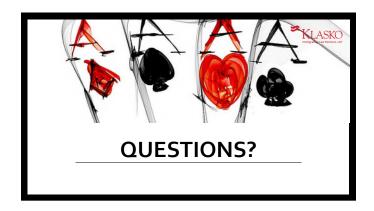
• Employer should draw a line through the old expiration date in

• Employer should write "EAD EXT" in the Additional

• Employer should initial and date the edit

Section 2

Information box





Materials & Resources

•Please visit <u>www.klaskolaw.com</u> to download this PowerPoint presentation and all materials from this seminar.





Klasko Immigration Law Partners, LLPPhiladelphia • New York

H. Ronald Klasko, Esq. 215.825.8608 rklasko@klaskolaw.com

William A. Stock, Esq. 215.825.8607 wstock@klaskolaw.com

Elise A. Fialkowski, Esq. 215.825.8647 efialkowski@klaskolaw.com



Klasko Immigration Law Partners, LLP
Philadelphia • New York

Lisa T. Felix, Esq. 215.825.8612 Ifelix@klaskolaw.com

Andrew J. Zeltner, Esq. 215.825.8679 azeltner@klaskolaw.com

Feige M. Grundman, Esq. 215.825.8646 fgrundman@klaskolaw.com

Michele Madera, Esq. 215.825.8681 mmadera@klaskolaw.com





Visit Us Online

www.klaskolaw.com

www.eb1immigration.com

www.worksite-compliance.com

www.eb5immigration.com

http://blog.klaskolaw.com



Disclaimer / Copyright Notice

- •The materials contained in this PowerPoint does not constitute direct legal advice and is for informational purposes only. An attorney-client relationship is not presumed or intended by receipt or review of this presentation. The information provided should never replace informed counsel when specific immigration-related guidance is needed.
- Copyright © 2017 Klasko Immigration Law Partners, LLP. All rights reserved.