

Timothy C. D'Arduini

Partner

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Timothy (Tim) C. D'Arduini is the Partner-in-Charge of the firm's Washington, DC office and a member of the global immigration and mobility, corporate immigration, and worksite compliance teams.

Tim is known for his holistic, collaborative, and proactive approach to managing his clients' immigration programs and sponsored populations in the United States and across the globe. He thinks critically about his clients' business goals and devises and tailors immigration strategies that amplify their talent and compliance goals.

Tim primarily serves multinational corporations and Fortune 500 companies in financial services, technology, consumer products, manufacturing, health care, insurance, and defense industries. In order to advance their talent attraction, productivity, and retention goals, he advises these clients on policies, procedures, and operating models for sponsoring their foreign national staff members for visas, work authorizations, paths to permanent residence, naturalization, and citizenship. He also has experience advising clients on the immigration-related impact of mergers and acquisitions for companies across multiple sectors and multiple continents.

Tim also provides premier services for right-to-work (I-9 and similar regulatory schemes across the world), suspect identity and work authorization documents, immigration-related fraud, and wage compliance programs by auditing existing programs or initiating new compliance practices and protocols. He integrates improved protocols to mitigate risk and align with corporate objectives and strategies.

EDUCATION

Rutgers Law School (J.D., 2012)

Rutgers University Law Review,
senior managing editor

Order of the Coif

Georgetown University (B.S.,
2006)

ADMISSIONS

New Jersey

Washington D.C.

PRACTICE AREAS

Corporate Immigration

Global Immigration

EB-1 Immigration



He also has successfully defended and advised clients through immigration enforcement investigations, including raids of company facilities to determine the validity of work authorization of its employee corps, and discriminated-related investigations initiated by the Department of Justice's Immigrant and Employee Rights division.

Clients value Tim's integrated approach to immigration as he goes beyond ad hoc and temporary solutions, exploring creative, yet practical, solutions that are enduring. He has also spent decades developing a network of bipartisan policy and decision-makers, which has been an invaluable asset to devising multi-faceted strategies that advance the interests of his clients. Tim also has the unique experience of advising civic organizations on the development of immigration programs to attract foreign nationals for local employers and the revitalization of local communities.

Beyond his immigration work, Tim highly values a diverse and equitable workplace. He puts into practice his belief that those with varying backgrounds make work products stronger, and a diverse is the strongest champion of exceeding clients' expectations. For more than two decades, what motivates individuals and their families to relocate internally within their home country or to other parts of the world has fascinated Tim. It inspires him to understand their stories and help them achieve their dreams—it's that ethos and care that he endeavors to infuse into every aspect of his practice and interaction with those requiring immigration support.

Tim is a graduate of Rutgers Law School, where he was the senior managing editor of the law review and a member of the *Order of the Coif*. He earned his undergraduate degree from Georgetown University. He is admitted to practice law in New Jersey and Washington D.C.

Industries Served

- Financial services
- Nonprofits and tax-exempt organizations
- Technology
- Consumer products
- Manufacturing



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- Healthcare
- Universities
- Insurance
- Defense

REPRESENTATIVE MATTERS

Oversaw a multimillion-dollar U.S. visa transactions portfolio for multinational clients. This included leading day-to-day client relationships with legal, HR and business leaders that resulted in considerable portfolio growth.

Analyzed the impact of a corporate transaction on foreign national populations for a multinational financial services company, ensuring corporate compliance by directing the submission of government notifications or alternative visa strategies.

Conducted immigration fraud and I-9 employment eligibility verification investigations (e.g., a multi-year, multimillion-dollar DOJ investigation of a company that was subject to a major immigration raid, and the rebuilding and monitoring of a food manufacturing company's immigration compliance program).

Oversaw internal audit of I-9 employment eligibility verification documents in advance of response to a government subpoena, mitigating the manufacturer's risk of penalties.

Devised best practices for project management, training, tracking, reporting, and quality assurance for in-office and remote environments, and established a sustained model for continued agile and efficient delivery of work.



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ASSOCIATIONS

American Immigration Lawyers Association

New Jersey State Bar Association

LGBTQ+ Bar Association

Rutgers University School of Law Alumni Association

Marsha Wenk Public Interest Law Fellow at the American Civil Liberties Union of New Jersey (2010)

SPEAKING ENGAGEMENTS

Unlocking Alternative Immigration Pathways for Highly Skilled Foreign Talent, Webinar Event, May 17, 2023

Immigrant and Employee Rights (IER) Investigation Trends and Best Practices, Webinar Event, September 14, 2022

State of Play in U.S. Immigration Law: Adjudicatory and Enforcement Trends, Webinar Event, October 27, 2021

PERM Compliance in 2017 and Trends in the Trump Administration, D.C. AILA Fall Conference, November 8, 2017



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AWARDS

Chambers USA® Immigration, 2022–present

The Legal 500 U.S., “Rising Star,” (2019–2021: U.S. Immigration)



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