

## IMMIGRATION LAW IN THE WORKPLACE: THE CURRENT COMPLIANCE LANDSCAPE

Thursday, January 13, 2011 / 6:00 p.m. to 8:15 p.m.

Complying with immigration law has become increasingly complicated for companies and as the government ratchets up enforcement efforts employers need to be prepared. This program will discuss the current compliance landscape and government enforcement strategies. Topics to be addressed will include:

- The essential requirements for effective immigration compliance
- How to build a sufficient corporate compliance program
- How to minimize the impact of an audit
- How to prepare and defend the employer during an audit
- How to negotiate an optimum result

### Program Chair & Moderator

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## Agenda

6:00-6:25

### Setting the Current Immigration Compliance Landscape

- Current focus of USCIS, ICE and DOL on enforcement, including I-9 audits, LCA audits and FDNS visits
- How has government focus shifted under the Obama administration
- What role does the economy and political landscape play in application of regulations and policy memos on enforcement
- Are criminal investigations of companies common or likely to increase
- Are there targeted industries for administrative audits

*Ira Kurzban & Timothy Maguire*

6:25-7:15

### How to Build and Maintain an Adequate Immigration Compliance Program

- Is a compliance program necessary and how should it be implemented
- What are the indicia of a strong program
- Constructive knowledge issues and how companies should deal with no-match letters, questionable documents and allegations regarding employees or managers
- How can employers best maintain compliance programs once they are established
- Should or must your client enroll in E-Verify or IMAGE
- Are there issues associated with a merger-due diligence recommendations
- What is the role of outside counsel in building and maintaining a strong corporate compliance program

*Cyrus D. Mehta, Gary Endelman & Deborah J. Notkin*

7:15-7:25

### Break

7:25-8:15

### How to Represent Your Client During a Government Audit or Investigation by ICE

- What is the first thing to do when a Notice of Inspection is received from ICE
- How do you define the scope of the audit, its timeline
- Preparing the response to the Notice
- What other documents besides I-9s should an employer be prepared to submit to ICE
- What happens after the documents are reviewed by ICE
- When, if ever, do you involve criminal counsel
- What are some proven strategies for dealing with a Notice of Intent to Fine and negotiating with the government

*Amy C. Cococcia & Stephen J.O. Maltby*

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