

SERVICE

# Immigration



## ATTORNEYS

Berin S. Romagnolo

Posternak's business immigration practice is focused on providing businesses and their foreign national employees with the legal assistance needed to obtain temporary and permanent work authorization and assisting businesses in complying with the myriad of immigration regulations, laws, rules, and practices. We are results-oriented and work to find solutions in a cost-effective and timely manner, while being mindful of business goals.

Posternak's immigration practice provides a high level of service in all areas of business immigration law. Our extensive experience includes working with local, regional, national, and multi-national companies in a wide range of industries, including information technology, engineering, management consulting, financial services, architecture, healthcare, retail, and colleges/universities. We utilize sophisticated case management and tracking data systems to provide a superior level of value at competitive flat-rate fees. We provide clients periodic immigration status reports to ensure they are aware of their foreign nationals' immigration status, employment expiration dates, and next steps. We have checklists and fact sheets to streamline processes and effectively communicate application requirements.

## BUSINESS ADVICE AND GUIDANCE.

In addition to obtaining temporary work visas and greencards, we work with our clients to develop immigration policies and practices, and proactively audit clients' practices to ensure compliance. We offer training sessions and guidance for our clients on immigration requirements, compliance, and potential penalties, including I-9 and E-Verify compliance, hiring and firing practices, anti-discrimination practices, and any other topic that is important to the client's specific business or concerns. We assist our clients in government audits and investigations as they relate to immigration and employing foreign nationals, including Department of Labor Wage & Hour audits, I-9 audits, and ICE investigations. The Firm advises businesses on immigration issues as they relate to corporate reorganizations, mergers and acquisitions, and corporate restructurings, including issues of employment eligibility.

verification, H-1B successor-in-interest rules, greencard portability, and maintaining the continuity of employment authorization for intra-company transferees.

#### COMPREHENSIVE, INTER-DISCIPLINARY APPROACH.

We take advantage of our full-service Firm, utilizing the expertise of other legal practice groups here when appropriate, offering employment, tax and corporate advice, for example, to provide comprehensive solutions in the most cost-effective way. This allows us to see the big-picture and understand how the immigration question fits within our client's businesses and operations.

#### OUTBOUND IMMIGRATION.

In addition to obtaining work authorization for foreign nationals working in the U.S., we belong to, and have relationships with an international network of law firms and professionals to assist our clients in obtaining work authorization for their U.S. workers abroad. Again, we utilize an inter-disciplinary, comprehensive approach, partnering with corporate and tax professionals, for example, when appropriate.