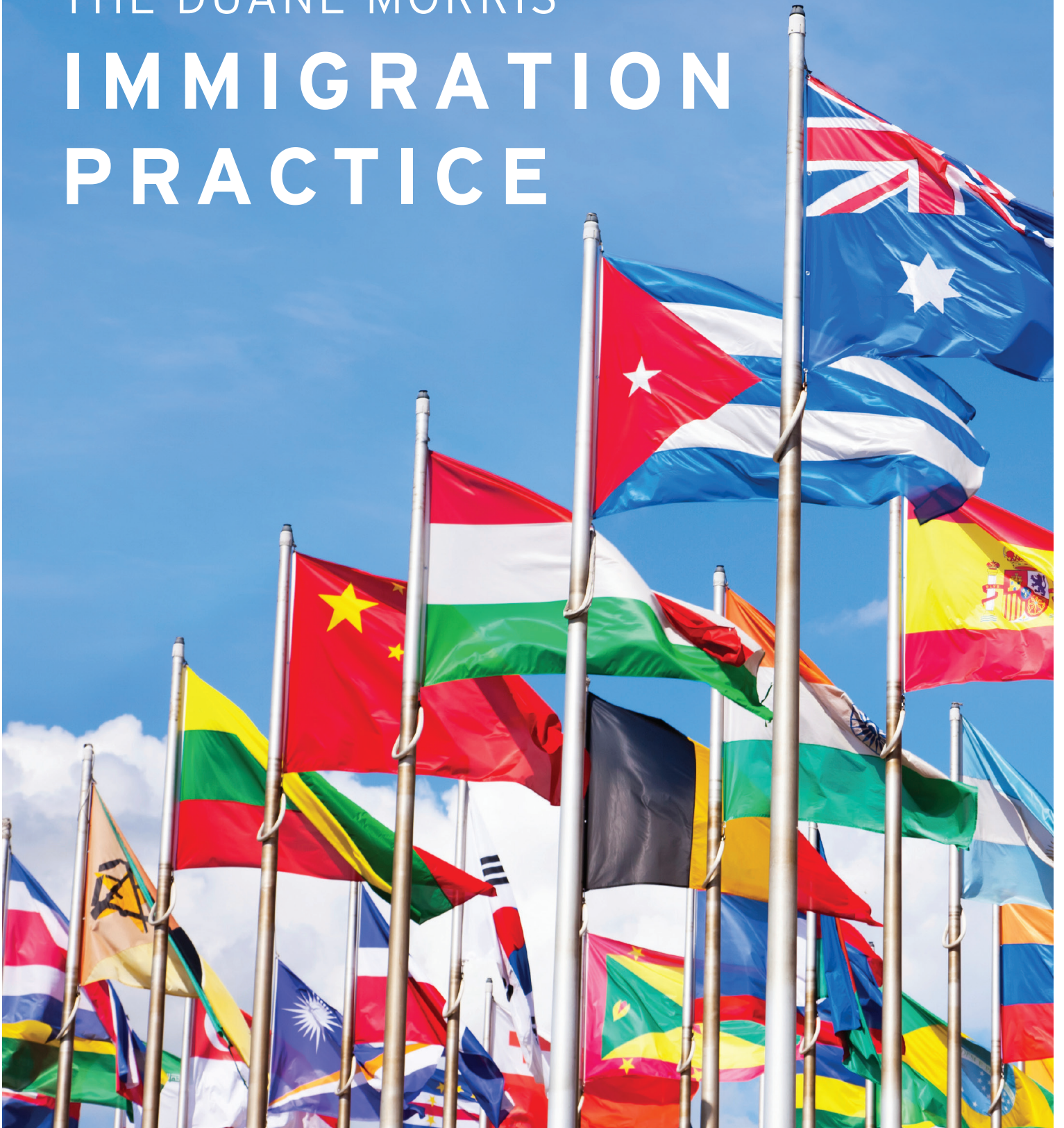


DuaneMorris®

THE DUANE MORRIS
**IMMIGRATION
PRACTICE**



THE DUANE MORRIS

**IMMIGRATION
PRACTICE**



OUR MISSION

For more than 30 years, the Duane Morris Immigration Group has served as global immigration counsel to diverse organizations, ranging from multinational and *Fortune* 500 publicly traded corporations and medium-sized privately held companies to startup ventures and individuals in a wide spectrum of industries.

A GLOBAL TEAM SERVING CLIENTS AROUND THE WORLD

Our worldwide immigration practice has attorneys throughout the United States, including in our Miami, Boca Raton, Philadelphia, New York, San Francisco, San Diego and Washington, D.C. offices.

Our team's thorough understanding of bureaucratic intricacies and our frequent interaction with decision makers at the Departments of Homeland Security, Labor and State in the United States, along with these agencies' counterparts around the world, offer a solid foundation upon which we provide effective representation to our clients. Our partners' diverse backgrounds include serving as advisors to presidential administrations and participating in delegations to foreign countries involving immigration and human rights issues. Several of our lawyers have been national and state bar association liaisons to various Department of Homeland Security agencies, as well as the Departments of State and Labor, and are frequently asked to present authoritative programs on immigration issues across the United States and globally.

A FULL RANGE OF IMMIGRATION SERVICES

The Duane Morris Immigration Group provides clients with a full range of immigration and naturalization legal services that are carefully crafted to reflect each client's goals and objectives. We provide advice during the pre-hiring screening process for our client companies, as well as legal representation regarding a wide variety of non-immigrant, immigrant, global and related services, including, but not limited to, advice during corporate changes and for I-9 compliance. Through our comprehensive knowledge of the legal, political and business contexts in which immigration and naturalization concerns arise, we assist our clients to operate successfully in a world where capital and business opportunities have no borders.

ADDRESSING EMERGING CHALLENGES IN IMMIGRATION LAW

Our immigration practice has grown to include representation of our multinational clients in global visa, work and residence permit applications, in addition to compliance audits in countries throughout the world. This is a rapidly expanding and changing area of law, as countries struggle to protect domestic work forces while addressing the needs of international business. At Duane Morris, we provide a seamless home-host model that involves an in-house team working in conjunction with local counsel.

Under the current U.S. administration, federal government enforcement actions against companies for employment eligibility verification (I-9), E-Verify and U.S. Department of Labor program violations will increase dramatically and additional restrictive policies will continue to be developed and implemented. The Duane Morris Immigration Group responds quickly to these actions, providing our clients with internal audits and compliance reviews, as well as representation in enforcement actions. Immigration is one of the most complicated and ever-changing areas of law that companies must navigate. Anticipating these changes and helping our clients resolve them quickly and effectively is the hallmark of our practice.





U.S. NON-IMMIGRANT VISAS

Several types of non-immigrant visas allow a foreign national to work in the United States. We assist our clients in negotiating the complex maze of regulations, policies and operational instructions that must be navigated to obtain these visas. Issues of current concern include the impact of H-1B cap restrictions, portability for H-1B workers, acceptable wage surveys, the interplay between practical training for foreign students and H-1B petitions, changing visa procedures at U.S. embassies worldwide, corporate restructurings, layoffs and terminations, and work authorizations for spouses of L and E visa holders.

DUANE MORRIS LAWYERS OFFER CLIENTS SUBSTANTIAL EXPERIENCE IN THE ANALYSIS AND REPRESENTATION OF ALL TYPES OF NON-IMMIGRANT VISAS, INCLUDING:

- ▶ B-1 Business (Including B-1 in Lieu of H-1B/H-3) and B-2 Tourist Visa
- ▶ C1/D Crew Member Visa
- ▶ E-1 Treaty Trader and E-2 Investor Visa
- ▶ E-3 Certain Specialty Occupation Professionals from Australia
- ▶ F-1 Student Visa
- ▶ G-1 International Organization Visa
- ▶ I Foreign Media Visa
- ▶ H-1B Specialty Occupation
- ▶ H-1B1 Free Trade Agreement Visas for Chileans and Singaporeans
- ▶ H-3 Training Visa
- ▶ J-1 Exchange Visitor (and Waivers)
- ▶ L-1 Intracompany Transferees
- ▶ O-1 Extraordinary Ability in Science, Education, Arts, Business or Athletics Visas
- ▶ P Visa for Athletes, Artists and Entertainers
- ▶ R Religious Worker Visas
- ▶ TN NAFTA Visas for Canadians and Mexicans

U.S. IMMIGRANT VISAS

We understand the most recent changes in immigration laws regarding portability of labor certifications and immigrant visa petitions, tandem filing of immigrant visa petitions and adjustment of status applications, labor certifications and procedures, and processing times for applications in the United States, as well as immigrant visa processing and procedures for U.S. embassies around the world. We also counsel employers regarding hiring foreign personnel who have pending visa applications and work authorization issues.

OUR ATTORNEYS HAVE EXTENSIVE EXPERIENCE IN ALL FACETS OF IMMIGRANT VISAS, INCLUDING ISSUES INVOLVING:

- ▶ PERM Labor Certification
- ▶ EB-1 Extraordinary Ability Immigrants
- ▶ EB-1 Outstanding Professors and Researchers
- ▶ EB-1 Multinational Executives and Managers
- ▶ EB-2 Advanced Degree Professionals
- ▶ EB-2 National Interest Waivers
- ▶ EB-3 Professionals and Skilled Workers
- ▶ EB-5 Immigrant Investors and Regional Centers
- ▶ Applications for Dependent Family Members
- ▶ Ministers and Religious Workers
- ▶ Healthcare Professionals



GLOBAL VISAS

There are numerous immigration regimes across the world. We assist our clients in understanding the options and constraints in each destination country so that the best strategy can be selected, ensuring that both the client and its employees are fully compliant with local regulations. Understanding the current international climate where both local labor market protection and the race for talent define the playing field, we work alongside our clients to secure appropriate permits and visas.

DUANE MORRIS' IMMIGRATION PROFESSIONALS HAVE EXTENSIVE EXPERIENCE IN THE FULL SPECTRUM OF GLOBAL IMMIGRATION FILINGS, INCLUDING:

- ▶ Employment-, Investor- and Family-Based Work and Residence Permit Applications
- ▶ Permanent Residency and Citizenship Filings
- ▶ Business and Entry Visas
- ▶ Acquisition of Vital Records and Personal Documents
- ▶ Program Policy Development and Best Practices for Global Compliance
- ▶ Immigration Project and/or Program Strategy
- ▶ Immigration and Compliance Audit Assistance
- ▶ Client Legal, HR, Mobility, Recruiter and Manager Training
- ▶ Benchmarking and Reporting

Duane Morris attorneys forge relationships with clients to build comprehensive, effective and sustainable immigration programs tailored to fit the needs of our clients the world over. Through longstanding relationships with local counsel on six continents, Duane Morris takes the care to develop intelligent global immigration programs and practices that suit clients' needs, ranging from the individual to the program level.

INTERNATIONAL COMPLIANCE CONSULTING

We also assist multinational clients in drafting global immigration policies; assessing compliance issues; comparing policies against industry standards; evaluating the immigration impact of a merger, acquisition or divestiture; or determining whether a business visa is an appropriate option.

EB-5 INTERNATIONAL IMMIGRANT INVESTORS

Each year, 10,000 green cards are made available to foreign nationals who invest \$1 million or more in a new or existing commercial enterprise and prove to the USCIS that the investment created 10 or more permanent jobs for U.S. workers, commonly known as the EB-5 program. The minimum investment is reduced to \$500,000 in areas of long-term high unemployment or rural areas. Activity in this area has greatly surged in recent years with the increase in designated Regional Centers, a special pilot program created by Congress that allows for indirect job creation and limited involvement of the investor in the day-to-day operations of the enterprise. Three thousand of the 10,000 visas are reserved for investors through the Regional Center Program.

THE DUANE MORRIS IMMIGRATION GROUP REPRESENTS CLIENTS IN ALL FACETS OF THE EB-5 PROGRAM, INCLUDING GUIDANCE ON:

- ▶ Individual Versus Regional Center Investment
- ▶ Investor Petition Preparation
- ▶ Conditions Removal Representation
- ▶ Regional Center Designation Applications





ADDITIONAL CORPORATE AND INDIVIDUAL CLIENT SERVICES

The Duane Morris Immigration Group is one of the few Am Law 100 immigration practice groups that provides boutique-style representation to individuals. Our experience in this area ranges from providing critical compliance audits, representing longtime legal permanent residents who are facing deportation and individuals with visa denials or revocations.

OUR PRIVATE CLIENT SERVICES INCLUDE THE FOLLOWING AREAS:

- ▶ I-9 Compliance
- ▶ E-Verify
- ▶ H-1B PAF Audits and FDNS Site Visits
- ▶ Global Right-to-Work Checks and Audits
- ▶ M&A Due Diligence
- ▶ Onsite and Web-Based Training and Workshops
- ▶ Corporate Compliance Counsel
- ▶ Pre-Immigration Planning, Including Tax Planning
- ▶ Naturalization
- ▶ Retirement
- ▶ Removal (Deportation) Hearings
- ▶ Federal Court Proceedings
- ▶ Waivers
- ▶ Family Reunification
- ▶ Government Audits
- ▶ Report Generation, Including Forecasting and Benchmark Analyses
- ▶ Counseling Employers/Employees on Potential Travel Issues



ACCOLADES

Duane Morris LLP has been named to the **BTI CLIENT SERVICE 30: BEST OF THE BEST IN CLIENT SERVICE DELIVERY**. The designation, part of BTI Client Service A-Team 2023: Survey of Law Firm Client Service Performance, marks the firm's third consecutive appearance among what BTI Consulting Group considers the "elite firms that outperform everyone else" in terms of client service. Duane Morris is ranked at No. 23 among the 650 core law firms that serve Fortune 1000 and large private clients. The ranking is based on BTI's annual survey of a broad cross section of hundreds of general counsel and other in-house decision-makers at organizations with \$1 billion or more in revenue.

CHAMBERS USA 2023: "Duane Morris has a respected business immigration team with expertise securing US and global visas. The lawyers are frequently retained by both public and private companies from a number of sectors including telecommunications and technology, whilst also assisting clients with immigration-related litigation."

THE DUANE MORRIS DIFFERENCE

STREAMLINED PROCESSING. For a multinational corporation, there is no issue more important than how long it will take for the visa paperwork to be in place before a transfer can occur. While many factors contribute to processing times (availability of documents, bureaucratic delays and corporate structure), the role of immigration counsel is to reduce and minimize delay wherever and whenever possible. To meet this goal, we have streamlined our internal procedures to ensure efficiency, accuracy and convenience for our multinational clients. Next, to speed processing of our petitions by government agencies, we constantly monitor trends and track changes to adjudication standards and procedures, which minimizes rejections, requests for evidence and other bureaucratic delays. Upon approval of our petitions, we use all means necessary to get the right documents into the right hands with the right instructions so that overseas visa processing may occur without delay.

CREATIVE PROBLEM SOLVING. While many visa applications will follow a standard protocol and fit squarely into a well-defined regulatory framework, some will not. Often those that do not fit are for key personnel who have an unusual background, who are needed in-country immediately or who are coming to fill a unique role in the United States. These situations call for attorneys who, by virtue of experience and attention, have ready knowledge of the intricacies of the regulations, case law and the Foreign Affairs Manual; contacts with agency personnel; and the know-how to fit a square peg into a round hole without raising issues with USCIS. Combined, our immigration partners have decades of exclusive practice before USCIS and the Departments of Labor and State. There is no substitute for the depth and breadth of experience gained by years of serving as global immigration counsel to multinational companies in a wide array of industries.

TECHNOLOGY. In order to provide our clients with the most effective and transparent immigration services, Duane Morris uses ICM, a state-of-the-art immigration solution. ICM is a case management database system designed with security, usability, flexibility and scalability in mind. ICM allows clients to securely upload data and access detailed case information status updates and reports online. Client employees are also able to upload information and monitor case progress subject to any client specifications. Moreover, ICM provides encryption of client and client employee data and communications as well as constant monitoring and intrusion detection systems to keep sensitive information secure.

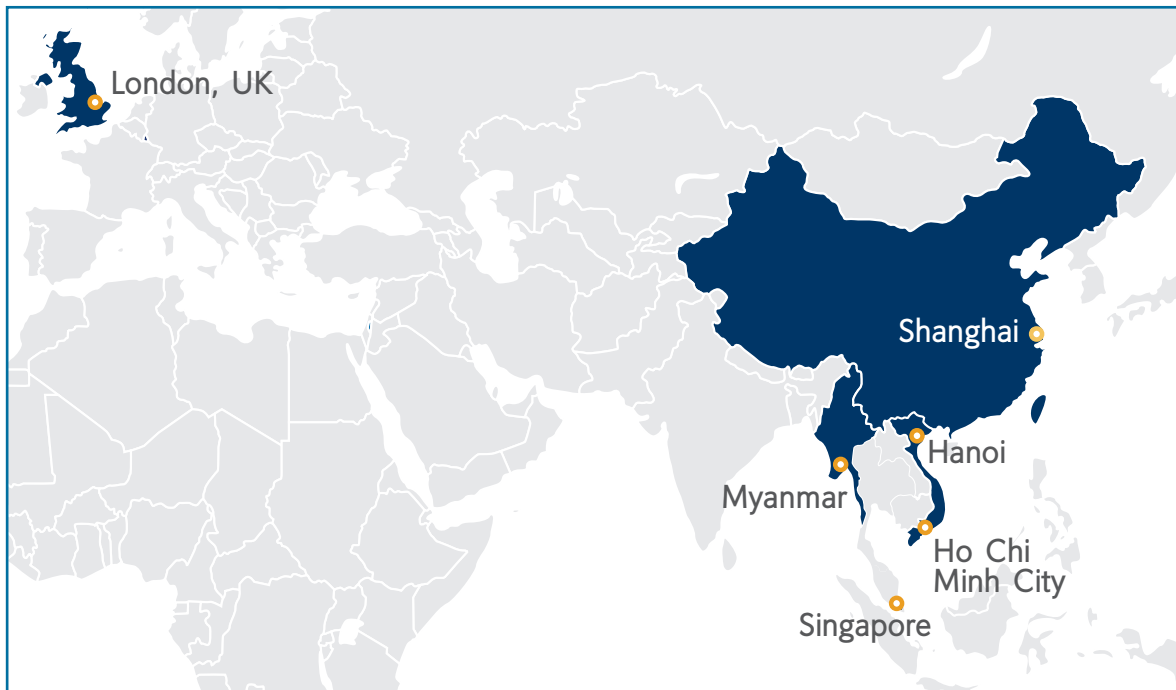
GLOBAL IMMIGRATION SUPPORT. Our in-house immigration team comprises some of the most knowledgeable and highly regarded attorneys, managers and migration advisors in the industry. Duane Morris' worldwide immigration practice, headquartered out of the firm's San Francisco office, represents clients and their employees in tandem with our colleagues in Latin America, Europe and Asia. Our in-house experience, complemented by our network of legal professionals spanning the world, allows us to think—and, more importantly, to act—globally. In addition to their extensive client experience, they leverage their own personal global immigration experiences to provide clients with the high touch and attentive service for which Duane Morris is known.

OFFICE LOCATIONS & REACH



ABOUT DUANE MORRIS

Duane Morris LLP, a law firm with more than 900 attorneys in offices across the United States and internationally, is asked by a broad array of clients to provide innovative solutions to today's legal and business challenges.



FOR ADDITIONAL INFORMATION

For more information, please see *DuaneMorris.com* or contact any of our lawyers, including:



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