

Immigration & Global Mobility

In a global and competitive labor market, businesses need immigration advice that meets their commercial and strategic goals. Polsinelli's nationally recognized Immigration practice group is a cohesive team of professionals with a combined experience of 40+ years in immigration law and practice. We take the time to understand our clients' businesses so that we can provide compliant, creative immigration solutions. We provide a client-focused, responsive service, and adapt our strategies to fit our client's needs.

With the understanding that each client and industry is unique, our immigration team offers services to a wide range of clients, including multinational corporations, national, regional, and local employers, national and regional health systems and hospitals, universities, start-up businesses, educational institutions, and high net worth individuals.

Regardless of the visa requirement or compliance concern, our attorneys help navigate and simplify the process. Since businesses' immigration concerns are often intertwined with other legal and business concerns, our immigration team seamlessly integrates with in-house counsel, clients' professional staff, and other Polsinelli attorneys to provide comprehensive immigration solutions to further our client's objectives while maintaining a strict level of compliance.

Visa Services

Companies looking to employ foreign nationals appreciate coordinated and strategic solutions throughout the employment lifecycle. Since immigration laws and procedures are constantly changing, legal solutions must keep pace with government regulations and a company's business strategies. We are attentive to the needs of companies large and small, national and international, including startups and emerging companies, foreign investors, or companies seeking to establish businesses in the United States. Polsinelli's Immigration team provides guidance in the full range of visa service areas, including:

- Nonimmigrant and permanent immigration visas
- J-1 Physician Waivers and other health care related work visas
- H-1B visas for temporary specialty workers
- L-1A and L-1B visas and Blanket L petitions for intra-company transferees
- E-1 and E-2 Treaty Investor and Trader visas
- O-1 Extraordinary Ability visas for scientists, researchers, and others
- Training visas
- TN-NAFTA visas for Canadians and Mexicans
- H-2B visas for temporary workers
- Consular processing of nonimmigrant and immigrant visas
- Labor certification
- Visas for multinational executives, individuals of extraordinary ability, and outstanding researchers
- National interest waivers

Our team also has deep experience in offering the following related services:

- TSA PreCheck®, global entry, security check, and “No Fly” list issues
- Relinquishment of residence
- National interest waivers
- Relief from bars to entry
- Liaison with the government on complicated matters
- Naturalization and citizenship, including complex naturalization and relinquishment
- Human trafficking

Immigration Compliance Services

The importance of visa and immigration compliance cannot be overstated. It is not uncommon for compliance-related decisions to be influenced by operations and other business interests. Polsinelli’s compliance team provides companies and organizations with the oversight and monitoring they need to implement internal processes confidently. We provide assistance with I-9 and E-Verify compliance, government worksite investigations and advice on outbound immigration. Additionally, we create remediations plans to ensure regulatory compliance and optimize costs. In addition to these services, we regularly provide companies with the following:

- Drafting employment verification compliance policies
- Developing training sessions
- Conducting internal audits, as well as providing representation in government audits

In the context of audits, site visits, and active investigations, the team has extensive experience interacting with Immigration and Customs Enforcement, the Department of Labor, and U.S. Citizenship and Immigration Services.

Our group works with a diverse range of clients, including boards of directors for publicly traded and privately held companies, audit committees, general counsels, and human resource executives to proactively prevent problems and avoid their recurrence. Consultations and assistance are offered in the following areas:

- Immigration compliance audits
- Form I-9 compliance, training, internal and third-party audits
- E-Verify implementation and compliance
- Government enforcement actions, including Form I-9, H-1B, and DOL PERM compliance reviews, E-Verify, and Department of State visa fraud matters
- Immigration-related wage and hour investigations
- Sub-contractors, staffing agencies, and consultant immigration matters
- Visa application site visits, investigations, and internal program reviews
- M&A immigration due diligence
- Corporate immigration strategy and policy development guidance
- Anti-discrimination policy development and training
- SEVIS/SEVP compliance for English Language Schools (ESL) including colleges and universities
- Certification, re-designation, and monitoring of international foreign student programs
- Deemed export and badging issues as they relate to immigration compliance
- Social Security no-match policies
- Implementing FAR E-Verify requirements for government contractors and sub-contractors
- Federal contractor debarment

In any immigration matter, whether you are new to immigration visa sponsorship, regularly employ foreign workers, or are facing an audit or investigation into your immigration compliance practices, Polsinelli’s national Immigration and Global Mobility practice group has the knowledge, experience, and relationships to answer your questions and resolve your needs in a professional and effective manner.

Matters

- Managed immigration visa programs for national and regional health care systems, successfully processing thousands of work visa and green card applications.
- Managed immigration visa programs for information technology companies, including the world's leading information security integrator, successfully processing hundreds of work visa and green card applications.
- Managed the immigration visa program for one of the world's leading consumer electronics companies.
- Managed the immigration visa program of the largest nonprofit plant science research organization in the United States.
- Successfully obtaining hundreds of J-1 visa waivers for health care clients ranging from national and regional health care systems and community hospitals, to private practice groups.
- Assisted numerous multinational companies, including in the engineering, automotive, and technology industries, with the transfer of executives, managers, and specialist employees to positions in the United States.
- Advised many foreign national companies and individual investors with the establishment or expansion of business operations in the United States to provide work visas for investors and key employees.
- Managed internal immigration audits and reviews for multinational engineering companies, U.S. based technology companies, and as part of due diligence for corporate mergers, acquisitions, and sales.
- Successfully and efficiently defended companies in the agricultural, hospitality, and construction industries subject to immigration compliance worksite investigations by Immigration and Customs and Enforcement.