

Practices

# Immigration Planning and Compliance

The continual evolution of immigration policies and procedures poses ongoing challenges to companies, entrepreneurs, and investors both in the United States and around the world. Creating and implementing effective pre-immigration and corporate expansion strategies requires experienced legal counsel from leaders in the field of immigration law.

Recognized by *Chambers USA* and *The Legal 500* as a national leader in immigration law, Akerman's Immigration Planning and Compliance Practice provides advanced and cutting-edge legal guidance to multinational and domestic businesses and institutions nationwide and to foreign nationals seeking to relocate to, invest in, or conduct business in the United States. Our immigration and labor professionals have a wealth of experience counseling U.S. and international companies and their employees in all aspects of immigration and nationality law, from nonimmigrant to immigrant (green card) visas to U.S. naturalization. Led by lawyers who are board certified in immigration and nationality law, our multidisciplinary team counsels clients to effectively develop and implement U.S. expansion strategies.

We provide advanced strategic guidance on complex immigration issues to all types of businesses and individuals in matters before various immigration-related agencies and labor boards, and are adept at handling the specialized pre-immigration tax and visa planning needs of high-net-worth foreign national entrepreneurs and investors, including

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## Connect With Us



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## Our Team

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## Related Work

EB-5 Immigrant  
Investor Program  
International  
Labor and Employment  
Latin America and the  
Caribbean

planning, managing, and filing petitions in the EB-5 immigrant investor category.

Our lawyers have significant experience related to effectively managing the business immigration needs and compliance programs for companies and institutions throughout the nation. We partner with and counsel companies in several industries, including healthcare, hospitality, entertainment, finance and banking, construction, engineering and architecture, higher education, research, manufacturers and distributors, retail, food service, technology, and energy, among others.

## What We Do

- Process and file U.S. nonimmigrant (temporary) visa cases, including: H-1B, H-1B1, TN, E-1/E-2, E-3, O-1, L-1A/L-1B, J-1, H-2B, P-1, and R-1
- Obtain immigrant (permanent residence) employment- and family-based visas, such as EB-1, EB-2, EB-3, EB-4, and EB-5
- Prepare and file waivers, including Conrad 30 J-1 Waiver
- Partner with our clients to manage their business immigration compliance and talent acquisition and retention needs
- Identify eligibility for special category NAFTA visas on behalf of Mexican and Canadian nationals
- Develop processes for the transfer of employees from foreign companies to their respective U.S. parent, subsidiaries, affiliates, or branches
- Audit employment documentation to ensure compliance with USCIS, Department of Labor, Department of Justice, and U.S. Immigration and Customs Enforcement laws and regulations
- Audit corporate records and due diligence documentation produced during M&A negotiations regarding workforce compliance

- Conduct internal audits as a proactive approach in anticipation of I-9 audits
- Assist U.S. business entities with employment verification
- Provide strategic counseling to foreign personnel to support multi-year U.S. business commitments
- Train human resources, decision-makers, directors, managers, and other staff personnel employed by our clients