



WHAT YOU MISSED THIS SUMMER & WHAT EMPLOYERS SHOULD EXPECT NEXT

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OUR VALUE PROPOSITION



Over 99% Success Rate

Brown continues to succeed at over a 99% success rate every year



Maintain excellent relationship with relevant **Canadian** and **US** Immigration divisions

Focus exclusively on **Immigration**



Serve all U.S. time zones in a **central location**



Approach each case with a **bespoke strategy**



20+ Attorneys (2 CND), 60+ staff

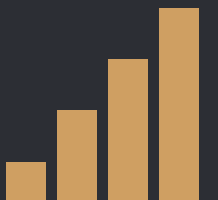
largest stand-alone boutique business immigration law firm in Midwest



Full-Service Partnership

- building out HR best practices **TOGETHER**

Proven ability to **Scale** with client growth through our data driven process





WHAT I DID LAST SUMMER



A BOOK REPORT

I wanted to report on what's
been happening.

Summers are lazy periods...

BUT NOT THIS ONE.



GOOD
IDEAS
START
HERE!



I KNOW
WHAT YOU DID
LAST SUMMER



THE NEW NORMAL

WHAT WE ARE SEEING

WHAT IT MEANS

Visa Backlog Has Continued To Grow

Longer wait for many things

Visa Processing Changes
(vetting / dropbox / Cancel TCNs)

Longer wait times for visa appointments / processing

Promised – More I-9 / Worksite
Inspections

Ensure HR / BIL notified of changes, FDNS visit and have a plan

Visa "Bans"

Variety of "pauses" we are monitoring

Detention of Possible Visa Violators
/ Those Suspected of Misrep /
Fraud

Ensure we do things "by the book" and pay attention to forum /
approach we are taking

SUMMER READING SERIES

- \$100K Fee – current not in force / still awaiting clarification on prior filings
- GC “Pause” for all family Consular GC cases
- Expedited B-1/B-2 Visa process option (culling 200K visas)
- Birthright “tourism” – another attempt at “winning”
- **Guidance** - alters RFE/NOID requirements
- **Guidance** – Public Charge requirements
- **Implementing** - 9/15 F/M/J rules
- **Pending** – NPRM related to prevailing wages
- **Pending** - NPRM re Cap 27 fee
- **Coming** – end of TPS (E-Verify as instrument of termination)
- **Coming** – NPRM related to 60-day grace period
- **Coming** – Increased OPT Fees, Visa fees, PERM fees
- **Coming** – NPRM related to H qualifications



WHAT TO DO

Employers

- Have a plan for any type of visit (incl. having point person)
- File extensions at earliest possible time
- Consider earlier GC processing to limit NIV time
- If visited, review warrant and limit access accordingly
- Provide contacts for employees, info on rights

Employees

- Travel with access to documents
- Ensure you always maintain status (check I-94)
- Timely renew passport and visas
- Double check consulate before leaving U.S.
- Decide how you wish to respond if questioned by law enforcement

Continuous education; speak out where appropriate



OUR APPROACH

- We are a nation of laws
- Use tools available to get the right answer
- May involve forum shopping/prior discussions when available
- Cite and include the source, and provide copies of approvals
- Affidavit evidence if relevant
- File mandamus if needed
- Our chat thread is active; weekly check ins on processing news
- **File comments on NPRMs, be prepared to litigate**

QUESTIONS?

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