

## Practice Areas

### Labor and Employment

Affirmative Action Plans and OFCCP Compliance  
EEOC/Agency Class Investigation and Litigation Defense  
Discrimination Defense Trials and Arbitrations  
FLSA/Wage-and-Hour Defense  
Corporate Immigration Law  
California Employment Law  
Executive Agreements and Severance  
Labor Management Relations  
Leave of Absence and Disability Advice/Defense  
Non-Compete and Trade Secret Litigation  
Pay Equity Advice and Defense  
Pre-Hire Testing and Background Check Advice/Defense  
Preventive Employment Counseling  
Reductions in Force  
Whistleblower/False Claims Act Defense  
Workplace Investigations  
Industry Focus: Health Care  
Industry Focus: Manufacturing  
Industry Focus: Restaurants  
Industry Focus: Retail  
Industry Focus: Tech  
Industry Focus: Higher Education

The Corporate Immigration Team of Nilan Johnson Lewis offers exceptional immigration law services with a concentration in corporate immigration law and compliance. We have over 30 years of experience enabling diverse businesses worldwide to use U.S. Immigration Laws to enhance their United States workforces. Our clients include small-to-medium-sized regional employers, large international employers with operations throughout the U.S. and the world, as well as individuals. The services we provide our clients include the following:

- Developing company or institution-specific strategies and practices related to cost-effective and efficient onboarding and retention of foreign national employees with an eye to maintenance for seamless work authorization for the duration of employment;
- Securing temporary work-authorized statuses on behalf of foreign employees (H, L, O, E, P, R, TN, B-1);
- Obtaining waivers of inadmissibility, including waivers of the two-year foreign residence requirement on behalf of foreign medical graduates and other J-1 nonimmigrants subject to Section 212(e) of the Immigration and Nationality Act;
- Navigating the complex path to permanent residency through the preparation of labor certification (PERM) applications, employment-based second and third preference petitions (advance degree professionals, exceptional ability individuals, professionals, and skilled workers), employment-based first preference petitions (outstanding researcher, extraordinary ability, multinational manager or executive), and national interest waivers;
- Assisting in consular processing of temporary work visas and immigrant visas at U.S. consular posts abroad;
- Preparing naturalization applications and advising on claims to U.S. citizenship;
- Advising on compliance issues related to completion and retention of Form I-9, Labor Condition Applications required for H-1B and E-3 processing and labor certification applications, among other processes;
- Monitoring and tracking expirations and deadlines associated with employment authorization and stay of foreign-born employees in the United States and updating foreign-national employees on the status of their individual case;
- Providing training and education to ensure employers' in-house teams stay current on constantly changing statutes, regulations, policies, and procedures associated with U.S. immigration; and
- Collaborating with congressional offices and local and national immigration advocacy organizations to improve immigration processes and laws on behalf of our

clients.