

# Immigration Planning and Compliance

## Overview

Carlton Fields provides comprehensive immigration law services to clients that include large U.S.- and foreign-owned corporations, startups, entrepreneurs, private universities and academies, artists, and athletes. As U.S. immigration policies develop and change, our forward-looking guidance and training helps our clients operate in an often challenging climate.

### **Compliance Counseling and Training**

Our team drafts corporate immigration policies and provides training and training materials to clients' HR, compliance, and legal departments. We handle all issues related to:

- Completion and maintenance of I-9 employment verification forms
- E-Verify use, including desk reviews by the monitoring and compliance verification unit of U.S. Immigration and Customs Enforcement (ICE)
- Preparation for ICE audits or raids, including those that occur at hospitals, nursing homes, and other health care facilities, restaurants, and hotels
- H-1B public access files (PAFs)
- Fraud Detection and National Security Directorate (FDNS) visits to employer sites that employ foreign nationals on temporary work visas
- Audits and reviews of student records pursuant to the student and exchange visitor information system (SEVIS) for universities/academia
- SEVIS audits for flight academies that train pilots

### **Work Visa Processing**

We counsel clients on the full range of visas that enable foreign nationals to work in the United States, and help clients to process all related paperwork. Our services include:

- Counseling on nonimmigrant work visa options

- Permanent employment-based visas/labor certification
- Visas for artists, athletes, and entertainers
- Visas for investors and entrepreneurs
- Family-based visas

### **Green Card – Immigrant Visa Processing**

We counsel clients on employment-based routes to obtaining U.S. residence (a green card). Our work includes defending against terrorism- and security-related bars to admission and processing all necessary green card paperwork (including green cards processed through the EB-5 investor program).

### **EB-5 Investor Program**

We advise on and process EB-5 petitions for direct and indirect investors, and regional centers and developers.

### **U.S. Citizenship and Naturalization**

We counsel clients on the naturalization process based on residency or a family relationship, and process the necessary paperwork for naturalization, derivative citizenship, or renunciation of citizenship as well as abandonment of U.S. permanent residency (including for personal, tax, or health reasons).

## **Insights**

06.29.2023

New Florida Immigration Law and E-Verify Requirements for Employers

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08.03.2021

U.S. Pre-Immigration Tax Planning

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04.03.2020

Immigration and Tax Issues for Nonresident Aliens Subject to Unexpected Travel Restrictions

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03.25.2020

DHS Guidance on Remote Learning and SEVIS Reporting Requirements for Foreign Students

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04.29.2019

Mergers and Acquisitions: Seal of Approval on Work Visas

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04.29.2019

Cross Your T's and Dot Your I-9s During an M&A Transaction

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12.18.2018

The E-2 Visa: A Potentially Useful Tool in Cross-Border M&As

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12.13.2018

U.S. Immigration Policy and Procedural Changes Impacting Foreign Students

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11.07.2018

Policy and Practice Changes Impact the O-1 Visa

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03.31.2018

Employers Must Plan Ahead to Mitigate H-1B Visa Processing Delays

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03.08.2017

Considerations for Foreign Travelers to the U.S. Under the New Administration

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12.15.2016

The Potential Impact Of a Trump Presidency on Employers (Webinar)

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11.10.2016

The Potential Impact Of a Trump Presidency on Employers

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09.22.2016

2018 Diversity Visa Lottery Program: Cuba, Ecuador, and Guatemala Eligible to Register

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06.30.2016

SEC Sanctions Unregistered EB-5 Investments Broker

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04.29.2016

Immigration Law for Startups: Best Practices, Prime Options, and Common Pitfalls

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10.29.2015

Choosing The Right Entertainment Industry Work Visa

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10.12.2015

Visas For Latin American Professionals Available at U.S. Consulates Overseas

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10.02.2015

Congress Extends EB-5 Regional Center Program

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08.14.2015

Immigration Law for Startups: Best Practices, Prime Options, and Common Pitfalls

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05.29.2015

Expect Focus, International, Spring 2015

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05.29.2015

EB-5 Project Finance–Investor Visa Option

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05.22.2015

USCIS to Accept Employment Authorization Applications from Certain H-4 Dependent Spouses

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04.08.2015

USCIS Exceeds Fiscal Year 2016 Limit on H-1B Petitions

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02.27.2015

Key Employment And Immigration Issues Facing Banks Today

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01.20.2015

Employment and Labor Law Road Map for Employers Entering the U.S. Market

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01.20.2015

Will the New Technology-Focused Immigration Bill Succeed?

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12.17.2014

Employment and Immigration Issues Facing Banks

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11.21.2014

President Obama's Immigration Accountability Executive Actions

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06.02.2014

Employers: Are You at Risk for Immigration and I-9 Audits?

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05.19.2014

Comply or Pay the Price: Why I-9 Noncompliance May Cost You Millions

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05.06.2014

Tips to Ready Employers When Immigration Agencies Come Knocking

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05.06.2014

10 Practical Compliance Tips for Growing Companies

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02.20.2014

Prepare to File H-1B Petitions by March 31

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10.01.2013

Concurrent EB-5 Offerings in the United States and Abroad

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04.01.2013

EB-5 Requirements for Immigrant Investors (Russian)

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02.11.2013

EB-5 Options for Developers

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01.29.2013

Immigration Consequences of Criminal Activity

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01.29.2013

Services Offered to EB-5 Investors

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01.03.2013

Department of Homeland Security Announces Final Rule on Unlawful Presence Waivers

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03.12.2012

Invest in Your Future: Conditional Green Cards with No Visa Backlog

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03.06.2012

Supreme Court Finds That Filing a False Tax Return Is Grounds for Deportation

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01.01.2012

Litigating Certain Waivers and Applications for Relief from Removal

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01.01.2010

U.S. Department of Justice Immigration Law Advisor: Waiver Relief for Refugees Who Have Engaged in Criminal Activity

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## Our Team

## Key Contacts



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## Additional Members



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## Related Practices

- Construction
- Health Care
- Corporate Law and Governance
- Family Law
- International
- International Tax
- Labor & Employment

- Technology
- Discrimination
- Esports and Electronic Gaming
- International: Asia
- International: Brazil
- International: Cuba
- International: Europe
- International: Latin America
- International: Mexico
- International Litigation & Arbitration
- AdTech
- Business Transactions
- Education

## Related Industries

- Construction
- Health Care
- Technology