



COURSE 505 – ROCKY STEPS – RISING TO THE CHALLENGE OF THE U.S. LABOR SHORTAGE

With national and regional unemployment rates hovering around 4%, U.S. businesses are struggling to acquire and retain foreign talent. As they look for creative solutions to this challenge, in-house counsel serves a critical role in crafting the legal structure to implement these solutions, while ensuring compliance with U.S. immigration and employment laws. This panel will explore solutions being implemented so that you and the business you support come out on top – like Rocky.

April 24, 2019 In-House Counsel Conference

Presenters:

Lisa Strauch Eggers

- Chief Legal Officer, College Ave Student Loans
- 25+ years of experience as corporate attorney at large law firms and in-house
- Most recently a Foreign Service Officer at U.S. Embassy, Paris
- Previously was Interim General Counsel at Eddie Bauer; CLO at a private equity-backed professional services firm she helped turn around and sell to a Dutch public company; General Counsel to start-ups in Seattle; the first international lawyer at Starbucks, and a lawyer at Amoco. She began her career at a large NY law firm
- Received BA from Johns Hopkins University and JD from Georgetown University Law Center

Presenters:

Jennifer L. Cory

- Leads Womble Bond Dickinson's Business Immigration Solutions practice group
- Certified as a Specialist in Immigration Law by the North Carolina State Bar, included in Best Lawyers in America, and selected for the International Who's Who of Corporate Immigration Lawyers, Jennifer is a locally, nationally, and globally recognized expert.
- Counsels on: temporary visa applications for tourism, business, employment, study, and exchanges; permanent residency and citizenship applications; strategic planning and worksite compliance advice; and inbound investment visas
- Delivers personalized, customizable immigration assistance for key individuals

Acquiring and Retaining Foreign Talent

- Heightened scrutiny of applications for immigration benefits
- Poaching by competitors



Heightened Scrutiny of Applications for Immigration Benefits

Includes:

- Enhanced screening and vetting
- Thorough review of extension applications
- Workplace inspections expanded
- Intergovernmental information sharing

Consular Officer Insights

- What kind of training do consular officers receive?
- What happens during a visa interview?



- Why are visa interviews so short? Are applications screened beforehand?

Consular Officer Insights

- How does the consular officer detect fraud or misrepresentation and what are the ramifications?
- What sort of activity/prior conviction will result in greater application scrutiny or visa denial?
- Do consular officers exchange information within post and from post to post?

Immigration Practitioner Insights

Re-evaluate recruiting practices

- Foreign worker vetting
- Educating recruiters, hiring managers and HR about specific visa requirements to determine if position will sustain foreign worker
- Repayment agreements and visa sponsorship policy incentives
 - How soon to initiate
 - What fees are covered
 - Family members included
 - Petition upgrades
- Expat vs local contracts



Immigration Practitioner Insights

- Apprenticeships, coops, internships with educational facilities
 - CPT, OPT, STEM OPT
 - Use of contingent workers
- Actual/constructive knowledge of independent contractor not authorized to work
 - Offshoring



Questions?

- Lisa Strauch Eggers
 - Chief Legal Officer
 - College Ave
 - lseggers@collegeave.com
- Jennifer L. Cory
 - Partner
 - Womble Bond Dickinson (US) LLP
 - jennifer.cory@wbd-us.com



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