

# WHAT YOU DON'T KNOW **CAN** HURT YOU: THE STATE OF IMMIGRATION IN 2025

Speakers:

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# INTRODUCTION AND SUMMARY

- Numerous recent policy and eligibility changes may impact how employers attract or retain talent
- Certain visa categories may become more attractive if companies pivot to manufacturing products in the U.S. based on unpredictable tariffs
- Enforcement and compliance trends and staying out of hot water

- **Immigration Policy and Eligibility Changes**
  - Recent lightning-fast changes in immigration policy and in work authorization eligibility have been issued with increasing frequency leading to a more complex and time-consuming hiring process
  - Employers who sponsor foreign nationals may seek to plan career pathways early
  - Leverage certain foreign workers if businesses must pivot manufacturing to the U.S. based on tariff activity
- **Administration Priorities Related to Immigration Enforcement/Compliance**
  - The administration's immigration priorities include an increased focus on immigration enforcement as evidenced in the additional funding approved by passage of the OBBB
- **Corporate Counsel Best Practices**
  - The above potentially lead to increased spend in terms of time and budget
  - Changes in immigration policy, eligibility, or enforcement may lead to disruptions in business continuity
  - Enforcement priorities are not easing up

# HIGHLIGHTED POLICY UPDATES

Policy updates impacting employers who sponsor foreign workers (and those who don't):

- Travel Ban 2025
- Trump Administration reviewing records of 55 million visa holders
- Weighted H-1B cap lottery proposal
- Notices to Appear for H-1B laid off or terminated workers
- TN visas – more scrutiny on certain categories
- Department of State visa processing and appointments
  - Social Media Settings
  - Policy Against China
  - Mostly no dropbox interview waiver appointments
- Certain employees who were work authorized recently no longer have work authorization
- Green card scrutiny and “good moral character”



# TRAVEL BAN 2025

(\*NEW LOCATIONS MAY BE ADDED; IF YOUR BUSINESS SEEKS BUSINESS TRAVELERS FROM AROUND THE WORLD ENSURE THEY ARE ELIGIBLE FOR ENTRY PRIOR TO MAKING PLANS)

- June 4, 2025, President Trump issued a proclamation restricting entry of certain foreign nationals due to national security & public safety concerns. Restricting The Entry of Foreign Nationals to Protect the United States from Foreign Terrorists and Other National Security and Public Safety Threats – The White House

## The Full Ban

- Nationals of Twelve (12) Countries with Nearly Complete Ban (i.e. no entry to U.S. & total ban on **new** U.S. visas): Afghanistan, Burma, Chad, Congo, Equatorial Guinea, Eritrea, Haiti, Iran, Libya, Somalia, Sudan, Yemen.
- Fully suspends entry of immigrant and nonimmigrant nationals from these countries if they were outside the U.S. as of June 9, 2025, **and** were not issued a valid visa as of June 9, 2025 (unless they qualify through one of the exceptions)

## Partial Ban

- Nationals of Seven (7) Countries with Travel Restrictions: Burundi, Cuba, Laos, Sierra Leone, Togo, Turkmenistan, Venezuela
- Suspends entry for immigrant, B-1, B-2, B-1/B-2, F, M, & J exchange visitor visa holders who were outside the U.S. as of June 9, 2025, and were not issued a valid visa as of June 9, 2025, unless an exception applies

# TRUMP ADMINISTRATION REVIEWING ALL 55 MILLION FOREIGNERS WITH US VISAS FOR ANY VIOLATIONS

- Trump administration ramps up crackdown on US visa holders | AP News
- The State Department's new language suggests that the continual vetting process, which officials acknowledge is time-consuming, is far more widespread and could mean even those who have been approved to be in the U.S. could abruptly see permissions revoked
- DOS said it was looking for indicators of ineligibility, including people staying past the authorized timeframe outlined in a visa, criminal activity, threats to public safety, engaging in any form of terrorist activity or providing support to a terrorist organization
- "We review all available information as part of our vetting, including law enforcement or immigration records or any other information that comes to light after visa issuance indicating a potential ineligibility," the department said

# INTERNATIONAL STUDENTS

- March 2025, ICE operated the Student Criminal Alien Initiative whereby DHS used employees to run the names of up to 1.3 million foreign-born students through an FBI-run computerized index including criminal history information Trump administration reveals how it targeted thousands of international students on visas
- Many students experienced terminations of their Student and Exchange Visitor Information System (SEVIS) records
- Thousands of students had their visas revoked
- OPT allows international students to work for 12 months in their major, and STEM OPT allows students to gain additional practical experience through working for an additional 24 months (beyond the initial 12 months) in a STEM field
- On May 21, 2025, during a confirmation hearing before the Senate Judiciary Committee now confirmed **USCIS Director Joseph Edlow, indicated he would like to see “a regulatory and sub-regulatory program that would allow us to remove the ability for employment authorizations for F-1 students beyond the time that they are in school.”** Snubbing Trump, Immigration Nominee Would End Student Practical Training
- **Employers may seek to sponsor employees in their first year of OPT if the employee is expected to be a valuable resource since there could be a push to end OPT and/or STEM OPT under Director Edlow**
  - **Setup rotational programs (easier for global companies)**
  - **Global work authorization if offices maintained outside the U.S.**

# SCRUTINY OF ALL CHINESE VISA APPLICATIONS

- May 28, 2025, Secretary of State Rubio announced “New Visa Policies Put America First, Not China” stating DOS would work aggressively with DHS to revoke visas for Chinese students, including those with connections to the Communist Party or studying in critical fields. New Visa Policies Put America First, Not China - United States Department of State
- DOS will revise visa criteria to enhance security of all future visa applications from China and Hong Kong



# BROAD RESTRICTIVE POLICIES FOR VISA APPLICANTS

- June 18, 2025, U.S. Department of State (DOS) Announced Expanded Screening and Vetting for Visa Applicants- Expanded Screening and Vetting
  - All applicants for F, M, and J nonimmigrant visas must set social media profiles to “public”
    - More screening and vetting may lead to longer wait times, backlogs, and processing delays
    - Employers may expect employees traveling for visa appointments to be delayed in returning
- July 25, 2025, DOS announced changes to categories of applicants eligible for waiver of nonimmigrant visa interviews (“dropbox”) appointments- Interview Waiver Update July 25, 2025
  - Those on H-1B, H-4, F-1, F-2, J-1, L-1, L-2, and M-1 are no longer eligible for dropbox appointments
  - Applicants under 14 and over 79 now require in-person interview with consular officer
    - It will be more difficult for employees to obtain visa appointments – employers need to plan ahead
    - Employees may be outside the U.S. for longer than expected

# H-1B CAP REGISTRATION LOTTERY CHANGES

- August 8, 2025, the DHS/USCIS proposed rule, **Weighted Selection Process for Registrants and Petitioners Seeking To File Cap-Subject H-1B Petitions**, cleared OMB Track the proposed rule here: ([RIN 1615-AD01](#))
- Next Step- Publication in the Federal Register for public comment
- Actual text of the rule is confidential, but the rule may seek to replace the random lottery with a system allocating H-1B visa numbers based on weighted criteria such as wages or education level
- Employers may need to offer competitive wage levels to successfully sponsor foreign nationals under a weighted lottery registration system
- Companies may seek to sponsor more senior-level, specialized, or higher paying roles instead of recent graduates

# H-1B ENFORCEMENT TREND

- 60 Day H-1B Grace Period
  - 8 CFR 214.1(l)(2) indicates that a foreign national admitted in or provided E-1, E-2, E-3, H-1B, H-1B1, L-1, O-1 or TN classification (and their dependents) shall not be considered to have failed to maintain nonimmigrant status solely on the basis of a cessation of the employment their status was based on, for a period of up to 60 consecutive days or until the end of the authorized validity period, whichever is shorter, once during each authorized validity period. *DHS may eliminate or shorten this 60-day period as a matter of discretion.*
- February 28, 2025, USCIS issued a policy memo providing guidance on the USCIS issuance of Notices to Appear (NTAs).
  - NTA is a charging document that initiates removal proceedings and states the immigration charges alleged against a noncitizen and date and place of court hearing.
- USCIS has been issuing Notices to Appear during the 60-day H-1B grace period.
- Employers, consider whether you may provide more advanced notice of an upcoming layoff to allow employees to have a softer landing with less risk of an NTA
- FDNS Site Visits – Best Practices

# TN VISAS (CHANGES FOR NATIONALS OF CANADA OR MEXICO)

- 8 CFR § 214.6(a) Citizen of Canada or Mexico who seeks temporary entry as a business-person to engage in business activities at a professional level
- 8 CFR § 214.6(b) Must have bachelor's degree or appropriate credentials demonstrating status as a professional in a profession set forth in Appendix 2 to Annex 16-A of Chapter 16 of the United States-Mexico-Canada Agreement
- America First Trade Policy [America First Trade Policy – The White House](#) Assess the impact of the USMCA on American workers and businesses
- Review of USMCA among U.S., Canada, and Mexico July 2026
- June 4, 2025, USCIS issues Policy Alert PA-2025-05 regarding eligibility requirements
- Clarifies eligibility requirements -degree & licensure requirements; provides additional guidance on certain occupations:
  - **Computer Systems Analyst** Does not include programmers
  - **Engineer** May not fill computer-related jobs unless maintains credentials as a computer or SW engineer in a bona fide engineering specialty offering full engineering credentials, such as professional engineering licenses
  - **Economist** Does not include financial analyst, market research analyst, or marketing specialist
  - **Scientific Technician/Technologist** Individuals providing patient care do not qualify under ST/T



# IF EMPLOYERS PIVOT TO MANUFACTURE GOODS IN THE U.S.

The tariffs are here. Options for global companies to move foreign talent to the U.S.

- Manufacturing shifts to the U.S. and what this may mean for U.S. immigration
- Leveraging B business visitors to provide training or knowledge to U.S. workers
- Sponsorship of L-1 Manager or Specialized Knowledge Employees

# BUSINESS VISITORS & WHAT IS WORK

## **9 FAM 402.2-2(B) (U) Temporary Visitors**

- (1) (U) In determining whether visa applicants are eligible for temporary visitor classification, assess whether the applicants:
  - (a) (U) Have a residence in a foreign country, which they do not intend to abandon;
  - (b) (U) Intend to enter the United States for a period of specifically limited duration; and
  - c) (U) Seek admission for the sole purpose of engaging in legitimate activities relating to business or pleasure.

## **9 FAM 402.2-5(B) (U) Applicants Traveling to the U.S. to Engage in Commercial Transactions, Negotiations, Consultations, Conferences**

- (1) (U) Engage in commercial transactions which do not involve gainful employment in the United States (such as a merchant who takes orders for goods manufactured abroad);
- (2) (U) Negotiate contracts;
- (3) (U) Consult with business associates;
- (4) (U) Litigate;
- (5) (U) Participate in scientific, educational, professional, or business conventions, conferences, or seminars; or
- (6) (U) Undertake independent research.

**\*If the U.S. business ever requires assistance with any of the above, review whether a business visitor may temporarily assist**

# IF EMPLOYERS PIVOT TO MANUFACTURE GOODS IN THE U.S & THE L-1 VISA

- With the future of tariffs imposed on goods imported into the U.S. uncertain, some companies seek to transfer or establish operations in the U.S. including new office L-1s
- If hiring in the U.S., assess business need for business visitors to provide training. Also, assess need for transfer of foreign talent with experience in manufacturing, testing, quality control, etc.
- Pursuant to 8 CFR 214.2(l)(1)(ii)(A), the L-1 visa allows for sponsorship of an intracompany transferee with specialized knowledge or to serve in a managerial or executive position in the U.S.
- To qualify for L-1 status, the below requirements must be met:
  - He or she was employed abroad continuously for 1 of the 3 years preceding the application for admission to the United States;
  - The 1 year of continuous employment abroad was in a managerial (including functional manager) or executive capacity or in a position that involved specialized knowledge;
  - He or she is seeking to enter the United States temporarily to render their services to the same employer (which includes a branch of the foreign employer) or its parent, affiliate, or subsidiary; and
  - The position in the United States will be in a managerial or executive capacity or will involve specialized knowledge.

# WHY ME? CHNV WORK AUTHORIZATION GETS MURKY

- Via Federal Register Notice (90 FR 13611, 3/25/25) DHS announced the termination of the Cuba, Haiti, Nicaragua, Venezuela (CHNV) Parole Program
- These individuals were lawfully paroled into the U.S. and lawfully received work authorization
- For CHNV parolees, USCIS issued termination messages in their myUSCIS accounts starting June 12, 2025, following the U.S. Supreme Court's decision in *Noem v. Svitlana Doe*, 605 U.S. \_\_\_\_ (2025)
- Messages informed the parolees that their parole was terminated, and their parole-based employment authorization was revoked
- Employers may ask parolees if they have any additional basis for work authorization, but may not ask to see specific documents regarding same



# TRUMP ADMINISTRATION AS TERMINATORS OF TPS

- When a TPS designation ends, the TPS holder's status reverts to their previous immigration status. If they held no status prior to the TPS designation, they return to undocumented status and become subject to removal proceedings
- If DHS terminates a foreign national's parole by notice pursuant to 8 CFR 212.5(e)(2), before the expiration of the parole period, the EAD remains valid until it is expired or otherwise terminated or revoked by DHS
- August 20, 2025, Ninth Circuit Court Appeals allows DHS to move forward with revoking TPS for foreign nationals from Honduras, Nicaragua, and Nepal
- TPS for Haiti and related benefits slated to terminate on September 2, 2025. Based on litigation, the effective date of termination is now no earlier than Feb 3, 2026- litigation could be forthcoming
- May 12, 2025, DHS allows termination of TPS for Afghanistan, effective July 14, 2025
- Many TPS designation terminations are subject to litigation- check with qualified legal counsel prior to making any employment termination decisions

# TERMINATION OF TPS DESIGNATIONS FOR VENEZUELA

According to USCIS, Venezuela TPS Employment Authorization Documents with Category codes A12 or C19 are valid based on the following information. *Note: Venezuela TPS 2023 designation terminated, but 2021 designation authorized until September 10, 2025*

Expiration Date:	Valid Through:	Notes:
October 2, 2026 (2023 designation)	October 2, 2026*	*Valid only if received on or before February 5, 2025.
September 10, 2025 (2021 designation)	September 10, 2025	Valid on face of the card; not subject to any extensions.
April 2, 2025 (2023 designation)	September 24, 2026*	*If the Form I-797C was received on or before February 5, 2025, then the EAD is extended under the 540-day rule- valid until September 24, 2026.
March 10, 2024 (2021 designation)	September 1, 2025*	*If the I-765 application was filed prior to March 10, 2024 (reregistration deadline)- then the EAD card is auto extended under the 540-day rule and is valid until September 1, 2025.
September 9, 2022 (2021 designation)	September 10, 2025*	*Only if the individual obtained a new EAD card with a September 10, 2025, expiration date.

# USCIS GREEN CARD POLICY CHANGES & CHANGES IMPACTING GREEN CARD HOLDERS

- Recent policy changes impacting green card applications- [USCIS Updates Policy on CSPA Age Calculation | USCIS](#)
- Via USCIS Policy Alert 2025-15, USCIS announced updated guidance effective August 15, 2025, revising the *Child Status Protection Act* Age Rule, impacting children's eligibility for green cards.
  - Resulting impacts for employers include additional pressure on employers to start green card sponsorship earlier for employees to establish priority dates while children are young.
  - **Employees of multinational corporations may request one-year transfers overseas to qualify for employment-based green cards where the line is shorter**
- August 15, 2025, USCIS issued PM-602-108-Policy Memo, "[Restoring a Rigorous, Holistic, and Comprehensive Good Moral Character Evaluation Standard for Aliens Applying for Naturalization.](#)"
- The memo explains that evaluating an applicant to become a naturalized U.S. citizen includes a totality of the circumstances review to ensure that the applicant is a responsible member of society with positive attributes, not only the absence of misconduct.
  - Good Moral Character (GMC) is a requirement pursuant to INA § 316(a)(3)

# COMPLIANCE: I-9 REQUIREMENTS

- INA § 274A (b) of the Immigration and Nationality Act (INA) requires employers to verify the identity and employment eligibility of all individuals hired in the U.S. after Nov 6, 1986
- 8 CFR § 274a.2(a)(2)- Designates the Form I-9 (paper or electronic format) as the vehicle for documenting employment verification
- 8 CFR § 274a.2(a)(3)- Employer examines documents evidencing identity and employment authorization; employer and new hire each complete attestation made under penalty of perjury
- Employee must complete Section 1 at the time of hire (no later than the first day of employment) by entering correct information in Section 1 and signing and dating the form
- Within 3 days after the first day, Employee must present original, acceptable, unexpired documentation from the list of acceptable documents
- Employer examines the documentation provided and completes Section 2 within three business days after the employee's first day- Employer may not ask to see documentation to verify information entered in Section 1
- Supplement B (formerly Section 3) is to be completed by the Employer for Reverification if required, Rehire (within 3 years), or for recording a legal name change



# I-9 AUDITS & ERRORS

- **Self-audit** is the single best way for Employers to prepare for unanticipated I-9 audits
- Companies that regularly conduct self-audits or employ outside counsel to do so more commonly catch and mitigate possible costly errors- two error types:
  - **Technical errors-** minor issues Employers will be allowed to correct such as:
    - Employee's failure to date Section 1
    - Failure to ensure individual provides address in Section 1
    - Employer's failure to provide document title, identification number, or expiration date of document from List A, B, or C in Supplement B (but copies of documents are attached)
  - **Substantive errors-** major errors- typically can not be corrected & will result in fine. For example:
    - Failure to produce an I-9 for an employee
    - Employee's name is missing in Section 1
    - Section 1 or 2 is missing
    - No signatures of employee and/or employer
    - Unacceptable documents recorded in Lists A,B and/or C

# FORM I-9 VIOLATIONS

- In determining the amount of the penalty, consideration is given to the size of the business; good faith of the employer; seriousness of the violation; whether the individual was an unauthorized worker; history of previous violations of employer

Violation Type	Penalty Range (Per Violation)
Civil Penalty for I-9 paperwork violations 8 CFR 274a.10(b)(2)	\$288- \$2,861
Civil penalties for knowingly hiring, recruiting, referral, or retention of unauthorized aliens— Penalty for first offense (per unauthorized worker) 8 CFR 274a.10(b)(1)(ii)(A)	\$716-\$5,724
Knowingly Hiring Unauthorized Workers (2 <sup>nd</sup> Offense) 8 CFR 274a.10(b)(1)(ii)(B)	\$5,724-\$14,308
Knowingly Hiring Unauthorized Workers (3 <sup>rd</sup> Offense) 8 CFR 274a.10(b)(1)(ii)(C)	\$8,586- \$28,619

# I-9 SELF-AUDIT BEST PRACTICES

- Develop an I-9 Policy to cover:
  - Regular training of staff completing I-9s
  - Document review and verification
  - Ongoing monitoring and compliance audits
  - Offboarding processes
  - Record retention and secure storage
  - Never maintain Form I-9s for longer than legally required
- 8 CFR § 274a.2(b)(2)- Describes the retention period for Form I-9
  - To calculate how long to keep a former employee's Form I-9:
    - If they worked for less than two years, retain their form for three years after the date you entered in the First Day of Employment field.
    - If they worked for the company more than two years, retain their form for one year after the date they stop working for you.

# RECEIVING AN I-9 NOTICE OF INSPECTION

- The administrative inspection process is initiated with service of a Notice of Inspection (NOI) upon an employer
- Pursuant to 8 C.F.R § 274a.2(b)(2)(ii), employers receive at least three business days to produce the Form(s) I-9 requested in the NOI
- In addition to I-9 records, HSI generally requests that the employer provide supporting documentation, which may include payroll records, a list of active and terminated employees, articles of incorporation, business licenses or ownership documentation, contracts with staffing agencies
- When an employer responds to a NOI by producing Form(s) I-9, HSI agents and/or auditors conduct an inspection of the Form(s) I-9 for compliance
- When HSI finds technical or procedural failures, the employer receives at least 10 business days to make corrections, pursuant to INA §274A(b)(6)(B) (8 U.S.C. § 1324a(b)(6)(B))
- An employer may receive a monetary fine for all substantive violations and uncorrected technical or procedural failures



# E-VERIFY AND STATUS CHANGE REPORT OBLIGATIONS

- E-Verify was authorized by the Illegal Immigration Reform and Immigrant Responsibility Act of 1996 (IIRIRA).
  - Title IV, Subtitle A, of the Illegal Immigration Reform and Immigrant Responsibility Act of 1996 (IIRIRA), Pub. L. 104-208, 110 Stat. 3009, as amended (8 U.S.C. § 1324a note)
- Employers create cases in E-Verify based on information from the employee's I-9 and once the employer enters the information into E-Verify, E-Verify electronically compares the information to records available to DHS and SSA
- USCIS provides E-Verify program and user support and training including providing E-Verify Webinars and E-Verify Videos. See [E-Verify Webinars | E-Verify](#)
  - E-Verify Overview August 27 at 2:00 PM; Form I-9 Training on August 28 at 2:00 PM
- The Status Change Report is intended to help employers determine if the EAD they used to create any E-Verify cases has been revoked. Employers who find that an EAD was revoked must reverify their employees whose revoked EAD was used to create their E-Verify case- [Obligations Status Change Report Updated to include Document Number | E-Verify](#)

# WORKSITE ENFORCEMENT (RAIDS)

- Includes unannounced visit from ICE agents, who may enter a workplace to detain unauthorized workers
  - If raided, remain calm
  - Authorized company representatives should ask to see credentials of ICE agents
  - If agents attempt to enter private areas, immediately request to see a judicial warrant and confirm its validity
- To be valid, the judicial warrant must
  - Be signed by a judge (not an immigration officer)
  - State "U.S. District Court" or a state court at the top
  - Specifically, identify your business address
  - Describe the areas to be searched or persons to be arrested
  - Be recently dated (typically within the past 14 days)

# JUDICIAL WARRANT SAMPLE

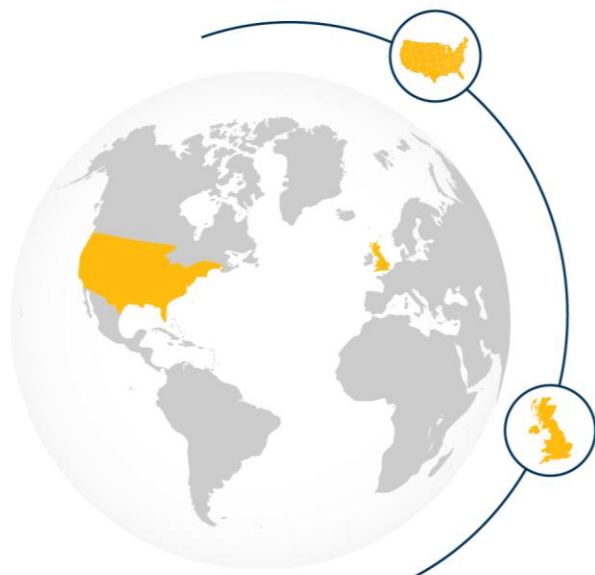
<b>UNITED STATES DISTRICT COURT</b>	
<div style="text-align: center; padding-bottom: 10px;">for the</div> <div style="border: 1px solid black; height: 30px; margin: 0 auto; width: 80%;"></div> <div style="padding-top: 20px;">In the Matter of the Search of <i>(Briefly describe the property to be searched or identify the person by name and address)</i></div> <div style="border: 1px solid black; padding: 10px; margin-top: 10px; text-align: center;">SAMPLE</div>	<div style="padding-top: 20px;">Case No. <div style="border: 1px solid black; display: inline-block; width: 150px; height: 20px; vertical-align: middle;"></div></div> <div style="padding-top: 20px; border-top: 1px solid black;">SEARCH AND SEIZURE WARRANT</div> <div style="padding-top: 10px;">To: Any authorized law enforcement officer</div> <div style="padding-top: 10px;">An application by a federal law enforcement officer or an attorney for the government requests the search of the following person or property located in the _____ District of _____ <i>(identify the person or describe the property to be searched and give its location):</i></div> <div style="border: 1px solid black; padding: 10px; margin-top: 10px; text-align: center;">SAMPLE</div> <div style="padding-top: 10px;">I find that the affidavit(s), or any recorded testimony, establish probable cause to search and seize the person or property described above, and that such search will reveal <i>(identify the person or describe the property to be seized):</i></div> <div style="border: 1px solid black; height: 100px; margin-top: 10px;"></div> <div style="padding-top: 10px;"><b>YOU ARE COMMANDED</b> to execute this warrant on or before _____ <i>(not to exceed 14 days)</i> <input type="checkbox"/> in the daytime 6:00 a.m. to 10:00 p.m.    <input type="checkbox"/> at any time in the day or night because good cause has been established.</div> <div style="padding-top: 10px;">Unless delayed notice is authorized below, you must give a copy of the warrant and a receipt for the property taken to the person from whom, or from whose premises, the property was taken, or leave the copy and receipt at the place where the property was taken.</div> <div style="padding-top: 10px;">The officer executing this warrant, or an officer present during the execution of the warrant, must prepare an inventory as required by law and promptly return this warrant and inventory to _____</div> <div style="padding-top: 10px; text-align: right;"><i>(United States Magistrate Judge)</i></div>

# IDENTIFYING RAPID RESPONSE TEAM AND ACTIONS

- ☐ Know Your Rights Trainings
- ☐ Before any raid, identify your Raid Response Team
- ☐ Officers encountered, record names/badge numbers of those present
- ☐ Ensure employees who likely would first encounter an ICE officer know what to do, and more importantly, what not to do
- ☐ Ensure employees understand what a judicial warrant looks like
- ☐ Identify the historians (take notes/video-photos of ICE actions- if safe to do so)
  - ☐ Document the areas searched (if the company has surveillance video, preserve it)
  - ☐ Items or documents seized (your own inventory list)
  - ☐ Questions asked by agents
- ☐ Contact legal counsel



## OUR LOCATIONS



## 29 US OFFICES

- Atlanta, GA
- Baltimore, MD
- Boston, MA
- Charleston, SC
- Charlotte, NC
- Charlottesville, VA
- Colorado Springs, CO
- Columbia, SC
- Denver, CO
- Greensboro, NC
- Greenville, SC
- Houston, TX
- Huntsville, AL
- Irvine, CA
- Las Vegas, NV
- Los Angeles, CA
- Nashville, TN
- New York, NY
- Phoenix, AZ
- Raleigh, NC
- Reno, NV
- Research Triangle Park, NC
- San Francisco, CA
- Silicon Valley, CA
- Tucson, AZ
- Tysons, VA
- Washington, DC
- Wilmington, DE
- Winston-Salem, NC

## 8 UK OFFICES

- Bristol
- Edinburgh
- Leeds
- London
- Newcastle
- Plymouth
- Southampton
- Teesside

## OUR SECTORS

- |                                             |                                       |
|---------------------------------------------|---------------------------------------|
| Energy and Natural Resources                | Private Wealth                        |
| Financial Services                          | Public Sector                         |
| Gaming                                      | Real Estate                           |
| Healthcare                                  | Retail & Consumer                     |
| Indian Tribal Nations                       | Sports, Entertainment, and Recreation |
| Insurance                                   | Technology                            |
| Life Sciences, Pharmaceuticals, and Biotech | Transportation                        |
| Manufacturing                               |                                       |

## OUR CORE SERVICES

- |                                        |                                            |
|----------------------------------------|--------------------------------------------|
| Corporate                              | Projects, Construction, and Infrastructure |
| Data Privacy and Cybersecurity         | Real Estate                                |
| Finance, Bankruptcy, and Restructuring | Regulatory and Government Affairs          |
| Intellectual Property                  | Tribal Law and Policy                      |
| Immigration                            | WBD Advance                                |
| Litigation and Dispute Resolution      |                                            |
| Private Wealth                         |                                            |



1,300+  
LAWYERS



37 OFFICES  
ACROSS THE  
US AND UK



AM LAW 70  
FIRM

(The combined firm would  
have ranked 70th on the  
2024 Am Law 100)



200 CHAMBERS  
RANKED LAWYERS



100 CHAMBERS  
RANKED  
PRACTICES





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