



## HUSCH BLACKWELL

# Immigration

Today's enforcement environment places a premium on effective, comprehensive compliance and calls for a clear understanding of the regulations and enforcement priorities of key federal agencies.

Husch Blackwell counsels clients on the long-range effects of today's immigration-related decisions. Proactive counsel is one of the most valuable services we provide, and we work to plan and implement practical employment-related sponsorship strategies that enable U.S. employers to hire and retain foreign talent on a short- and long-term basis. We help clients plan and draft processes and procedures, maintain compliance through internal review, and defend against agency actions when they occur.

Our goal is to serve as a premium immigration practice that guides employers through the immigration process. We aim to create partnerships with employers, helping clients develop comprehensive immigration solutions and plans. We have successfully represented clients in a variety of industries including healthcare, information technology, manufacturing, education, food and agriculture, energy, telecommunications and research.



The leaders of our Immigration practice group are members of and active in the American Immigration Lawyers Association, established to promote justice and advocate for fair and reasonable immigration law and policy.



Assists employers in completing and maintaining Forms I-9 and participating in E-Verify



Plans overall immigration workplace compliance systems



Advises clients on business immigration matters and represents employers in obtaining and maintaining employment authorized U.S. immigration status for their foreign national employees



Represents clients before U.S. Citizenship and Immigration Services, the Department of Labor, the Department of State, and other federal and state agencies



Handles the immigration issues that sometimes arise during company acquisitions



Represents employers in compliance audits and investigations by the Immigration and Customs Enforcement agency

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## Work Highlights

- Assisted large agricultural business in developing and operating a system to staff a common but critical technical position with TN workers, ensuring a streamlined process for hiring these employees throughout the year.
- Represented the U.S. affiliate of a Canadian manufacturer when its technicians were refused admission into the United States under NAFTA, seriously challenging the company's ability to install and service its customers' equipment. Analyzing the underlying documents, we determined that NAFTA did not apply and instead prepared applications for L-1B status for the technicians, who successfully gained admission in that status to work for their customers.
- The president of a manufacturing company who lives in Canada and owns a home in Florida was advised by immigration officials when entering the United States as a business visitor that he would need to obtain a work-authorized status before returning. Our team analyzed the complex family holdings to determine the best approach, identifying the Intracompany Transferee L-1A classification as the most useful route. We successfully organized extensive documentation to support the case and prepared the client for a direct application at the Canadian border.
- Defended client in an ICE worksite enforcement matter (criminal prosecution for knowing employment of undocumented workers).
- Advised educational institution on potential exposure to criminal or civil penalties for offering scholarships to students without current lawful immigration status.
- Gained nonimmigrant and immigrant status for numerous employees of U.S. employers under widely varying circumstances, analyzing facts and structuring solutions to individual circumstances.
- We advised a private university on developing policies for admission and tuition for foreign national students who have been granted Deferred Action for Childhood Arrivals (DACA).
- We counseled a large, multi-state healthcare organization in obtaining and maintaining TN status for Registered Nurses and H-1Bs for physicians, and advised in the application process for the Conrad 30 J-1 waiver program for physicians.



Had it not been for the immigration expertise of Husch Blackwell LLP, our top candidate might not have been secured. The firm's attorneys are experienced in the intricate details of the visa application process and have an extensive network to ensure positive results. They respond timely to inquiries and created a thorough visa application. They studied our institution, gaining an in-depth knowledge of our mission; then successfully presented our foreign candidate as an unequalled applicant for the position.

— Beth Bro-Roof, Board President,  
Museum of Danish America



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## Business is no longer usual. Neither are our solutions.

At Husch Blackwell, we have built our law firm around one idea: to guide our clients from where they are to where they want to be. Our industry-centric approach gives us a deep understanding of what our clients face every day. But more than that, it creates a shared vision that moves our clients forward.