

## Immigration

---

Miller Canfield's Immigration team provides comprehensive U.S. immigration services and solutions for any business. Our team understands global business and provides guidance on obtaining and moving personnel between facilities or around the world. We also counsel companies on the importance of implementing effective immigration compliance and response protocols, as it is essential for businesses to have a comprehensive plan in place to address potential audits, investigations, or enforcement actions. Most services are completed on a flat legal fee basis, which allows clients to budget accordingly.

Legal ranking organization *Chambers and Partners* recognizes Miller Canfield as having one of the leading Immigration practices in Michigan, saying that the team "excels in complex matters related to visa extensions, green card applications and impacts from strikes and COVID-19."

### Visas

We excel at obtaining and/or extending all types of immigrant and nonimmigrant visas for individuals, such as:

- H-1B for professionals
- L-1A/L-1B for intra-company transferees
- E-1/E-2 for treaty traders and investors
- TN for Canadian and Mexican citizens
- F-1 for foreign students
- J-1 for Exchange Visitors
- R-1 for Religious Workers
- B-1/B-2 for business visitors and tourists
- P-1 for athletes and entertainers
- O-1 for individuals with extraordinary ability
- PERM labor certification
- Employment-based immigrant petitions (all preference categories)
- Consular processing (both immigrant and nonimmigrant visas)
- U.S. citizenship for qualified individuals

### Compliance and Enforcement

Miller Canfield offers immigration audits and enforcement guidance to protect clients from the potential risks and liability of failing to comply with federal immigration regulations. These audits are important for any company or governmental unit that may be audited by Immigration and Customs Enforcement, Department of Justice, or Department of Labor, or is involved in a merger or acquisition transaction. Compliance services include conducting in-house immigration audits, I-9 completion, compliance and training, Labor Condition Application file compliance, and assistance in the development of immigration-related compliance policies. Immigration enforcement services include

## Continued

---

providing guidance to address potential immigration raids and enforcement actions.

## HR Training

As an additional client service, Miller Canfield conducts training for legal departments, human resources, management, and recruitment personnel. These tailored sessions provide an overview of visa categories, address compliance issues, and cover basic document recognition. Participants achieve a greater understanding of the immigration process, and clients can subsequently handle immigration issues more efficiently and effectively.

## Representative Matters

- **Corporate Restructuring**

Advised and assisted automotive supplier during corporate restructuring to prepare and implement strategy to maintain work authorization and I-9 compliance for thousands of employees.

Advised large global engineering and technology firm on immigration consequences of corporate spin-off.

- **Hiring and Retaining Foreign Workers**

Created strategy and managed successful transfer of hundreds of foreign employees hired as consultants to direct hire for major financial services provider.

- **Global Mobility**

Performed management assessment and implementation of large-scale global mobility program on behalf of Tier 1 Automotive employer by managing relocation, tax and immigration and other legal considerations.

- **I-9 and E-Verify Compliance**

Assisted large engineering services corporation with nationwide internal I-9 audit: prepared and conducted training for HR and management staff on best I-9 practices and implementation of E-Verify.

Serve as lead counsel to major I-9 electronic software solutions provider.

- **Immigration Case Management**

Manage nonimmigrant, immigrant and global visa services needs for multiple large multinational corporations.

- **Employment Compliance**

Develop immigration policy and employer handbook sections on sponsorship for immigration benefits to protect U.S. employers from exposure to liability for non-compliance.

- **Start-Up and Entrepreneurs**

Support immigration aspects of obtaining work authorization and securing financing compliance for new business growth from foreign sources.

Advised visa strategies for Asian Tier-1 automotive parts company to establish U.S. manufacturing facilities and successfully obtain work authorization and visas for executive, management and specialized support team to join U.S. operations.

## Continued

---

- **Overturn Adverse Decisions**

Obtained numerous successful decisions on appeals and motions to reopen through filings with U.S. Citizenship and Immigration Services and the U.S. Department of Labor.

- **Consular Services**

Facilitated expedited processing of treaty trader and investor company registration to ensure E visa employees approval timely to avoid delays in start-up operations in U.S.

- **Individual Immigration Matters**

Secure visas and admission to the U.S. for various dependent family members of foreign workers filing to join in the U.S.