

Whether it's complying with I-9 requirements, responding to a government audit, or determining if it makes sense to temporarily or permanently employ a foreign national, United States employers often feel overwhelmed by the immigration laws. Uncertainty about immigration laws and procedures can result in unnecessary fines and the avoidance of what could be terrific employees. For employers, from small businesses to large national companies, **Perez & Associates** can take the fear and unpredictability out of the immigration laws and processes. At **Perez and Associated** we work hand in hand with our institutional clients and their HR departments to simplify compliance issues and immigration processes. **Perez & Associates** does this with a three step approach:

!           **Practical Knowledge:** We provide our institutional clients with a practical understanding of what is required by the immigration laws. By taking the mystery out of the process employers are better able to avoid violations of immigration laws.

!           **Recommendations for Internal Procedures:** We provide our clients with information about creating internal procedures to monitor such things as I-9 compliance, record keeping, and the expiration of work authorizations.

!           **Development of Immigration Strategies:** With proper planning most immigration goals related to the employment of foreign nationals can be achieved. With our strategies employers can focus on hiring and keeping the best and the brightest and stop making employment decisions based on a person's immigration status. With our strategies employers will know how to

- <           Determine the correct type of nonimmigrant visas to minimize organizational risks;
- <           Navigate the maze of employment-based immigration options to ensure compliance with regulations;
- <           Eliminate staffing problems by implementing immigration strategies that will ensure the ongoing availability of temporary and permanent foreign workers;
- <           Realistically predict the success of petitions seeking to temporarily or permanently employ a foreign national;
- <           Respond should the government knock on the door; and
- <           Accomplish the above with a minimal amount of HR time involvement.

Stop wasting valuable resources worrying about I-9 compliance, engaging in longer hiring processes because foreign applicants are not being considered, figuring out and trying to navigate the maze of laws involved in the temporary or permanent employment of foreign nationals, and pursuing immigration benefits that fail because of improper planning or a misunderstanding of the legal requirements for the benefit. Call **Perez & Associates** and we will let you focus on what is really important. The bottom line.