



### **Our Philosophy**

At Rivkin Radler, our primary focus is the client experience. All we do revolves around you. We respond to your inquiries on the same day they are received. We serve as your strategic partner, starting every representation bearing in mind your short-, medium- and long-term goals. Based on these goals, we provide a comprehensive assessment of your available options, describing the risks and opportunities associated with each course of action. Once you decide how to proceed, we craft the strongest possible application, calculated to be approved without the costly delays associated with requests for additional evidence.

In keeping with our reputation as a litigation powerhouse, the Rivkin Radler attorneys who work on your immigration matter have litigation experience. This experience ensures that our attorneys will prepare your application as if it were going to be fully litigated.

### **Corporate Clients**

Corporate clients depend on us to apply for and provide strategic advice regarding temporary work visas for employees:

- H-1B visas for highly skilled workers in specialty occupations. Employers in the science, technology, engineering and math (STEM) industries routinely sponsor recent college graduates for H-1B visas.
- L-1 visas for intra-company transferees. L-1 visas allow executives, managers and employees with specialized knowledge to transfer from a foreign company to an affiliated U.S. company.
- O visas foreign nationals with extraordinary ability. O visas were designed for those who have reached the top of their field and can lead to lawful permanent residence.
- P visas for entertainers and athletes. P visas allow entertainers and athletes to enter the United States for a limited duration to meet their performance obligations.
- TN visas for highly skilled Mexican and Canadian professionals. Issued pursuant to the North American Free Trade Agreement (NAFTA), TN visas are only available for certain professions, but they offer employers tremendous flexibility due to the expedited application process and the potential for indefinite renewals.

We also file applications to sponsor employees for lawful permanent residence through the Permanent Labor Certification (PERM) process, or as individuals of extraordinary ability or multi-national managers or executives. Before, during and after the application process, we advise corporate clients on compliance matters, including document retention for E-Verify, Employment Eligibility Verification, public access files related to H-1B petitions and audit files related to PERM labor certifications.



## Investors

Investors depend on our strategic advice about available immigration options. Due to the many options available to investors, we describe the risks and opportunities associated with each, which includes:

- E visas for treaty traders and investors, pursuant to bilateral trade agreements
- Lawful permanent residence through the EB-5 program for investors
- Lawful permanent residence through the EB-1 program for executives
- Lawful permanent residence through the EB-2 program with national interest waiver

This strategic advice helps investors make business decisions that align with their personal and business objectives.

After providing strategic advice, we craft the strongest possible applications by leveraging our experience, legal judgment and legal analysis of the statutes, regulations and administrative appeals decisions.

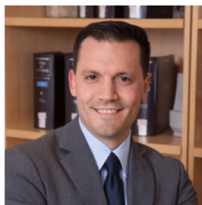
## Individuals

Individuals also hire us to provide high-end, personalized legal services related to the sponsorship of spouses, fiancées, siblings, children or parents. In addition to preparing the strongest possible applications, we provide first-class customer service, giving clients peace of mind during the intense, emotional experience of sponsoring a close family member.

**Rivkin Radler partners Melissa Dearing and Henry Mascia head up our Immigration Practice.**



**Melissa Dearing** assists employers in seeking non-immigrant and immigrant status. She has extensive experience with H-1B visas and the PERM-based green card process, particularly with respect to information technology professionals, engineers and pharmacists, among other professionals. She also represents foreign nationals regarding family immigration matters and assists employers with I-9 and other immigration compliance issues. She can be reached at [melissa.dearing@rivkin.com](mailto:melissa.dearing@rivkin.com) or (904) 792-8936.



**Henry Mascia** helps corporations and individuals navigate the labyrinth of U.S. immigration law. He represents clients seeking H-1B visas for highly skilled workers, L visas for intra-company transfers, O visas for foreign nationals with extraordinary ability, E visas for treaty traders and investors, P Visas for entertainers and athletes, and TN visas for highly skilled Mexican and Canadian professionals. Henry also represents individuals seeking to sponsor family members to become lawful permanent residents and advises corporate clients on compliance with E-Verify and Employment Eligibility Verification, Form I-9. He can be reached at [henry.mascia@rivkin.com](mailto:henry.mascia@rivkin.com) or (212) 455-9566.