Schedule

Friday, 9 February

Cocktail Reception

5:30 pm

Tour of the Palace

6:30 pm

Opening Dinner

7:30 pm

Symposium Opening

Chairpersons

Clayton E. Cartwright, Jr., The Cartwright Law Firm, LLC, Atlanta, Georgia, United States
Founding member of Cartwright law firm LLC which specializes in the areas of international taxation and employee benefits; In the area of international taxation, Clayton advises businesses, financial institutions, accountants and other financial professionals, and individuals on international taxation matters, emphasizing the intersection between immigration and taxation law. Such matters include expatriate taxation, cross-border employee transfers, withholding and reporting requirements, and permanent establishments. He is the 2017-2018 Chair of the Steering Committee of AILA's Global Migration Section.

Audrey Lustgarten, **Lustgarten Global LLC, Petoskey, Michigan, United States**
Founding member; dedicated to representing companies in global (non-US) immigration matters; Audrey was an attorney with two of the top global firms specializing in immigration law. Audrey currently serves as Vice Chair of the AILA Global Migration Section and Co-Chair of the ABA Section of International Law Immigration & Naturalization Committee.

Nina Perch-Nielsen, **Blue Lake Legal, Zurich, Switzerland**
Nina has been working as an immigration lawyer since 2007 and assists individuals as well as companies wishing to move to Switzerland. She advises and assists on company move projects, and sets up new companies for investors intending to set up activity in the country. She also regularly provides trainings and lectures on the topic of Swiss immigration.

Ethics and Practice Management – Issues in Representing Individuals from Challenging Countries Subject to Additional Scrutiny

- *Setting client expectations while navigating uncertain government environments*
- *Best practices in setting fees*
- *Conflicts of interest between employers and employees*
- *Cultural challenges*

Speakers:

Clayton E. Cartwright, Jr., The Cartwright Law Firm, LLC, Atlanta, Georgia, United States – founding member; Clayton advises businesses, financial institutions, accountants and other financial professionals, and individuals on international taxation matters, emphasizing the intersection between immigration and taxation law.

Maria Lianides Celebi, Bener Law Office, Istanbul, Turkey – senior partner; California State Bar member since 1992 with a BS and JD from Santa Clara University; Prior to joining Bener, she was with Van Der Hout, Brigagliano & Nightingale in San Francisco. Past Chair of the Global Migration Section from 2011-2014, Past Chair of the Rome District Chapter and a past member of the International Operations and Ethics National Committee of the American Immigration Lawyers' Association; Turkey member for the Alliance of Business Immigration Lawyers and a Past Chair of the Immigration International Practice Group for *Ius Laboris.*

Marla Vanessa Bojorge Zúñiga, Bojorge & Associates, Valencia, Spain – owner; She has been awarded with Corporate INTL Global awards, the ACQ Global Awards, the Lawyer Monthly Legal Awards, Women in Law Award by the Lawyer Monthly Acquisition International Magazine Legal Awards, Lawyers World Country Awards, Lawyers Worldwide Awards, Worldwide Financial Advisor, European Corporate Excellence Award, CorporateLive Wire, Global Leading Lawyers, Finance Monthly, and listed at Who´s Who Legal.

Ethical Issues in Identifying and Working With Lawyers Across Jurisdictions

- *Best practices in locating and vetting local counsel*
- *Liability for referrals*
- *Most common ethical issues across jurisdictions: confidentiality, privilege, unauthorized practice of law and competence*

Speakers:

Kari Foss, Fragomen, Frankfurt, Germany – Lead of the Consular and Documents Practice in the office; As a US attorney, she assists clients with US consular and petition-based matters across the EMEA region. Kari commonly works on treaty investors visas, specialist employees, entry visas, and intra-company transfers around the world and assists in document procurement for different visas and work/residents permits; Active member in AILA; enjoys doing *pro-bono* work from Kids in Need of Defence (KIND) a Texas based non-profit representing unaccompanied immigrant children in removal proceedings.

Irene Boccardo, Newland Chase, London, England, United Kingdom – Director of Operations EMEA; overseeing one of the three global hubs; Responsible for the overall client management and service delivery in the region. She has over 16 years of global and regional immigration experience dealing with both major international corporations in the Energy and O&G sectors. Irene has been a Client Services Manager for LATAM Region and in-house Senior Regional Manager for Asia and African countries.

Karen Kienbaum, The Kienbaum Law Group, PC, Grosse Pointe Farms, Michigan, United States – founding member; litigator and ADR champion with experience representing individuals and corporations; She is an authority in contracts, covenants not to compete, labor, employment law, and litigation, and also sits as an arbitrator or facilitator. Karen is also founder of the risk-management program *JustUs®,* which assists companies, including GM, in meeting compliance standards, improving employee relations, and reducing legal exposure.

Morning Coffee

10-10:15 am

Ethical Issues in Corporate Immigration Compliance

- *Rise of compliance and recordkeeping requirements worldwide*
- *Trends in immigration related audits and penalties*
- *Ethical obligation to proactively advise clients regarding compliance and recordkeeping requirements*
- *Tension between the obligation to report violations versus the duty of confidentiality*

Speakers:

Nina Perch-Nielsen, Blue Lake Legal, Zurich, Switzerland – Nina is working as an immigration lawyer since 2007 and assists individuals as well as companies wishing to move to Switzerland. She advises and assists on company move projects, and sets up new companies for investors intending to set up activity in the country.

Beate Erwin, Ruchelmann PLLC, New York, New York, United States – member; LLM (NYU); admitted as Steuerberaterin (2003); admitted as attorney in New York (2009); Doctorate (*cum laude*)/Juridicum, University of Vienna (thesis on Societas Europea). Presentations in Europe & United States, eg, 2015 IBA Annual Conference/Vienna (tax planning for high net worth individuals); co-chairing a panel at 2017 IBA Annual Conference/Sydney (tax implications of the sharing economy).

Ewald Oberhammer, Oberhammer Rechtsanwälte GmbH, Vienna, Austria – admitted to the Italian and Austrian Bars; specialises in corporate immigration matters. Dealing with corporate immigration matters since 1999, Ewald has been assisting large international and local Austrian companies in obtaining work permits, residence permits and working visas. In addition, he assists clients in monitoring and maintaining their compliance with immigration laws and regulations.

Natasha Hotson, Lewis Silkin LLP, London, England, United Kingdom – associate; is a UK-qualified immigration lawyer with over ten years of experience in corporate immigration and personal immigration. She works with corporate clients, from multi-nationals to start-ups, with a particular focus on immigration compliance providing training sessions to assist clients in fulfilling their sponsorship obligations. As well as handling applications under the Points Based System and Immigration Rules she also expertise in complex citizenship applications.

Lunch

11.15 am -12.15 pm

Skiers Departure

11.45 am

Navigating Financial Issues in Global Immigration Practice

- *Setting reasonable and profitable global immigration fees*
- *Best practices in communicating fees*
- *The art of getting paid*
- *Billing technology challenges and options*
- *Issues with international payments*
- *Ethical issues in making and taking advance payments*

Speakers:

Audrey Lustgarten, Lustgarten Global LLC, Petoskey, Michigan, United States – founding member; dedicated to representing companies in global (non-US) immigration matters; Audrey was an attorney with two of the top global firms specializing in immigration law. Audrey currently serves as Vice Chair of the AILA Global Migration Section and Co-Chair of the ABA Section of International Law Immigration & Naturalization Committee.

Petra Pardatscher, Oberhammer Rechtsanwälte GmbH, Vienna, Austria– has worked as a tax associate with an international tax advisory company for more than two years before joining the firm in 2014. Petra is admitted to the Austrian Bar and specialises in corporate immigration matters and corporate law.

Ilda de Sousa, Kingsley Napley LLP, London, England, United Kingdom – partner, immigration team; Ilda is a South African qualified attorney and British qualified solicitor. She has more than ten years of UK corporate immigration law experience, managing large company clients and handling complex matters for individuals, British nationality applications, appeals, judicial reviews and applications under European Law. Ilda is recommended in the International Who's Who of Business Immigration Lawyers, and Chambers and Partners.

Practice Transitions – Making a Change and/or Surviving Staff Transitions

- *Non-competes and other policies on transitions*
- *Ethical issues in transitions*
- *Best practices when changing firms*
- *Best practices before and after staff transitions*

Speakers:

Mehrnaz Mehrabi, Mehrabi & Associates, Tehran, Iran – Lecturer at Tehran Azad University; PhD candidate at University of Tehran; She has been practicing law for over 15 years. Mehrnaz is an attorney-at-law and member of the Iranian Central Bar. She has completed researches on Iranian business law, employment law, franchising, joint ventures, agency agreements and energy law.

Helen Smith, North Star Law, London, England, United Kingdom – solicitor (England and Wales); Helen leads the immigration team which she set up in July 2015, having practised in three of London's leading immigration firms since 2005. Helen's clients include creators, investors, business owners and entrepreneurs, private individuals and corporates. Her experience includes family and work immigration, Brexit-related matters and assisting multinationals with global mobility. Helen contributes to the LexisPSL Immigration service and has lived in five countries outside the UK; College of Law London (LPC), University of Wales (LLB Law and Spanish)-

Janice Flynn, US Visa Solutions, London, England, United Kingdom – founding partner; Janice's experience covers a wide range of US visa and nationality matters, including both family and employment based visas and US nationality issues. She has particular expertise on employment-based matters. Janice regularly advises multinational companies on their overall US immigration strategy.

Morning Coffee

10-10:15 am

Sunday, 11 February **10.15-11.15 am**

Staying Alive – Practical Tips for Avoiding Common Ethical Problems, Conflicts of Interest and Other Deadly Sins in Global Practice

- *Dual representation of employers and employees*
- *Privacy issues*
- *Conflicts of interest*
- *Scope of representation*

Speakers:

Veronika Plešková, Havel & Partners sro, Prague, Czech Republic – senior associate; Veronika provides legal advice on the formation/termination of employment, drafting employment-related documentation, creating internal guidelines for employers, remuneration issues, M&A and labour-law due diligence investigations, advises foreign companies that employ expatriates in their Czech subsidiaries. She also advises in commercial law and social security law; Palacký University (Mgr, Magistra of Law); McGeorge School of Law (LLM).

Gabriella Fossum, Vinge, Gothenburg, Sweden – senior associate; Gabriella assists multinational employers by submitting applications for work and residence permits and giving legal advices regarding permits, residential rights, Schengen Visas, citizenship and tax related issues for their global employees. Previously a reporting lawyer and court clerk at the Administrative/ Migration court, respectively the Migration Board's litigation unit in Gothenburg, preparing, reporting and drafting decisions, opinions and judgments regarding residence permit, residential rights, Schengen Visa and tax related issues.

Diana Okoeva, Clintons Solicitors, London, England, United Kingdom – partner; head of firm's immigration practice; Attorney (NY), Solicitor (England and Wales); Diana focuses on US immigration and nationality law, representing a wide range of clients, including start-ups, SMEs, large multinational corporations, media and entertainment companies, talent, entrepreneurs, and HNW individuals. Active member of AILA, member of the RDC-EMEA Chapter, NY Chapter, BDC-APAC Chapter and the Global Migration Section.

Lunch

11.15 am -12.15 pm

Skiers Departure

11.45 am

Piano Concert

6.30 pm

Closing Dinner

7.30 pm

Is Bigger Always Better? Fine Tuning Your Global Practice, Minimizing Overhead and Maximizing Resources.

- *How to determine the right size for your firm*
- *Streamlining your practice – increasing efficiency*
- *Minimizing overhead*
- *Technology solutions*
- *Flexible staffing solutions*

Speakers:

Elizabeth Pines, Elizabeth C. Pines, PA, Miami, Florida, United States – founding partner; past board member of AILA S. Florida Chapter; League of Women Voters of Florida, co-chair of the LWVF Immigration Committee; 2012-2016 appointed Commissioner at the Florida Commission on the Status of Women; graduate of the Wedgworth Leadership Institute; member of AILA (1996) University of Miami (1985 Bachelor of Business Administration; 1988 MBA); St. Thomas University School (1994 JD).

In this presentation Ms. Pines will cover tips and best practices on efficiently expanding your practice to another country; How to use technology tools to reduce your overhead and maximize your work time; Accessing data and managing your calendar; Bank application products for cost-effective currency exchanges; and Negotiating with staff case management and remote work strategies.

Elizabeth Long, Long Mangalji LLP, Based in Toronto, Ontario, Canada – managing partner; JD (U Toronto), LLM (York U), Toronto Law Society Certified Specialist in Citizenship and Immigration Law, Elizabeth is an active advocate of immigration and refugee rights in Canada and frequently presents and advises on immigration issues to organizations, universities, Members of Parliament and the media.

Our firm uses a multitude of technologies including online client management systems like Clio, client relationship management systems like Lexicata, cloud platform database management, marketing automation software such as Constant Contact for newsletters and campaigns, cloud based audio and videoconferencing for webinars, chat and interactive polls such as ZOOM, and social media tools such as Facebook, LinkedIn, Twitter and YouTube. I would like to speak about harnessing technology in the practice management of a boutique immigration law firm. The content will address how our firm uses technology for practice management and business development, the impact on our business growth and efficiencies and lessons we've learned along the way.

International Marketing in the Age of Social Media

- *Global rules on attorney advertising*
- *Best practices in online marketing*
- *Creative strategies for business development*

Speakers:

Laura Devine, Laura Devine Solicitors, London, England, United Kingdom – Managing Partner; Solicitor (England and Wales) US attorney (NY); Laura is the UK representative of the IBA Immigration Committee. She was Council member of the Law Society for eight years and sat on the Law Society Immigration Committee for 15 years. Laura is the immigration correspondent for the Law Society Gazette and editor of Thomson Reuters' book on global immigration (*Immigration Law: Jurisdictional Comparisons*). She is seen as a pioneer on GSR in law firms.

Bram Van Melle, Everaert Advocaten, Amsterdam, Netherlands – partner and immigration lawyer in Amsterdam. Bram publishes and teaches regularly on topics of (corporate) immigration in the Netherlands, and is an editor to the leading Dutch immigration law journal (A&MR). He is an International Associate of AILA (and vice chair of its GMS membership committee) and IBA.

Amit Acco, Kan-Tor & Acco, Ramat Gan, Israel – member of the Committee on Foreign Workers of the Israel Bar Association, Director at the Israeli-American Chambers of Commerce; AILA International Associate though he does not provide legal services and counsel regarding immigration laws of the United States. Thames Valley University, London (LLB Hons).

Morning Coffee

10-10:15 am

Global Immigration Futures – Understanding and Using Global Immigration Analytics to Position Your Firm for Success

- *Global immigration trends – restrictionism, extreme vetting, audits and penalties*
- *Bright spots – streamlined electronic processes and improvements in some jurisdictions*
- *New practice opportunities*
- *Expanded services in existing practice areas*
- *Opportunities for cross-jurisdiction collaboration*

Speakers:

Marcel A. G. Reurs, Everaert Advocaten, Amsterdam, Netherlands – partner; Marcel has been practicing Dutch and EU immigration law for over 20 years. His broad practice includes the full range of business immigration work for corporate clients across the globe. Marcel is a frequent lecturer, contributing co-editor to the leading commentary on the Dutch Immigration Act, editor-in-chief of the Journal on Dutch Immigration Law, and chief of the editorial board of Jurisprudence on Immigration Law.

Reid Trautz (remote), AILA, Washington DC, United States –Reid advises and counsels lawyers who seek excellence in the practice by providing superior legal and customer service to their clients, while maintaining a balanced quality of life. He contributes to the discourse in the legal profession on the issues of business process improvement, technology, legal ethics, financial management, attorney-client communications, and risk management.

Marco Mazzeschi, Mazzeschi SRL, Colle di Val D'Elsa, Italy – founding member; Marco has more than 25 year experience in business and corporate immigration and he is considered one of the leading immigrations lawyers in Italy. Marco is admitted to the Milan Bar since 1988, registered as Foreign Legal Affairs Attorney in Taiwan and arbitrator with the Chinese Arbitration Association (CAA). AILA and IBA member.

Samar Shams, Lewis Silkin LLP, London, England, United Kingdom – manager of immigration knowledge bank; keeping track of changes to immigration law and policy and assessing their effects on our clients. Samar also works with contacts in the Home Office and wider industry to shine a light onto the greyer, more complex areas of UK immigration law; Georgetown Law Center (JD), Tufts University (BA).

Lunch

11.15 am -12.15 pm

Skiers Departure

11.45 am