Center for International Legal Studies (CILS)

Matzenkopfgasse 19, 5020 Salzburg, Austria, T: +43 662 835399, F: +43 662 835399 09
Event Manager: Manuela Ines Wedam, manuela.wedam@cils.org
Websites: http://cils.org, http://fdimoot.org, http://legaledu.net

If you have always wanted to teach, never had the opportunity but have more than 15 years of experience, you might be interested in teaming up with the Center for International Legal Studies and our host universities in Eastern Europe, China, Ethiopia, India, and Myanmar.

The Center for International Legal Studies works with Łazarski University, Warsaw (degree awarding body), Eötvös Loránd University, Budapest, Boston University, and Linxin University, Shanghai, to offer a 21 credit LLM in Transnational Commercial Practice™. Further information is available at http://legaledu.net.

Eötvös Loránd University Administrator

Zsófi Werner, Email: zs.werner@ajk.elte.hu, Eötvös Loránd University, Kecskeméti u. 10-12, Room 422, 1053 Budapest, Hungary. Telephone: +361 411 6500/4613.

Schedule

Friday, 13 February

Opening Dinner

7 pm *TRAKtor Farmfood Restaurant*

Symposium Opening

Chairwoman

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.

Panel 1: Building a Niche Practice in Global Immigration Compliance

As countries around the globe tighten their immigration compliance requirements and increase fines and penalties for non-compliance, more lawyers are finding that advising clients on compliance issues is a necessary and lucrative part of their practice. Join our expert panelists as they discuss how they have developed their compliance-related practices and best practices for building your own.

- *The Fixer Specialist – correction as a practice area*
- *Evaluating international business relationships and practices*
- *Bringing a client back into compliance through correction mechanisms*
- *Training clients to conduct self-audits and remediation*
- *Best procedures to ensure that compliance issues remain corrected*

Moderator

Mariette J. Stigter, Duane Morris LLP, Budapest, Hungary – Partner; Jet counsels employers in all aspects of global immigration law, including strategic resource planning for global projects on behalf of multinational corporations and assessing best practices to meet the needs of individual clients. Her global experience includes immigration laws in Europe, Asia, Africa, Australia, and the Americas. She also advises clients on US immigration matters and advises and assists corporate clients on the development of comprehensive global human resource strategies.

Speakers:

Michael Kabik, Kabik Law LLC, Washington, DC, United States – Looks back on 25+ years of US immigration practice; He has served as a Judicial Law Clerk at the US Immigration Court. He regularly represents American and global corporations spanning diverse industries, educational institutions, nonprofit organizations, individuals, and families before the Department of Homeland Security, the Department of Labor, and the Department of State, across the United States as well as before US embassies and consulates worldwide.

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.

Philippe Tremblay, Tremblay Immigration PC, Toronto, Ontario, Canada – Founder & Owner; 20+ years' experience as a Corporate Immigration lawyer in Canada; fluent in English and French; Called to Bar in Québec and Ontario, allowing him to effectively practice immigration law across Canada. Phil was Global Vice-President for Immigration & Compliance at *TheMiGroup*, one of the world's largest Relocations Management Company, now part of *Weichert Workforce Mobility*. He also provides immigration knowledge to G20 Leaders via the *G20 Young Entrepreneurs Alliance*. He is a member of the Canadian Bar Association and from 2016-2018 was an active member of *AILA's Global Analytics Committee.*

Panel 2: Compliance Requirements as an Obstacle to the Global Race for Talent in EMEA

Many countries in the EMEA region have introduced new programs to try to give their domestic companies an advantage in attracting top global talent. But at the same time many of these jurisdictions have enacted burdensome compliance requirements that are serving as an obstacle for companies seeking to hire global talent.

- *Introduction to legal regulations and compliance requirements for posting employees in selected jurisdictions*
- *Impacts of recent compliance requirements on existing systems as well as new programs such as:*
  - *Assignment based postings*
  - *Treaty traders programs*
  - *Entrepreneur programs*
  - *Highly skilled programs*
- *Efforts to stop the emigration of talent*

Moderator:

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).

Speakers:

Marta Rupieta, Kan-Tor & Acco Poland, Warsaw, Poland – Partner; MBA; 17+ years Marta practiced in house and provided legal advice in the granting of financing in the corporate sector as well in PE and VC sector. She extended legal assistance services in corporate immigration. Marta's main interests lie in legal aspects corresponding to labour, administrative and commercial law.

Veronika Plešková, Havel & Partners s.r.o., attorneys-at-law, Prague, Czech Republic – managing associate; Palacký University (Mgr, Magistra of Law); McGeorge School of Law (LLM); 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 employing expatriates in their Czech subsidiaries. She also advises in commercial law and social security law.

Marcel A. G. Reurs, Everaert Advocaten, Amsterdam, Netherlands – partner; 20+ experience in Dutch and EU immigration law. His 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*.

Ana Garicano Solé, Legal Expat S.L., Madrid, Spain

Morning Coffee

10.30-10:45 am

Panel 3: GDPR Workshop: Identifying and Filling Key Compliance Gaps

More than a year and a half following implementation, the GDPR remains a source of much frustration and confusion among law firms and their clients alike. Join our expert panelists as they review the practical aspects of how immigration law firms can identify and close gaps in their GDPR compliance.

- *Review of the most common gaps in the immigration firm setting*
- *How to conduct a gap analysis in your firm*
- *Strategies and tips for filling compliance gaps effectively and efficiently*
- *Experiences with enforcement of the GDPR*
- *Wrestling with the impact on UK firms' obligations under GDPR post-Brexit*

Moderator:

Gary McIndoe, Latitude Law, Manchester, England, United Kingdom – Founding partner; 25+ years' experience in UK-inbound immigration, nationality and refugee law; Prior to private practice he was at the UK Home Office, where his role included policy work on the return of Hong Kong to Chinese control in 1997. Gary has been a high-profile commentator on the UK's Brexit negotiations, and was a contributor to *Doing Business After Brexit* (Bloomsbury, 2017). He is an AILA international associate.

Speakers:

Adele Martins, Magrath Sheldrick LLP, London, England, United Kingdom –Head of Employment Practice and Data Protection Team; Having advised on employee data protection alongside her employment practice since the inception of the Data Protection Act 1998, Adele has expanded her practice in recent years to advise on data protection rights and responsibilities more generally under the GDPR and Data Protection Act 2018 – particularly in relation to cross boarder data transfers. Adele is Magrath Sheldrick's Data Protection Officer and also advises a number of immigration practices on the complexities of complying with the GDPR.

Camilla Sand Fink, Clemens Advokatpartnerselskab, Aarhus, Denmark – Camilla is part of one of the leading and most experienced data protection law practice groups in Denmark and provides data protection advice within all areas of data protection law. She has been involved in several national and international compliance projects for mainly medium sized and large companies and multinationals. Furthermore Camilla has a background working as a corporate legal counsel and GDPR compliance project manager in an international energy group headquartered in Denmark.

Karolina Schiffter, Karolina Schiffter, Raczkowski Paruch SpK, Warsaw, Poland – Partner; Advocate; Head of the immigration and global mobility practice; Karolina focuses her practice on business immigration law and advises clients on employee relocation to Poland and secondment of Polish employees abroad and also advises in other areas of labor law. She is a co-author of *International Immigration and Nationality Law* and currently chairs of the AILA GMS (American Immigration Lawyer Association Global Mobility Section) member committee.

Sabine Straka, Sabine Straka, Law Office Straka, Vienna, Austria – founding partner; Sabine specialises in representing international companies and organisations doing business in Austria and business migration to Austria. She is international associate of AILA and active member of the IBA immigration law practice group. She was co-author of the Austrian chapter of the *Corporate Immigration Review* (2012-2014), speaker at the IBA Annual Conference in Washington (2016) as well as the AILA Global Immigration Forum in New Orleans (2017).

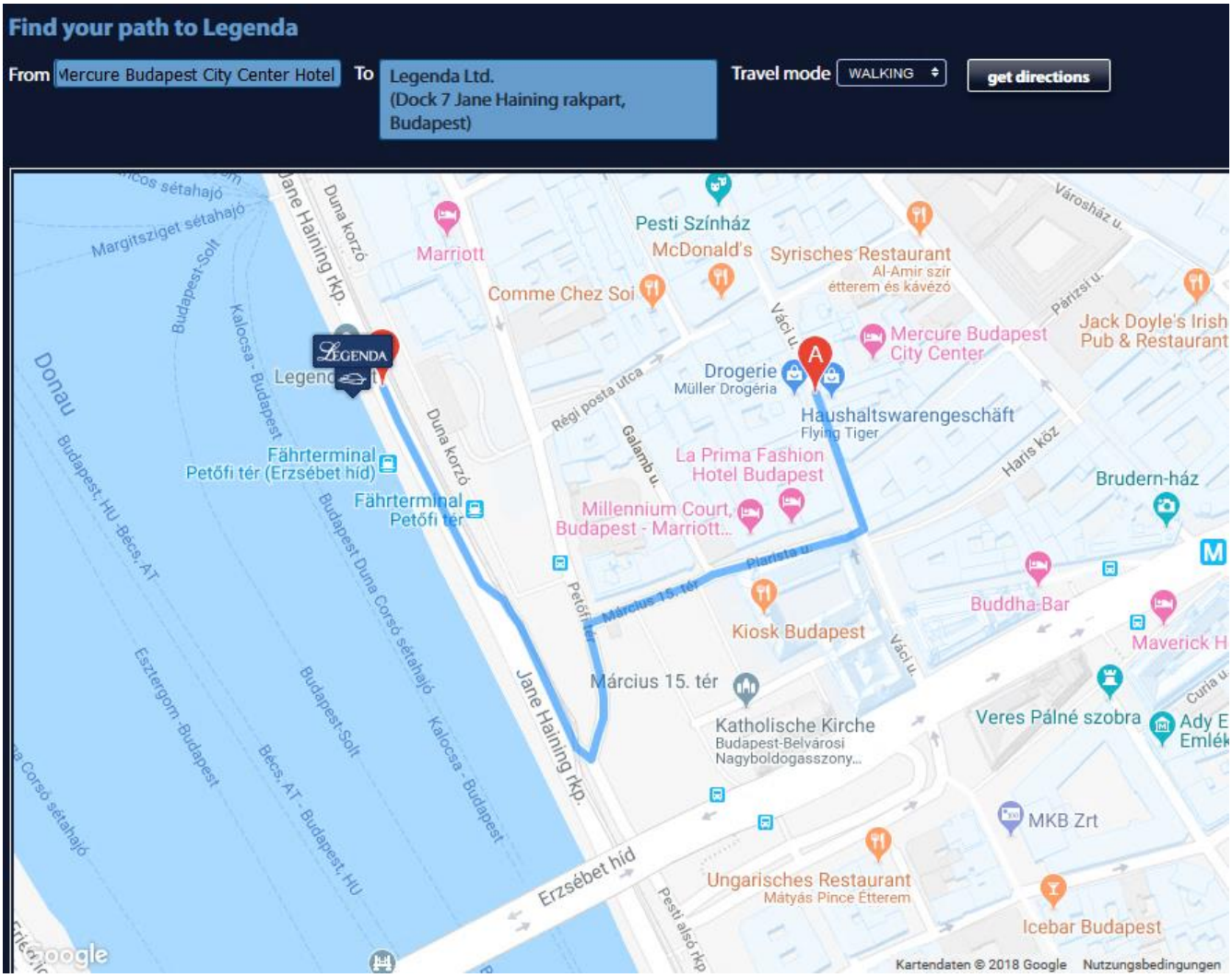
Danube Dinner Cruise

The Delfin II will depart from Vígadó Square Dock 7 at 7 pm sharp.

Walking distance from the Mercure Budapest City Center Hotel is about 10 minutes.

Boarding starts at 6.30 pm.

Please make sure to board at 6.45 pm at the latest.



Menu to choose from is available at: https://legenda.hu/sites/default/files/dinner_menu.pdf (1 starter, 1 soup, 1 main course and 1 dessert per person). The **Vegetarian** option is: moxed salad, pumpkin cream soup, mushroom mix risotto, any of the desserts.

Drinks included per person: Two glasses of: Hilltop Irsai Olivér white wine, Hilltop Merlot red wine, BB semi dry sparkling wine, Bernard lager beer, Happy Day apple and orange jucie, Coca Cola/Light, Sprite, Fanta, Ginger Ale, Tonic, bottled water plus one cup tee or coffee (espresso, ristretto, lungo, americano, espresso macchiato, cappuccino, latte macchiato, caffe latte)

Panel 4: Streamlining Law Firm Operations to Maximize Compliance and Efficiency

We often spend so much time counseling our clients on how best to run their global mobility programs and ensure that they are in compliance with all the various rules and regulations that we forget to look inwards at our own operations. Here our panelists will discuss tips for how to improve firm operations to ensure that you are able to effectively and efficiently provide compliance related guidance to your clients while maintaining your sanity.

- *Best practices for policies and practices to efficiently track and communicate compliance-related information to clients*
- *IT systems and other tools to assist you in your quest for compliance and efficiency*
- *Strategies for ensuring staff compliance with firm policies and procedures (i.e. recordkeeping, case management data entry, notifying clients of relevant obligations)*

Moderator:

Hardeep "Dee" Sull, Sull and Associates, PLLC, Las Vegas, Nevada, United States – founding member; Ms. Sull focuses on representing individuals and companies both for inbound and outbound immigration issues. "Dee" currently serves as the Vice Chair of Policy for the ABA Section of International Law and Naturalization Committee, Vice Chair for the ABA Section of Refugee Section and the American Immigration Lawyers Association Nevada Advocacy and Media Liaison.

Speakers:

Laura Devine, Laura Devine Solicitors, London, England, United Kingdom, New York, New York, United States – Managing Partner; Her award-winning, top tier-rated, boutique immigration firm provides UK and US immigration advice, with the offices having been described as a "transatlantic powerhouse." Laura is the immigration correspondent for the Law Society Gazette and the author of numerous articles and books, and is the Editor of Thomson Reuters book on global immigration entitled 'Immigration Law: Jurisdictional Comparisons' which is in its third edition.

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 current chair of its GMS Conference Committee).

Julie Pearl, Pearl Law Group, San Francisco, California, United States – CEO; Co-Founder, Tracker Corp and Pearl Travel Tech; Legal Tech Entrepreneur; One of three "Preeminent Practitioners of Immigration Law" in the US, Chambers USA Guide; Founded the nation's only firm to win awards for innovation, global business immigration and pro bono service; Developed tech that lets employers comply with visa, labor and travel rules worldwide without undue compromises, including web-based systems for I-9 and immigration law compliance, at a fraction of the usual cost and effort.

Panel 5: Emotional Intelligence: Bridging the Cultural Divide: Working Effectively and Compliantly with Diverse Clients and Local Counsel

This panel will explore the importance of emotional intelligence in the context of cultural differences in client/local counsel management across different regions. Panelists will examine how the concept of compliance is approached globally using emotional intelligence to navigate cultural challenges and differences.

- *The Importance of Emotional Intelligence in dealing with clients and local counsel from diverse backgrounds.*
- *Laying the groundwork for a successful and compliant client or local counsel engagement*
- *Strategies for maintaining relationships while navigating compliance and other sensitive issues*
- *Tips for training your staff in effective relationship management*
- *The opportunities that innovative technology creates for emotional empathy and meaningful client relationships*

Moderator:

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.

Speakers:

Benjamin Sookia, Kingsley Napley LLP, London, England, United Kingdom – Global Immigration Manager in the corporate immigration team at the firm; specialising in the coordination and project management of non-UK immigration matters including work permit and consular processes. Ben has several years' experience advising in the IT, oil and gas and pharmaceutical sectors. He has also managed short-term global immigration assignments for international law firms and media corporations.

Tina Kushner, Kushner and Kushner PC, Charlotte, North Carolina United States and Toronto, Ontario, Canada –JD; LLM (Int'l and Comparative Law); Licensed to practice in US (MD, NC, NY) and Canada (ON). Tina Regularly lectures on US/CAN immigration and nationality, with focus on extraordinary ability, advises and consults private corporations, NGOs and governmental organisations on legal topics arising in regions of instability, primarily in North, North East Africa and the Middle East

Adriana Varela, Fragomen Del Rey Bernsen & Loewy LLP, Atlanta, Georgia, United States – managing Fragomen's global Immigration practice; Adriana develops effective strategies for international business immigration while ensuring compliance with applicable international rules and regulations. She advises employers with global operations on immigration requirements for employees. Prior to relocating to the United States, Adriana practiced law in Mexico and served as in-house counsel. Her corporate and litigation background provide a holistic perspective when advising companies on how to structure their immigration programs.

Morning Coffee 10.30-10:45 am

Panel 6: A Whirlwind of Conflicting Advice – Consolidating Client Advice from Different Practice Areas and Jurisdictions

By definition, advising on global mobility issues entails the cooperation of practitioners from multiple practice areas and jurisdictions. What happens when that advice conflicts? This panel will review best practices in advising clients receiving conflicting advice, to forward the best interests of the client and to distinguish the global mobility adviser.

- *Order to chaos – management of the global mobility team*
- *Taxes – it is not all about tax (or is it?)*
- *Employment Agreements – the perfect catch-all fix?*
- *Multiple jurisdictional licenses – key practice management and ethical concerns*

Moderator:

Clayton Eugene Cartwright, Jr., The Cartwright Law Firm, LLC, Columbus, Georgia, United States (founding member), advises on international taxation matters and employee benefits, emphasising the intersection between immigration and taxation law including expatriate taxation, cross-border employee transfers, withholding and reporting requirements, and permanent establishments. He currently is the Immediate Past Chair of the Steering Committee of AILA's Global Migration Section, the Treasurer of the AILA Rome District Chapter-EMEA, and a Member of the AILA National Bylaws Committee.

Speakers:

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 Europaea*). 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).

Attila B. Tari, Duane Morris LLP, San Francisco, California, United States – LLM (Santa Clara University), JD *magna cum laude* and BA *cum laude* (ELTE); admitted in California and Hungary; fluent in Hungarian. Attila advises on business immigration practices and assists corporate clients globally but also practices US immigration, with a specific focus on family-based applications as well as hardship filings. He previously worked for the Hungarian Helsinki Committee, a leading human rights organization in Hungary.

Stephane Coulaux, CMG LEGAL (Coulaux-Maricot-Georganta), Paris, France – partner; Paris Bar Member (1997); he received his legal education at the University of Paris and University of Kent. He heads CMG LEGAL's Foreign Investment Department, focusing on corporate immigration, regulatory matters and international litigation. He is the IBA National Representative for France of the Business Immigration Committee and is recognized as one of the leading French business lawyers by Who's Who Legal and *Décideurs Juridiques*.

Wine Tasting

6 pm

Panel 7: Costs and Benefits of Expedited Processing Schemes – Should Your Client Sign Up?

Several key jurisdictions have introduced special programs under which they grant certain companies access to priority processing of work permit applications. However, this priority treatment often comes at a cost, whether it is submission of extensive company documents and information for examination, enhanced recordkeeping requirements, or heightened scrutiny via audits. This panel will examine the costs and benefits of the various programs.

- *Introduction to jurisdiction–specific expedited processing schemes*
- *Requirements and drawbacks to participation:*
  - *Proactive provision of sensitive or burdensome information*
  - *Stricter recordkeeping requirements*
  - *Additional audits*
- *Calculation of the cost of adherence to expedited status schemes*
- *Short term as well as long term benefits of expedited status schemes*
- *Future developments*

Moderator:

Susanne Mooij, Adam & Wolf, Amsterdam, Netherlands – co-founder and partner; Susanne has been practicing Dutch and European (corporate) immigration law since 2007. Her clientele consists of Highly Skilled Migrant Workers, professionals in the creative industries, such as artists, musicians, dancers, as well as, sport professionals. Susanne also specialises in counseling entrepreneurs who wish to reside and set up businesses in The Netherlands, especially those (but not only) from the United States and Japan. Furthermore, Susanne is a well-known expert in Dutch nationality law.

Speakers:

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.

David Heneghan, Eugene F Collins, Dublin, Ireland – associate in the firm's Immigration Group; working closely with the Department of Business Enterprise and Innovation, the Department of Justice and Equality, the Department of Foreign Affairs and the Garda National Immigration Bureau; Graduate of University College Dublin and the Law Society of Ireland; David advises on a wide range of issues including Naturalisation, Residency and Citizenship, permission to remain, post-nuptial citizenship, visa applications, employment authorisations, assisting a broad client base incorporating US and EMEA law firms, multi-jurisdictional corporate clients as well as individuals.

Alejandro Rodriguez, Ara Law Abogados, San José, Costa Rica – founding partner; Attorney Rodríguez has an extensive practice in corporations, negotiation, arbitration, contracts, business, real estates, taxes and immigration matters. He has been collaborating in immigration matters with more than 20 fortune 500 companies in immigration matters and has been advisor for the immigration bureau in Costa Rica and a member of the commission who created the special window for recognized companies at the immigration office in Costa Rica.

Panel 8: The In-house Counsel Perspective – Remaining Compliant Through Ever Changing Business Needs

Shifting to the in-house perspective, our panelists examine how companies internally view and address compliance-related challenges around the globe.

- *The road to increased compliance – defining company goals*
- *Implementation – ensuring awareness for compliance within the organization*
- *Most common challenges to attaining compliance*
- *IT systems and other tools to ensure compliance and tracking*
- *Cooperation with external counsel – tips for success*

Moderator:

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.

Speakers:

Irene Boccardo, London, England, United Kingdom – Irene 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.

Lois Gimpel Schaukat, McKinsey & Company Inc., New York, New York, United States – With over 20 years at McKinsey, where she leads a growing global team of lawyers and paralegals, Lois is a pioneer in the field of global business immigration law. Lois has participated in many AILA conference panels over the years on both US and global migration matters as well as on panels sponsored by the US Counsel on Foreign Relations, of which she is a member. All views expressed by Lois at this conference are hers alone and not those of her employer.

Morning Coffee

10.30-10.45 am

Panel 9: Tips and Tricks for a Stress-Free Audit

Compliance continues to grow in importance in the context of corporate immigration, which also results in an increase of government audits. Employers and employees must be informed and prepared. Join our panelist as they discuss what employers need to know when considering foreign national candidates, what records they must keep, and the consequences of non-compliance.

- *Multijurisdictional overview of document and recordkeeping requirements:*
  - *Pre-employment*
  - *During employment*
  - *Post-employment*
- *Non-Compliance: penalties and sanctions*
- *Advising a client on reaction and behavior during an audit*
- *Best practices for preparing your clients to be audit-ready in advance*

Moderator:

Bernard Caris, Praetica, Brussels, Belgium – LLM (KUL); partner member of the Dutch-speaking section of the Brussels Bar Association. Bernard Caris focusses on corporate immigration. He assists clients with applying for work permits (employees), professional cards (self-employed), visa and residence permits, always taking into account the overall situation (tax and social security consequences, long term residence, citizenship). He is the Belgian member of ABIL (Alliance of Business Immigration Lawyers), an international network of immigration professionals.

Speakers:

Jacqueline Bart, BART*LAW*, Toronto, Ontario, Canada – BA, LLB, JD, CS; Law Society Certified Immigration Specialist with over 25 years of experience in Canadian immigration law. Jacqueline has held numerous prestigious executive positions at national and international bar associations and has moderated, chaired or spoken at over 90 law conferences worldwide and has (co)authored and/or edited 18 immigration law books, including a 3,000+ page quarterly updated Canada/US Relocation Treatise. BART*LAW* is a top tier Canadian immigration firm that has received many national and international awards.

Elise Fialkowski, Klasko Immigration Law Partners LLP, Philadelphia, Pennsylvania, United States – partner; head of immigration compliance group; 20+ years practice experience in immigration law. Elise handles all aspects of US employment-based immigration. Elise has managed several large-scale audits and worksite compliance matters including H-1B and LCA audits, I-9 Audits, worksite enforcement litigation. Elise is a frequent speaker on United States immigration, having moderated, led or presented at over 120 conferences and seminars in the United States and abroad.

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.