

DATE, TIME, & LOCATION

DATE: Thursday, October 25, 2007

TIME: 8:00 a.m. – 12:30 p.m.

REGISTRATION FEE: \$50.00

LOCATION: The Ritz-Carlton, Phoenix
2401 East Camelback Rd.
Phoenix, AZ 85016
(602) 468-0700



REGISTRATION

Name: _____

Title: _____

Company: _____

Address: _____

Telephone: _____

Fax: _____

E-mail: _____

Please fill out the information above and forward via fax, email, or regular mail.

Please make checks payable to Steptoe & Johnson LLP. Seating is limited.

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ARIZONA EMPLOYERS: NEWEST MEMBERS OF THE BORDER PATROL

How to Monitor Employees' Work
Authorizations and Protect the
Company Under New Federal and
State Immigration Laws

Featuring
Nationally Known
Immigration Law Attorney
Lynda Zengerle, Partner,
Steptoe & Johnson LLP
and

Arizona Employment Law Attorney
Sandra Sanders, Special Counsel,
Steptoe & Johnson LLP

STEPTOE & JOHNSON LLP

WHAT YOU WILL LEARN:

Recent changes to federal and state laws have moved Arizona employers onto the front line of the political battle over illegal immigration. Employers are charged with policing their workforce as never before, and may be held responsible for knowingly or intentionally employing personnel who are not authorized to work in the United States. In addition, employers who fail to meet their new responsibilities may pay a high price – fines, loss of business licenses and criminal prosecution. Often reluctant warriors in the battle, Arizona employers are struggling to comply with complex and fast-changing legal requirements while satisfying the demands of operating a business.

At this seminar, we will outline the provisions of new federal and Arizona immigration laws concerning employers' obligations in hiring, and discuss best practices for operating with the increased responsibilities. We will review the status of various lawsuits challenging the new legal provisions and how that litigation affects Arizona employers. Finally, you will hear practical advice for responding to situations likely to arise under the new immigration and employment laws, as well as learn about relevant legislation that is expected in the future.

Step toe & Johnson LLP offers nationally recognized attorneys, as well as years of experience, in the immigration and employment law arenas. We look forward to sharing that experience with you.

WHEN EXPERIENCE MATTERS®

AGENDA

8:00 a.m. - 8:30 a.m. (Registration, Continental Breakfast)

8:30 a.m. - 9:30 a.m.

Recent Changes to Federal Immigration Laws – More Aggressive Enforcement Against Employers

- What are US Social Security Administration “No Match” Letters?
- New US Department of Homeland Security Regulations Concerning Employer Responses to “No Match” Letters
- Pending Litigation to Prohibit New Regulations
- Increased Enforcement and Penalties – Employer Raids and Criminal Prosecutions

9:30 a.m. - 10:30 a.m.

Arizona's New Immigration/Employment Law – The Legal Arizona Workers Act

- Employers Penalized for “Intentionally” or “Knowingly” Employing Unauthorized Workers
- Complaint, Investigation and Prosecution Process
- Sanctions Facing Employers – Suspension of Business Licenses, Probation
- Registering For and Using the Federal “Basic Pilot Program” (now “E-Verify”) For All New Hires
- Complying with Federal I-9 Requirements
- Pending Litigation Seeking to Overturn the Legal Arizona Workers Act

10:30 a.m. - 10:45 a.m. (Break)

10:45 a.m. - 11:30 a.m.

What's Next? Solutions for Employers That Rely Upon Immigrant Labor

- Avoiding Unlawful Discrimination
- Proposed Legislation and Other Legal Changes on the Horizon
- Third-Party Employers and Providers of Labor

11:30 a.m. - 12:30 p.m. (Luncheon and Q&A)

STEP TOE PRESENTERS:



Lynda Zengerle is a partner in the Washington office of Steptoe & Johnson LLP, where she heads the Immigration practice in the International Department. Ms. Zengerle has over two decades of experience representing corporations and individuals in immigration matters. Ms. Zengerle assists

individual clients in obtaining immigrant and non-immigrant visas in all categories, and represents non-US citizens in adjudications before immigration judges. She advises international organizations, non-profits, and businesses on the management of individual transfers into and out of the United States. Ms. Zengerle also helps clients comply with the numerous immigration statutes and regulations.



Sandra Sanders is special counsel in the Phoenix office of the Washington, DC-based law firm of Steptoe & Johnson LLP. For more than a decade, she has practiced in the areas of employment law and commercial litigation, including counseling and defending companies that face

allegations of unlawful discrimination, wrongful termination, wage and hour violations, breach of contract, and commercial torts.

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