

2023

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# Navigating Immigration Pitfalls During the War for Talent

Immigration as a Tool and  
Resource for HR

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# Agenda

1. Immigration as a DEI Tool
2. H-1B Lottery – Update
3. Immigration and Remote Work
4. Immigration “Policy” and Strategies to Attract and Retain Talent
5. California Rules Impacting Immigration

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# Immigration as a DEI Tool

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# Immigration and DEI

Do you have an effective DEI Program?

What are the diversity benefits of immigration?

Can your immigration program help you bridge cross cultural differences?

# H-1B Lottery - Update

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# H-1B Lottery

Why was the Lottery selection rate so low?

How does your organization's hiring strategy affect things?

Do you have Plan B ready for employees who lost the lottery?

# Immigration and Remote Work

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# Immigration and Remote Work

Does remote work complicate sponsorship?

How do you track worksite locations and required salaries?

How does your flexible work model translate to green card sponsorship?

# Immigration “Policy” and Strategies to Attract and Retain Talent

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# Should I Have an Immigration Policy?

Does my company have “policies” in other areas?

Do you want a policy or a guideline?

What do your managers and employees want to know?

# New Immigration Strategies to Attract and Retain Talent

Do you support premium processing?

Are you considering creative ways to structure sponsorship?

Are you starting your green card sponsorship soon enough?

# California Rules Impacting Immigration

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# California and Immigration

Can California Notaries complete I-9s?

When Notified of an ICE audit, what does California law require you do?

How do California wage transparency rules affect your immigration program?

# Kristi Nevarez

**Managing Partner, Silicon Valley  
Fragomen Worldwide**

[linkedin.com/in/kristin-nevarez-844996b](https://www.linkedin.com/in/kristin-nevarez-844996b)

Kristi has spent the better part of two decades ensuring that Fragomen's Silicon Valley office meets the needs of its clients. Kristi is a trusted advisor to clients across a wide range of industries. Kristi also served as Immigration Policy Advisor to Congresswoman Zoe Lofgren from 2010 to 2012. In her current role as Managing Partner of Fragomen's Silicon Valley office, Kristi proudly leads an all-female partnership team.



# Cynthia Lange

Senior Counsel  
Fragomen Worldwide

[linkedin.com/in/cynthiajlange](https://www.linkedin.com/in/cynthiajlange)

Cynthia provides strategic immigration counsel and establishes worldwide immigration compliance programs for global organizations. She is experienced in government investigations and audits.

Cynthia began her career at the U.S. Department of Justice Honors Program and was an Adjunct Professor at Southwestern University School of Law for 18 years.





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# Thank You

