



SPEAKER BIO

SARAH FLANNERY



Sarah leads Thompson Hine's Immigration group that advises employers across the globe, including a number of Fortune 500 companies, on global talent management and cross-border employment issues. The immigration practice has three primary focuses: developing strategic immigration policies for employers consistent with their global talent acquisition and retention goals; supporting our clients immigration sponsorship for their employees; and advising our clients on compliance with immigration-based regulations. Sarah's experience includes:

- Counseling employers on strategies for sponsoring employees for both immigrant and non-immigrant visas
- Representing employers before the various agencies of the Department of Homeland Security and the Department of Labor
- Advising companies through audits to determine compliance with DOL and USCIS laws governing employment of global talent
- Developing I-9 policies and providing I-9 training
- Performing I-9 audits
- Counseling employers on use of E-Verify
- Developing immigration related policies, such as how sponsorship decisions will be made
- Conducting due diligence to determine immigration issues within corporate transactions