

The Expanded Focus Series: Workplace Immigration

November 4, 2026 • 11:00 AM - 1:45 PM EST

11:00 AM – 11:05 AM | WELCOME & INTRODUCTIONS

Workplace Immigration Enforcement in Action: Preparing for Coordinated DOJ, DOL, and DHS Scrutiny of I-9, Hiring, and Sponsorship Practices

11:05 AM – 11:45 AM | *Program Chair, Steven Williams (Silberman Law PC); Chris Thomas (Holland & Hart LLP)*

Join Steven Williams and Chris Thomas for a collaborative discussion of current workplace immigration enforcement followed by a 10-minute live Q&A. The presenters will explain heightened priorities across DOJ, DOL, and DHS, including:

- I-9 audits and worksite investigations
- National origin and citizenship-status discrimination claims and settlements, and
- Scrutiny of employer visa sponsorship programs

Using recent enforcement examples, the webinar will outline practical steps employers should take now to be prepared for workplace immigration government audits and investigations.

An Inside Look at U.S. Immigration: What Employers Need to Know About How Changes Impact Immigration Sponsorship, Risk and Talent Strategy

11:45 AM – 12:30 PM | *Program Chair, Steven Williams (Silberman Law PC); Moderated by Jonathan Micale (Former USCIS Service Center Director and Consulting Principal of Integra Strategic Advisors)*

Get an inside look from Jonathan Micale, a former USCIS Service Center Director and operational executive, at how USCIS policy and operational changes may affect employer immigration sponsorship programs. Drawing on Jonathan's government experience, the webinar will explore:

- How evolving priorities, adjudication standards, processing practices, and agency capacity shape case strategy and outcomes
- The pros and cons of visa sponsorship, including the costs and risks employers must manage, along with opportunities to strengthen workforce planning and build competitive advantage
- Practical perspectives on evaluating sponsorship programs, developing resilient decision-making frameworks, and aligning immigration strategy with business needs

This segment of the webinar will conclude with a 15-minute live Q&A.

12:30 PM – 12:45 PM | BREAK

Immigration Compliance and Strategy in Turbulent Times: In-House Perspectives from Legal, Global Mobility, and I-9 Leaders

12:45 PM – 1:30 PM | *Program Chair, Steven Williams (Silberman Law PC); Legal, Global Mobility, and I-9 Leaders*

This moderated panel will bring together three in-house leaders to share practical approaches to immigration compliance and visa sponsorship amid uncertainty. Focusing on Candid examples of what is working—and where challenges remain—panelists will interactively discuss how their organizations:

- Allocate responsibility, evaluate and escalate sponsorship requests, and balance business needs with cost and risk
- Strengthen I-9 and E-Verify processes and prepare for audits and worksite enforcement
- Communicate changing requirements to executives, managers, and sponsored employees
- Adopt coordinated strategies to improve compliance, support critical talent, and make more consistent sponsorship decisions

1:30 PM – 1:45 PM | CLOSING REMARKS BY PROGRAM CHAIR