



GROSSMAN
YOUNG &
HAMMOND



Employer Compliance Services

At **Grossman Young & Hammond** (GYH), our experienced team of immigration attorneys specializes in helping businesses navigate the complexities of worksite enforcement and compliance—ensuring you stay protected and ahead of the law.

I-9 Audits

We provide comprehensive I-9 audit services to help businesses ensure compliance with federal employment eligibility verification requirements. We conduct thorough reviews of I-9 forms, identify and correct errors, and implement best practices to minimize risk. With our proactive approach, we help employers maintain compliance and avoid costly fines.

Each of our packages includes the initial consultation, a review of I-9 forms, introduction to support tools to document and correct errors, and a final meeting to complete the project. Cost varies based on the number of I-9 forms being reviewed.

Contact us for more information.

www.grossmanyouth.com



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FDNS Training

FDNS stands for Fraud Detection and National Security, a Directorate within the United States Citizenship and Immigration Services (USCIS). FDNS is responsible for preventing and detecting immigration fraud and ensuring national security. Under the Administrative Site Visit and Verification Program, FDNS officers make unannounced site visits to collect information as part of a compliance review.

Immigration officers in FDNS conduct compliance reviews to ensure that petitioners (employers) and beneficiaries (job applicants or other potential employees) follow the terms and conditions of their petitions. This process includes reviewing the petition and supporting documents, researching information in public records and government systems, and, where possible, interviewing the petitioner and beneficiary through unannounced site visits.

FDNS conducts compliance-review site visits on petitions including: H-1B nonimmigrant temporary visas, L-1 nonimmigrant intracompany transferee executive or manager visas, and EB-5 immigrant investor program visas.

GYH offers an FDNS training which includes a fact gathering meeting in advance of the training session to about logistics and security features, preparation and presentation of a tailored presentation.

Contact us for more information.



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HSI/ICE Training

Homeland Security Investigations (HSI), a subdivision of Immigration and Customs Enforcement (ICE), is the federal agency charged with investigating compliance with U.S. immigration laws in the workplace.

HSI/ICE Workplace Enforcement Operations vary depending on the mission:

- Investigation of Employer Compliance with the I-9 Employment Verification Requirement (I-9 Audits)
- Service of Arrest Warrants for unauthorized individuals believed to be employed on the worksite
- Workplace Raids – Authorized by a criminal search warrant to conduct search and seizure operations of persons and evidence of alleged immigration crimes

Having an action plan and procedures in place for how to handle ICE actions before, during, and after a raid are critical to ensure compliance, avoid costly penalties and, most importantly, protect employee rights.

GYH offers training to help employers prepare for HSI/ICE visits and I-9 audits. The training covers what to expect, how to handle inspections, and common employer mistakes to avoid.

Contact us for more information.