

## Intersection of Immigration with Other Areas of Law



### Moderator:

- *Leslie Ditrani*

### Panelists:

- *Amy Carlin, Morgan, Brown, and Joy, LLP (Employment)*
- *Jennifer Hoenig, West Hill Technology Counsel (Corporate)*
- *Travis Blais, Blais, Halpert, Lieberman & Greene LLC (Tax)*

## Employment Law



### Hiring Issues

- Volunteering – when is it permissible?
- Promises made at hiring
- Clawback provisions?

# Employment Law



## Terms and Conditions of Employment

- Can we treat foreign national employees differently from U.S. workers?
- Exempt/nonexempt considerations
- What about paralegals?

# Corporate Law



## Starting the Company - General considerations

- Choice of entity?
- State of incorporation?
- Where do you need to make corporate filings?

## Corporate Law



### Who Controls the Company?

- Officers/Directors/Management
- Separating ownership from employment

## Corporate Law



### Taking Money Out

- Employment income
- Return on investment

## Tax Law



- What income in the U.S. is taxed?
- Who is subject to FICA?
- What about estate taxes?
- Leaving the U.S. – when is there a tax burden?

## Tax Law



### Who is a U.S. tax resident?

- Green card test
- Physical presence test
- Other considerations?