

May 27, 2015  
St. Andrew's Club & Conference Centre | Toronto, ON



# CANADIAN CORPORATE IMMIGRATION

What Employers Need to Know Now!

## Conference Highlights:

Important and thought-provoking questions will be addressed in this comprehensive one day event that is designed to provide up-to-date insight into the new world of business immigration. Network with your peers and learn about:

- The Labour Market Impact Assessment "LMIA" [formerly LMO] process
- Ethics/Practice: changes to the way companies hire and manage foreign worker processes
- Other work permits options and the employer compliance process
- US/Canada cross border business tax implications
- Beyond the NAFTA - H-1Bs, Js & Os
- Permanent immigration selection, the first few months of 'Express Entry'
- The interface between temporary and permanent – transitioning workers to residents and more...

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# CANADIAN CORPORATE IMMIGRATION

## What Employers Need to Know Now!

Dear Colleague:

I am pleased to invite you to join us at Insight Information's **CANADIAN CORPORATE IMMIGRATION** event.

We will focus on the major changes to Canada's economic immigration programs as they relate to new rules around temporary workers, including the LMIA process, specialized knowledge Intra-Company Transfers and employer compliance processes.

We will also consider the 'Express Entry' pre-selection system for Permanent Residence introduced earlier this year and how it impacts upon the work that Human Resource Managers, in-house counsel and immigration practitioners do together. Panelists will examine ways in which practitioners and corporate clients should interact on increasingly complex immigration matters so as to ensure that corporate Canada best manages the requirements and risks of this new era of Canadian immigration.

Please join us on May 27, 2015 for what promises to be an informative and exciting program covering the key issues facing the immigration sector.

**Nan Berezowski, BA. LL.B LL.M**

Barrister & Solicitor, Attorney-at-Law  
Berezowski Business Immigration Law



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- and more...

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# AGENDA | May 27, 2015

8:15 | Registration and Continental Breakfast

9:00 | Welcoming Remarks from Insight Information

9:05 | Chair's Introduction - New World of Business Immigration



**Nan Berezowski, BA. LL.B LL.M**

Barrister & Solicitor, Attorney-at-Law  
Berezowski Business Immigration Law

- Today Canadian Immigration is a 'patchwork' or a 'puzzle' of programs
- Overview of how we got here
  - bad press and reaction of government; combined with
  - a concerted effort to overhaul the system
- Result of the *multiple* changes to the various components of the old system have resulted in a very different system today – one with many new challenges for employers
- Main features of the new world of immigration
  - more Ministerial authority and discretion
  - focus on compliance
  - Increased role and responsibility of employers
- What this means for Canadian employers
  - making the most of the new immigration environment
  - implementing checks and balances to make compliance a top priority
  - 'watching your back' – compliance and the company's prior conduct
  - working closing with counsel to meet the new standard

## SPOTLIGHT ON ONTARIO AND QUEBEC

9:30 | **The Labour Market Impact Assessment "LMIA" [formerly LMO] Process**



**Sergio R. Karas, B.A., J.D**

Karas Immigration Law Professional Corporation  
Co-Chair, Canada Committee, American Bar Association,  
Section of International Law



**Geneviève Hénault**

Gomberg Dalfen, S.E.N.C.

- Recruitment
  - requirements
  - identifying suitable forums
  - the importance of the posting (form and substance)
  - salary considerations
- Filing
  - extensive information and documentation required
  - timelines: normal and premium processing
  - transition plans
  - follow up requests
- Compliance
  - record keeping
  - ongoing compliance
  - audits and repercussions

10:30 | Networking Coffee Break

10:45 | **US/Canada Cross Border Travel and Tax**



**Andy J. Semotiuk**

U.S. and Canadian Immigration Lawyer  
Pace Law Firm



**Todd Trowbridge**

Founder and Partner  
Trowbridge Professional Corporation



**Amy Shumate**

Director US Corporate Tax Services  
Trowbridge Professional Corporation

- North/South NAFTA Update
- North bound tax considerations and consequences
- South Bound tax considerations and consequences
- Strategies for cross border businesses

12:00 | **Beyond the NAFTA – H-1Bs, Js & Os**



**Fran Stacey**

Attorney  
Hooper, Hathaway, Price, Beuche & Wallace, P.C.

- When to look beyond the NAFTA
- H-1B overview
  - basic qualifications
  - logistics
- J overview
  - basic qualifications
  - logistics
- Other options (L,O,P)
  - basic qualifications
  - logistics

12:30 | Networking Luncheon

1:30 | **Keynote Luncheon Address**



**Helen Angus**

Deputy Minister  
Citizenship, Immigration and International Trade

2:00 | **Non-LMIA Work Permits**



**Naseem Malik**

Counsel  
McCarthy Tetrault, LLP

- Employer Compliance Process
- Intra-Company Transfers
  - review of rules
  - specialized knowledge threshold
- Other Options
  - what about the Post Graduate Work Program (PGWP)?
  - Reciprocity Agreements – an option for young people?
  - Bridge Work Permits
  - using the Ontario PNP
- "C-10" Significant Benefit to Canada
  - when and how?

# AGENDA | May 27, 2015

2:45 | Networking Refreshment Break

3:00 | Permanent Immigration: 'Express Entry' – The First Few Months



**Mario D. Bellissimo, LL.B. C.S.**  
Bellissimo Law Group | Citizenship & Immigration Lawyers



**David Cohen**  
Senior Partner  
Campbell Cohen Law Firm Inc.



**Ekaterina (Katia) Neouimina (BA, MPA, JD)**  
Founder of ENN Law, Barrister and Solicitor

- Overview of new process
- Impact on existing programs
  - overview
  - interface with temporary process
  - transitioning employees to permanent residence (employer's role)
  - impact on business
  - impact of families (older children aging out)
  - privacy and legal considerations

4:20 | Ethics/Practice: Changes to the Way Companies Hire and Manage Foreign Worker Processes



**Mindy Tessler-Scott**  
Partner  
Cumming & Partners | Cross-Border Law Firm



**Stephanie Silver**  
HR Business Partner  
Kobo Inc.

- Immigration changes that impact on company hiring
  - establishing reasonable expectations internally
  - resourcing and the increased emphasis on compliance
  - managing uncertainty
- Changes to how HR manages the temporary processes
  - documenting the file
  - ongoing compliance obligations
- Managing employer and employee expectations for the long term
  - permanent residence and the employee
- Revisiting the working relationship with immigration counsel
  - communication – Who is responsible for what?
  - fees – flat fee, ongoing retainer or billable hours?

5:00 | Conference Ends

## WHO SHOULD ATTEND

- HR professionals, managers and personnel from all industries
  - In-house corporate counsel
  - Canadian and U.S. immigration lawyers and consultants
  - Canadian and U.S. employment lawyers and consultants
  - Administrative and business law practitioners
  - Government lawyers
  - Representatives from Citizenship & Immigration Canada (CIC); ESDC and the Canada Customs and Revenue Agency (CRA)
  - Representatives from U.S. Customs and Border Protection (CBP)
  - International and business law practitioners
  - ADR Providers
- Executives and Managers from:**
- Relocation services companies
  - Employment placement agencies
  - Export - Import and transportation companies
  - Cross border companies

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#### CANCELLATION AND REFUND POLICY

A refund (less an administration fee of \$500 plus taxes) will be given if notice of cancellation is received in writing six weeks before the event. We regret that no refund will be given after this period. A substitute delegate is welcome at any time.

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