



## ELAINE C. YOUNG

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### SHAREHOLDER

Elaine Young advises a wide range of employers, including large multinationals and small businesses, on the immigration, tax, and benefits aspects of cross-border employment. Her practice also includes helping employers understand and develop compliant I-9 and E-Verify practices.

## EXPERIENCE

### Visas

- Securing all employment-based nonimmigrant visas, including the most common (TN, E, L, O, and R)
- Helping companies develop a sound corporate immigration policy that protects the company while attracting needed foreign workers
- Preparing and processing immigrant visas in EB-1, EB-2, EB-3, and EB-4 (religious worker) categories
- Supporting employee families with family-based nonimmigrant and immigrant visa matters
- Currently representing companies in tech, healthcare, telecom, education, hospitality, mining, manufacturing, and other industries

### Global Mobility

- Pre-move analysis with local counsel to plan for the employment, tax, and visa benefits aspects of an expatriate assignment
- Helping employers evaluate whether to send Americans abroad or hire foreign nationals to work outside their home country
- Assisting employers who need to secure foreign work visas for short- and long-term expatriate assignments

### Immigration Worksite Compliance

- Acting as outside resource for HR professionals with I-9 questions
- Responding to I-9 audits and facilitating self-audits
- Developing corporate compliance policies for I-9s, visa sponsorship, transition to green cards, and more

### International

- Facilitating direct foreign investment into the United States
- Helping U.S. companies navigate foreign legal issues when they expand operations outside the United States

### Tax

- Ensuring U.S. employers' payroll tax withholding complies with unique rules for nonresident aliens and expats
- Analyzing personal income tax issues for expatriates working outside their home country

### PRACTICE AREAS

INTERNATIONAL  
GLOBAL MIGRATION AND  
EMPLOYMENT  
EUROPEAN MARKETS  
IMMIGRATION IN THE  
WORKPLACE  
IMMIGRATION  
TAX AND ESTATE  
PLANNING

### LANGUAGES

FRENCH  
GREEK

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## EDUCATION

New York University School of Law, JD  
Brigham Young University, BA

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## ADMISSIONS & AFFILIATIONS

*Bar Admissions:* New York  
Utah

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## HONORS & AWARDS

Utah's 40 Over 40 (2022)  
Mountain States Super Lawyers: Rising Star in Tax and Immigration: Business  
Utah Legal Elite: Immigration, International, and Tax

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## PUBLICATIONS & PRESENTATIONS

- Upcoming: AILA Annual Global Migration Forum 2023, Remote Work in the Context of Global Migration and Employment, 2023
- Creative Solutions for Complex R-I and EB-4 Religious Worker Petitions, AILA California Chapters Conference, 2022
- How to Complete, Re-Verify, Store, and Destroy Paper and Electronic Files in Compliance with Federal Law, BLR/HR Hero Webinar, 2019
- H1-B filing season is almost here- and there are changes coming, BLR/HR Hero Webinar, 2019
- Immigration & I-9 Recordkeeping: How to Evaluate Documentation for Employment Eligibility & Reverification, Correct Errors and Omissions, Avoid Discrimination Claims, and Respond to ICE Audits, Advanced Employment Issues Symposium (AEIS), Las Vegas, NV, 2018
- I-9 COMPLIANCE AND IMMIGRATION ENFORCEMENT UPDATE/Tactical Strategies for Completing Documentation, Surviving ICE Inspections, and Avoiding Costly Penalties, San Antonio, TX, 2017
- I-9 COMPLIANCE AND IMMIGRATION ENFORCEMENT UPDATE/Tactical Strategies for Completing Documentation, Surviving ICE Inspections, and Avoiding Costly Penalties, San Francisco, CA, 2017
- H1-Bs: Business Growth Strategies for Hiring and Developing Global Talent, Advanced Employment Issues Symposium (AEIS), Las Vegas, NV, 2017
- RecruitCon: Session presenter on New Smart I-9 Form Released: Employment Verification Blunders to Avoid, Las Vegas, NV, 2017
- Visa and Tax Issues for Foreign Teachers, at Utah Association of School Business Officials, 2017
- President Trump's First 60 Days: Practical Impact of Executive Orders, ACA Initiatives, Employment Visas, Overtime Rules, and More, BLR/HR Hero Webinar, 2017
- New Smart Form I-9 Compliance, BLR/HR Hero Webinar, 03.16.2017
- Immigration Enforcement: Preparation Tips for Surviving an ICE Audit, Live webinar, 2014
- Top Ethics Issues in Cross-Border Practice. Presentation with Elaine Young for the International Law Section of the Utah State Bar, 2011