



Elaine C. Young

Shareholder

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Practice Areas

International
European Markets
Global Migration and Employment
Immigration
Immigration in the Workplace
Tax and Estate Planning

Languages

French
Greek

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

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Education

NYU School of Law, JD
Brigham Young University, BA

Admissions & Affiliations

Bar Admissions: New York
 Utah

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