



MELTZER HELLRUNG
IMMIGRATION SOLUTIONS

What the “Big Beautiful Bill” Means for Employers

July 30, 2025



INTRODUCTION



MELTZER HELLRUNG
IMMIGRATION SOLUTIONS



INTRODUCTION

- Meltzer Hellrung combines an innovative service model, proprietary technology, and a creative immigration team
- **200+ corporate clients:** Global 200, Fortune 500, Venture-backed unicorns
- Recognized in 2023 by Crain Magazine as a top 100 best places to work in Chicago
- Meltzer Hellrung has been ranked in the **Illinois Chambers Spotlight 2025** Guide and recognized as a top law firm handling high-quality work.



Meltzer Hellrung LLC

Responsive

Average Email Response Time:
4.5 hours

Efficient

Transfer case turnaround: 10
business days

Client-focused

90+ NPS Scores

Program Management

Account team, regular
touchpoints

PRESENTERS



MELTZER HELLRUNG
IMMIGRATION SOLUTIONS



PRESENTERS

MATTHEW MELTZER

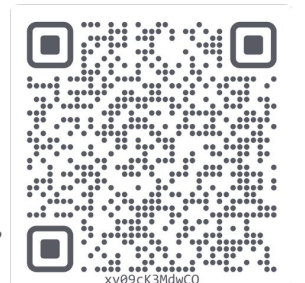
Co-Founder and Managing Partner

Specializes in assisting foreign companies to enter the U.S. market and building custom solutions for entrepreneurial and high net-worth clients. Most recently recognized as one of Crain's Chicago Business Notable Leaders in Accounting, Consulting & Law!



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PRESENTERS

Michael Turansick

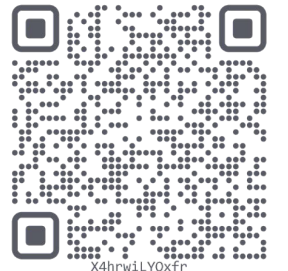
Senior Counsel

With 30+ years of immigration law experience. He has advised Fortune 100 companies and startups on strategy, compliance, and policy. A former Managing Partner and AILA policy counsel, Michael brings deep expertise and practical insight



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VOYAGER[®]



MELTZER HELLRUNG
IMMIGRATION SOLUTIONS

VOYAGER®

Our proprietary immigration program management platform

Drives process efficiency, transparency, and centralization of all immigration information

Core Features:

- Dashboards that drive transparency
- Efficient workflow automations that save time
- Extensive immigration reporting capabilities
- Comprehensive knowledge center

The screenshot displays the Voyager platform's 'Reports' dashboard. At the top, a navigation bar includes a logo, a 'MY PROCESS REQUESTS' button, a notification bell, a user profile for 'MAXTRADA', and a 'CREATE NEW REPORT' button. The main content area is divided into two columns. The left column features a sidebar with icons for Home, Profile, Users, and Reports (highlighted). The main section on the left shows three summary cards: 'Active Foreign Nationals' (133), 'Active Companies' (2), and 'Open Cases' (58). Below these are 'Report Templates' with a search bar and two listed reports: 'Key filing date check' (last run 07/15/2024 at 04:51 AM, 5 Columns, 0 Filters) and 'Advanced Parole Exp. Date' (last run 07/07/2024 at 09:27 PM, 8 Columns, 0 Filters). The right column shows 'Recent Reports' with a search bar and two listed reports: 'H-1B Lottery Selection Due Date' (last run 07/15/2024 at 04:51 AM, 5 Columns, 0 Filters, status 'Completed') and 'Citizenship Eligibility Date' (last run 07/07/2024 at 09:27 PM, 8 Columns, 0 Filters, status 'Completed').

Agenda

- Immigration Enforcement – Before the Bill
- The Bill - Immigration Enforcement on Steroids
- Current Civil Fines and Criminal Penalties
- Best Practices to Mitigate Exposure
- Government Audit Procedure
- Form I-9 Refresher
- Modernized and Mandatory E-Verify
- E-Verify+



Immigration Enforcement – Before the Bill

- January-February 2025: “Operation Safeguard”
 - Large-scale operation aimed at detaining and deporting undocumented migrants with alleged violent criminal histories.
- January-April 2025: Worksite enforcement targeting sanctuary cities
 - Atlanta, Boston, Denver, Miami, New York City, Newark, Philadelphia, Seattle, D.C.
 - Other enforcement operations in San Diego, Chicago, Colorado Springs
- May 2025: Stephen Miller and DHS Secretary Kristi Noem direct ICE to perform 3,000 arrests a day (a million per year)
- June 2025: daily ICE arrests climb 268% compared to June 2024

Immigration Enforcement on Steroids

Trump's "big, beautiful bill" gives ICE unprecedented funds to ramp up mass deportation campaign

ICE's Budget Just Tripled. What's Next?

How ICE's massive cash infusion is poised to transform America

ICE budget now bigger than most of the world's militaries

GOP gives ICE massive budget increase to expand Trump's deportation effort

GOP Budget Bill Would Make ICE "Largest Federal Law Enforcement Agency in the History of the Nation"

Increased Government Funding

Spending Category	Funding Amount
Construction and maintenance of border wall, CBP checkpoints, and CBP facilities	\$51.6 billion
Border Patrol agents and vehicles, and Federal Law Enforcement Training Center improvements.	\$7.8 billion
Border technology and vetting	\$6.2 billion
Detention capacity expansion	\$45 billion
Enforcement and removal, including hiring ICE agents, transportation costs, and detaining families	\$29.9 billion
State immigration and border enforcement cost-reimbursement funds	\$13.5 billion
DHS cost-reimbursement fund for border enforcement	\$10.0 billion
DOD support for immigration and border enforcement	\$1.0 billion

Civil Penalties for Noncompliance (Feb. 23, 2025)

<u>Violation Type</u>	First Offense	Second Offense	Third or Subsequent Offense
Knowingly hiring or continuing to employ unauthorized workers	\$716 – \$5,724	\$5,724 – \$14,308	\$8,586 – \$28,619
Failing to comply with Form I-9 requirements (paperwork errors, missing info, etc.)	\$288 – \$2,861 per form	N/A	N/A
Document fraud (use or acceptance of fraudulent documents)	\$590 – \$4,730	\$4,730 – \$11,823	—
Failure to notify DHS of a final nonconfirmation through E-Verify	\$633 – \$1,269	\$1,269 – \$2,534	\$2,534 – \$5,067
Unfair immigration-related employment practices	\$549 – \$4,384	\$4,384 – \$10,962	\$6,576 – \$21,918

Criminal Penalties for Noncompliance

- **Pattern or Practice of Knowingly Hiring or Continuing to Employ Undocumented Workers**
 - Up to 6 months in jail
- **Fraud or False Statements, or Otherwise Misusing Immigration Documents**
 - Up to 5 years in jail
- **Harboring unauthorized workers; aiding and abetting illegal employment**
 - Up to 20 years in prison

Form I-9 Best Practices

- Develop a consistent process and company point of contact responsible for Form I-9 completion and employee verification review
 - A written policy is recommended
 - Train new employees who administer the I-9 process thoroughly
- Use the most up-to-date version of Form I-9 when completing it
- Centralize Form I-9, if possible, either in paper form or electronically
- Conduct spot audits of your Form I-9 completion and retention process at least annually
- Purge Forms I-9 for terminated employees to avoid excess liability during an ICE audit
- Use Form I-9 completion software only after carefully reviewing systems for compliance as employers retain liability for non-compliant software and/or processes

Common Form I-9 Audit Issues

- Failure to train/update staff administering I-9 process.
- Not supervising new employees filling out Section 1.
- Accepting unacceptable documents or fraudulent documents, such as fake lawful permanent resident or Social Security cards.
- Not recording the document title, issuing authority and expiration date or not recording this information correctly.
- Not making copies of I-9 documents.
- Making corrections without properly initialing and dating.
- Not conducting an internal I-9 audit.
- Having internal I-9 staff engage in the I-9 audit.

Outline of a Government I-9 Audit



Issuance of Notice of Inspection (NOI)

Minimum of 3 days to respond



Employer provides required Forms I-9 and requested supporting documentation



ICE Review (time period varies widely)



ICE Notification of Audit Results

Compliance Letter
Notice of Suspect Documents or Discrepancies
Notice of Technical or Procedural Failures
Warning Notice
Notice of Intent to Fine (NOI)

Outline of a Government I-9 Audit

Employer Addresses deficiencies

If NOI issued, employer has 30 days to submit formal request for hearing before OCAHO

- May also negotiate fine reduction with ICE

OCAHO procedure mirrors federal civil procedure

- Discovery, motions, pretrial conferences, etc.

May appeal OCAHO decision in federal court



Form I-9 Refresher

Who Must Complete Form I-9?

- **All Employees**

- All part-time and full-time W-2 employees working in U.S.
- All remote part-time and full-time employees working in U.S.

- **Who Shouldn't Complete Form I-9?**

- Private home/casual domestic workers who work on a sporadic, intermittent, or irregular basis
- Independent contractors
- Workers provided by temp agencies
- Unpaid interns
- Employees not physically working in the U.S.

Form I-9 Completion Requirements



Step 1: After offer acceptance and no later than 1st day of employment:

Employee should complete Section I of Form I-9 provided by Employer



Step 2: Within 3 business days of 1st day of employment:

Employee must present in-person to Employer original, acceptable List A, B, and/or C documents proving identity and work authorization

New remote document verification with E-Verify registration gets around the "in-person" Employer List A, B, or C document verification



Step 3: Within 3 business days of 1st day of employment:

Employer must inspect in-person original List A, B, and/or C documents provided by Employee and, in good faith, verify their authenticity

If authenticity is verified, **Employer** or representative must complete Section 2 of Form I-9

***TIP:** If an Employee presents a work authorization document that expires, Employer must remember to reverify Employee in Section 3 of Form I-9 prior to current work authorization expiration*

Form I-9 Retention

- **Employer must keep completed Form I-9 for duration of Employee's employment**
 - *TIP: Employers can store completed Form I-9 as well as copies of List A, B, or C documents provided by Employee for identity and work authorization verification or choose to store only the completed Form I-9*
- **Employer can store Form I-9 and verification documents in paper form or digitally**
 - Documents can be stored in one central location or organized by office/worksite
 - Form I-9 completion software use is acceptable as long as it adheres to completion guidelines and provides a printable audit trail
- **Upon Employee termination, Employer should ready Form I-9 and verification documents for purging when possible**

Form I-9 Retention

- **Employers may purge a terminated Employee's Form I-9 and verification documents, digitally or manually, 3 years from the date of employment OR 1 year from the date of termination, whichever is greater**
 - *TIP: Employers should create an internal process that lists or tags I-9 files for terminated employees as part of your company's employee off boarding process.*
- **Employers should purge eligible Form I-9 employee files on a annual basis at a minimum**
 - Employers can be fined on purgeable Form I-9 employee files if mistakenly provided to ICE during an I-9 audit
- **Employers should perform Form I-9 "spot" audits periodically to ensure proper completion procedures are adhered to, especially during a personnel or paper-to-software completion transition**

Proposed Modernized & Mandatory E-Verify Enhancements

- **Recent proposed legislation would make E-Verify mandatory for all employers with phased in implementation period**
 - Maximum of 24 months, based on size of employer
 - Agriculture industry would have a 30-month phase in.
- **Increased civil and criminal penalties for hiring undocumented workers or using fraudulent documents**
- **Incentivizes paperless employment verification process**
- **Mandatory national E-Verify process**

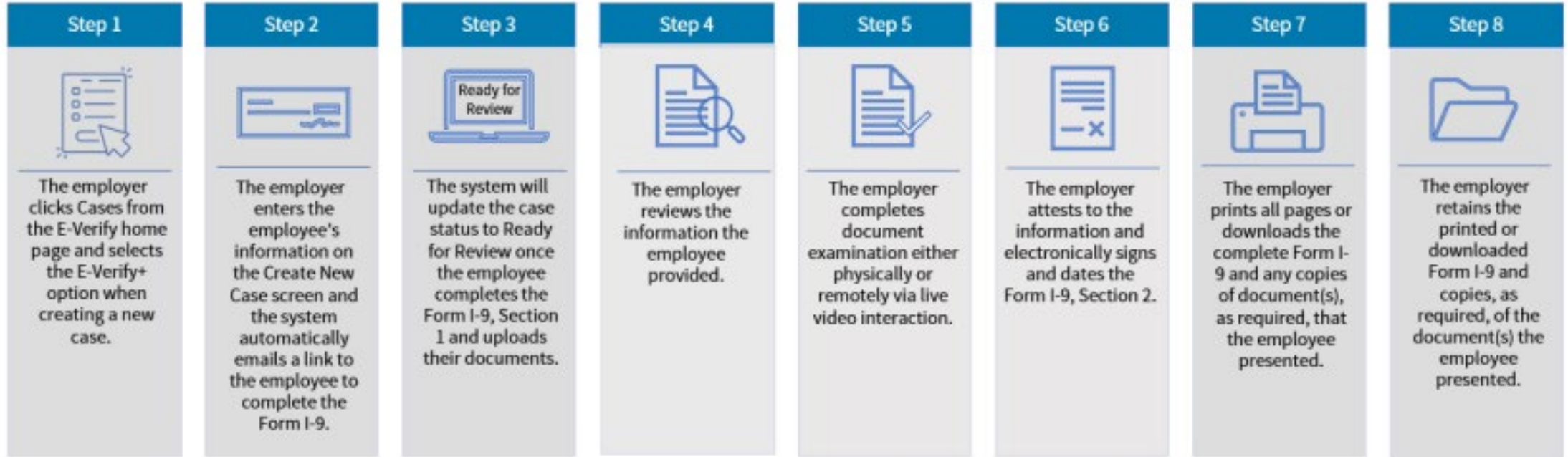
What is E-Verify?

- E-Verify is a free online federal system created to assist employers in verifying an employee's employment eligibility information against several federal databases
- E-Verify helps ensure employers hire eligible individuals to avoid future possible legal liabilities.
- E-Verify is mandatory in certain states and localities and for many organizations having federal contracts.
- E-Verify can be used on a per worksite basis. The company does not need to adopt it across all worksites.
- E-Verify is supplemental to employment verification and is not used in place of the Form I-9 process.
- E-Verify is required to hire employees on F-1 STEM OPT.

E-Verify + Employer Benefits

- Manage E-Verify and E-Verify+ cases from one location (E-Verify account).
- Download employees' Forms I-9 and docs from company E-Verify account.
- Employees make fewer data entry errors as they complete and submit their Form I-9 electronically
- Direct delivery of Further Action Notices to employees via their E-Verify+ account.

E-Verify+



QUESTIONS?

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