

## Bob White

Principal, Schaumburg

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### Schaumburg

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Bob White, Co-Chair of the firm's Immigration practice, advises and works with companies from a variety of industries on all types of business nonimmigrant and immigrant visas ("green cards") for their employees, managers and executives. He also represents and defends companies in U.S. Department of Labor (DOL) H-1B Labor Condition Application (LCA) audits, Immigration and Customs Enforcement (ICE) Form I-9 audits, and advises on avoiding the penalties often incurred in these actions.

Bob was nominated as the 2022 Lawyer of the Year for Immigration – Chicago by *Best Lawyers*® national publication.

For the past 13 years, Bob has been re-appointed annually to the American Immigration Lawyers Association (AILA) National's DOL Committee, and is currently Chair of the Committee. As Chair, Bob will be focusing on issues encountered by other immigration attorneys and employers in the PERM program, the H-1B LCA program and the DOL Wage and Hour Division's enforcement investigations in the H-1B program.

Bob was also Chair of the AILA Chicago Chapter, a member of the AILA Board of Governors, a member of AILA National's ICE Worksite Enforcement Committee, and Chair of AILA National's Social Security Administration (SSA) Liaison Committee.

An immigration counselor for numerous colleges and universities, Bob has been a member of the leadership team of the National Association of Foreign Student Advisers (NAFSA): Association of International Educators' Region V for more than 15 years. He was the Past-Chair of NAFSA Region V which included colleges and universities located in Illinois, Wisconsin and Michigan. He was previously a Regulatory Liaison for NAFSA Region V and was responsible for responding to F-1, J-



### Education

IIT-Chicago-Kent College of Law, J.D., 1993

University of Notre Dame, B.A. Government, with honors, 1990

### Admissions

Illinois

### Practice Areas

Immigration

### Languages

English

1, H-1B and PERM immigration policy and procedural questions from colleges and universities. He was also a member of NAFSA National's Membership Engagement Committee (MEC).

Bob is a very active advocate for the reform of the U.S. immigration system and frequently travels to Washington, D.C. to meet with congressional representatives and their staff. Bob was also a member of the Immigration Reform Taskforce of the Archdiocese of Chicago.

Bob routinely presents workshops at AILA, NAFSA, Federal Bar Association (FBA), Practising Law Institute (PLI) and other professional organization conferences on how to successfully structure and process various immigration applications through the DOL, U.S. Citizenship and Immigration Services (USCIS) and U.S. Department of State (DOS). In addition, Bob has led seminars for the National Association of Computer Consultant Businesses, HR Source and the Illinois Landscape Contractors Association, and routinely conducts immigration seminars for human resource managers at manufacturing, technology and healthcare companies. He also regularly speaks on immigration topics at colleges, universities, trade and professional schools on how international students and faculty can properly maintain their status and obtain employment authorization.

Prior to joining the firm, Bob was an immigration assistant to the former U.S. Senator Alan J. Dixon, and established a business immigration practice in a suburban Chicago law firm.

## Experience

- Provided advice to companies in obtaining H-1B status for advanced practice nurses and other professions that do not clearly qualify for H-1B classification.
- Assisted companies in obtaining working visas (including but not limited to H-2B, O, P, L, E, Q, R and TN status) for individuals who did not qualify for H-1B status.
- Guided companies during H-1B and L-1 site visits as part of the USCIS' Fraud Detection and National Security Administrative Site Visit program; helped companies in responding to Notices of Intent to Revoke (NOIR) issued from the USCIS after the site visits.
- Advised consulting companies in documenting the employer-employee relationship in the H-1B program.
- Recommended to companies how to overcome challenges by the DOL during PERM audit and PERM supervised recruitment stage of the employment-based immigrant visa (green card) process.
- Counseled companies about the sufficiency of their recruiting efforts to qualify their labor certification applications for the PERM processing.
- Guided companies in documenting for the DOL that their

labor certification applications qualify for PERM processing regardless of company and/or industry layoffs.

- Assisted individuals in evidencing for the USCIS that they are extraordinary in their fields and thus they avoided the labor certification stage of the employment-based immigrant visa (green card) process.
- Provided advice to companies in avoiding significant monetary penalties from the DOL as part of the H-1B Labor Condition Application process and during DOL enforcement actions.
- Advised individuals how to obtain family-based immigrant visas (green cards) based upon marriage to a U.S. citizen.
- Counseled individuals on the benefits of consular processing vs. adjustment of status during the last stage of the green card process.
- Overcame objections by consular officials in issuing visas to clients by appealing to the U.S. Department of State's Visa Office and by responding to NOIR from the USCIS.

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### Memberships

- American Immigration Lawyers Association (AILA)
- NAFSA - Association of International Educators

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### Distinctions

- *Leading Lawyers*, 2003-2025
- *Illinois Super Lawyers*, 2019-2025
- *Who's Who Legal: Corporate Immigration*, 2010-2025
- *The Best Lawyers in America*, 2018-2025
- *Best Lawyers® Lawyer of the Year for Immigration in Chicago*, 2022

