

## Ian R. Macdonald

Shareholder  
Co-Chair, Global Mobility and Immigration Practice  
Group

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### Practice Areas

Global Mobility and Immigration  
International Employment Law

### Overview

With extensive experience in immigration and international law, Ian R. Macdonald represents national and international employers before the United States Citizenship and Immigration Services and the Department of Labor in connection with immigration-related employment and labor issues. He has specific expertise with:

- Employer sanction cases
- I-9 compliance
- Anti-discrimination rules to reduce or eliminate risk of employment litigation

Ian provides risk assessment assistance to corporations subject to Chemical Facility Anti-Terrorism Standards (CFATS), including assisting clients with establishing risk-based performance standards (RBPS) and Department of Homeland Security protocol in this area.

Co-chair of Littler Mendelson's Global Mobility & Immigration Practice Group, Ian analyzes complex global migration opportunities for clients on specific country matters to facilitate the efficient movement and transfer of personnel. He develops strategic relationships with a large network of lawyers abroad to secure long-term work and resident permits for key personnel. He also works with clients to ensure compliance with foreign registration requirements to avoid jeopardizing their immigration status in destination countries. He assists clients with ITAR/Export Control compliance within the immigration context.

Additionally, Ian counsels employers on immigration strategy and on immigration consequences of mergers and acquisitions. He conducts in-house management seminars and training sessions for clients on all aspects of immigration. He also speaks before trade groups, associations, and professional organizations on a variety of immigration topics.

Prior to working at Littler Mendelson, Ian worked for the United Nations, various non-governmental think tanks and corporate law firms in the world's main business centers of London, New York, Washington, D.C., and Atlanta.

## Professional and Community Affiliations

- Member, American Immigration Lawyers Association

## Recognition

- Named, America's Leading Lawyers for Business - *Chambers USA*, 2009-2010

## Education

J.D., American University, Washington College of Law, 1999

B.A., The New School, 1996

## Bar Admissions

Georgia

New York

## Publications & Press

### May 23, 2013

5 Reforms To Watch As The Immigration Debate Heats Up

*Law360.com*

### April 26, 2013

Legal immigration fix key to reform bill

*Atlanta Business Chronicle*

### April 18, 2013

Immigration Reform Bill Offers Employers A Mixed Bag

*Law360.com*

### April 15, 2013

Practitioners Warn of Potential Pitfalls In Completing New I-9 Forms for Employees

*Bloomberg BNA Workplace Immigration Report*

### April 15, 2013

H-1B visa logjam leaves employers, clients stuck

*Lawyers USA*

### April 5, 2013

5 Tips For Employers On A Smooth Transition To The New I-9

*Law360.com*

**April 1, 2013**

H-1B demand this year will be fast, furious  
*Computerworld*

**February 21, 2013**

The 2012 Global Employer: Highlights of Littler's Fifth Annual Global Employer Institute  
*Littler Report*

**January 30, 2013**

Immigration reform: Which states would feel it most? California, for one  
*Christian Science Monitor*

**January 30, 2013**

Higher Visa Fees, Penalties Foreseen with Immigration Reform  
*Society for Human Resource Management (SHRM)*

**January 28, 2013**

For Employers, Devil Is In Details Of Immigration Reform  
*Law360.com*

**January 14, 2013**

Stakes High For Employers In Immigration Reform Push  
*Law360.com*

**August 1, 2012**

How the immigration policy stalemate is hurting businesses and the economy  
*InsideCounsel*

**July 12, 2012**

The Death Of Ariz. Immigration Law SB 1070  
*Law360.com*

**July 10, 2012**

Justices' Ruling on Arizona Immigration Law Has Limited Workplace Impact, Analysts Say  
*Bloomberg BNA*

**July 5, 2012**

Supreme Court's Immigration Decision Also Keeps E-Verify in Operation  
*TLNT*

**June 26, 2012**

Employment Eligibility  
*Columbus CEO*

**June 25, 2012**

Ariz. Immigration Ruling May Save Cos. From State Law Hassles  
*Law360.com*

**December 2, 2011**

E-Verify mandate about to hit Ga. Businesses  
*Atlanta Business Chronicle*

**June 22, 2011**

An ICE Storm of Immigration Audits is Coming  
*Corporate Counsel*

**March 8, 2011**

Lawmakers may expand E-Verify rules  
*Atlanta Business Chronicle*

**February 4, 2011**

Most employers may have to use E-Verify system  
*Atlanta Business Chronicle*

**June 21, 2010**

Littler Attorneys Honored by Chambers USA  
*Littler Press Release*

**April 2010**

Immigration Enforcement  
*Practical Law The Journal*

**November 18, 2009**

India Guidance on Its Visa Regimes May Create Major Change for Companies Doing Business in India  
*Littler ASAP*

**July 6, 2009**

Hurdles hamper state illegal immigration law  
*Atlanta Business Chronicle*

**May 4, 2009**

State Department Publishes New Exchange Visitor Skills List  
*Littler ASAP*

**April 14, 2009**

A Basic Guide to E-Verify and Related Immigration Compliance: Everything Federal Contractors and Others Need to Know to Comply with E-Verify Requirements  
*Littler Insight*

**February 27, 2009**

Changes in UK Immigration Rules

*Littler ASAP*

**November 28, 2008**

Finesse the Visa Crisis with a Worker-Mobility Plan

*Harvard Business Review*

**June 2008**

The Department of Homeland Security Wants to Put Employers at the Forefront of the Battle Against Illegal Workers

*Columbus CEO*

**April 7, 2008**

The U.S. Department of Homeland Security Announces New Optional Practical Training Interim Rule for F-1 Students

*Littler ASAP*

**April 4, 2008**

Unofficial Confirmation from USCIS Indicates both Regular and Advanced U.S. Degree Caps Met

*Littler ASAP*

**April 1, 2008**

Tech firms line up at U.S. visa window

*The Washington Times*

**March 10, 2008**

Littler Mendelson Grows Immigration Practice with Experienced Team of Specialized Attorneys

*Littler Press Release*

## **Speaking Engagements**

**April 30, 2013**

Immigration Reform and Federal/State Compliance from an Employer's Perspective

SHRM Atlanta

**April 30, 2013**

The New I-9 Form and Compliance Challenges

HR.com Webinar

**April 16, 2013**

New I-9 Form and Compliance Developments

Littler Mendelson Webinar

**April 4, 2013**

New I-9 Form and Compliance Developments

Littler Mendelson Webinar

**February 26, 2013**

President Obama's Second Term: Weathering the Compliance Storm  
Littler Mendelson, Atlanta, GA

**November 28, 2012**

Trends. Innovations. Practices.  
2012 Asia Pacific Global Employer Services Conference - Deloitte, Singapore

**November 13, 2012**

International Employment and Global Mobility  
SHRM Atlanta, Atlanta, GA

**November 9, 2012**

The Time is Nigh! Restructure your Global Mobility Program  
Global Employer Institute, Littler Mendelson, Washington D.C.

**October 18, 2012**

Immigration in a patchwork global economy  
Annual North American Global Employer Services Conference - Deloitte, Dallas, TX

**September 28, 2012**

Atlanta Employer Conference  
Littler Mendelson, Atlanta, GA

**September 28, 2012**

Recent Developments in Immigration Compliance: Office of Special Counsel's Focus on Discrimination in 2012, ICE's Continued Emphasis on Employer Enforcement Actions and Increased Intra-Agency Cooperation  
Atlanta Employer Conference, Littler Mendelson, Atlanta, GA

**August 2, 2012**

Houston Employer Conference  
Littler Mendelson, Houston, TX

**August 2, 2012**

Recent Developments in Immigration Compliance: Office of Special Counsel's Focus on Discrimination in 2012, ICE's Continued Emphasis on Employer Enforcement Actions and Increased Intra-Agency Cooperation  
Houston Employer Conference, Littler Mendelson, Houston, TX

**July 27, 2012**

Critical Compliance Issues Facing Today's Employers  
Littler Mendelson, Atlanta, GA

**July 20, 2012**

An Employer's Perspective: The Supreme Court Decision on Arizona's Statute and Illegal Immigration  
Littler Mendelson Webinar

**May 11, 2012**

The Bewildering Landscape of State and Federal Immigration Compliance: From E-Verify to Incentivized  
The 2012 Executive Employer® Conference, Littler Mendelson, Scottsdale, AZ

**February 10, 2012**

Employers' Duties and Problems  
State Bar of Georgia, Atlanta, GA

**December 1, 2011**

Managing Global Mobility: A Proactive Approach to Successful Expatriate Programs - Immigration Webinar Series  
Littler Mendelson Webinar

**November 17, 2011**

The Bewildering Landscape of State and Federal Immigration Compliance: From E-Verify to Incentivized IMAGE  
Enrollment  
Society for Human Resource Management Webinar, Atlanta, GA

**November 15, 2011**

Immigration Law Panel Breakfast  
Birmingham Business Journal and Littler Mendelson, Birmingham, AL

**October 27, 2011**

Cross-Border Employment and Labor Law Topics: The Nuts and Bolts of a Global Mobility Program  
Littler Mendelson Webinar

**October 21, 2011**

The Bewildering Landscape of State and Federal Immigration Compliance - Immigration Webinar Series  
Littler Mendelson Webinar

**October 18, 2011**

The Top Ten Issues HR Professionals Need to Know About International Labor and Employment Law  
Annual Conference - Society of Human Resource Management, Atlanta, GA

**September 23, 2011**

2011 Employment Law Conference  
Littler Mendelson, Atlanta, GA

**August 25, 2011**

Immigration Webinar Series: I Work in the United States...But I'm Stuck Abroad  
Littler Mendelson Webinar

**July 21, 2011**

Immigration Webinar Series: Immigration 101  
Littler Mendelson Webinar

**February 20, 2011**

Immigration Law  
Department of Administration - State of Arizona

**October 28, 2010**

Immigration Reform and Compliance for Clients and Companies  
Southeastern Business Law Institute

**September 25, 2009**

Managing the Global Workforce: Recent Issues in Global Migration and Non-Competition Agreements  
Global Employer Institute - Littler Mendelson

**September 21, 2009**

Meeting Your Compliance Priorities Through Effective Audit Programs  
Employment Law Conference - Littler Mendelson

**April 14, 2009**

Meeting Your Compliance Priorities Through Effective Audit Programs  
Executive Employer Conference - Littler Mendelson

**February 6, 2009**

Trends in UK and US Immigration Law, London Stock Exchange  
Ius Laboris International Conference

**October 23, 2008**

Managing a Mobile Workforce -- Tax and Work Authorization Issues in International Assignments  
Global Employer Institute - Littler Mendelson

**September 23, 2008**

More Enforcement and Fewer Visas: What Else is on the Immigration Horizon  
Employment Law & Leadership Conference - Littler Mendelson

**Blog Posts**

**April 18, 2013**

Gang of Eight Introduces Comprehensive Immigration Reform Bill  
*Global Mobility & Immigration Counsel*

**March 18, 2013**

2014 H-1B Cap Opens April 1st Requiring Immediate Employer Action  
*Global Mobility & Immigration Counsel*



**July 17, 2012**

The Death of Arizona Immigration Law SB 1070

*Global Mobility & Immigration Counsel*

**April 13, 2012**

H-1B Cap Update for Fiscal Year 2013

*Global Mobility & Immigration Counsel*

**November 29, 2011**

Fiscal Year 2012 Cap for H-1B Visa Petitions Reached on November 22, 2011

*Global Mobility & Immigration Counsel*

**September 19, 2011**

Office of Foreign Labor Certification FAQ on Prevailing Wage Determinations Sends Mixed Message

*Global Mobility & Immigration Counsel*

**December 2, 2009**

United Kingdom: Important Changes Regarding Biometric Travel Documents and Advertising Requirements for Tier 2 Job Openings

*Global Mobility & Immigration Counsel*

**December 1, 2009**

Filings of H-1B Cap-Subject Petitions Are on the Upswing

*Global Mobility & Immigration Counsel*

**December 1, 2009**

USCIS's New Verification Operations Center Aims to Improve Integrity of E-Verify and SAVE Programs

*Global Mobility & Immigration Counsel*

**November 19, 2009**

USCIS Announces Increased Enforcement and Compliance Initiatives, Including Issuance of 1,000 Additional Notices of Inspection

*Global Mobility & Immigration Counsel*

**November 16, 2009**

USCIS Temporarily Accepting H-1B Petitions with Proof of Timely Filing of Labor Condition Application

*Global Mobility & Immigration Counsel*

**November 4, 2009**

USCIS Announces Updated H-1B Cap Count for Fiscal Year 2010

*Global Mobility & Immigration Counsel*