

## Gregory A. Wald

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### About Gregory

Gregory Wald's experience includes representing multinational and Fortune 500 companies and individual clients in all aspects of immigration law, including nonimmigrant visas and immigrant matters regarding multinational executives and managers, individuals of extraordinary ability and professionals.

He has appeared before the US Department of Homeland Security (DHS), US Department of Labor (DOL), US Department of Justice (DOJ) Executive Office for Immigration Review and various federal courts.

From 1997 to 2000, Gregory was an assistant district counsel for the US Immigration and Naturalization Service (INS) in the Miami and San Francisco districts. In this role, he advised the INS on multiple aspects of immigration, naturalization, criminal and civil law. As a member of the Employer Sanctions team, he provided analysis and consultation to special agents on the legal sufficiency of Notices of Intent to Fine regarding Form I-9 audits, compliance and worksite enforcement operations.

Gregory is currently a member of the American Immigration Lawyers Association (AILA) Verification & Documentation Liaison Committee which liaises with various DHS and DOJ components on issues involving employment verification, I-9 documentation requirements, DHS enforcement efforts and immigration-related discrimination matters. Gregory is also the Co-Chair of the AILA, Asia-Pacific Chapter Government Relations Committee where he frequently engages with US embassies and consulates within the APAC region. He previously served as Chair of the Northern California Chapter of AILA in 2010-2011.

Gregory is a frequent speaker on business immigration and compliance matters. He has presented in seminars and conferences of the American Immigration Lawyers Association (AILA), Worksite Immigration Compliance Symposium at the Stanford Rock Center for Corporate Governance, ILW.COM's Technology Immigration: Update From the Trenches, as well as client seminars regarding the latest trends in employment-based immigration and government enforcement actions. In addition, Gregory regularly publishes on the latest developments in immigration law and worksite compliance.

Gregory is AV rated by Martindale-Hubbell, the highest rating for ability and ethics and he is also listed in *The Best Lawyers in America*. In 2009, he was nominated as one of California's leading practitioners in the field of corporate immigration and is consistently listed in *Who's Who Legal: California*.

## Experience

- Providing counsel and defending against government audits by the DOL, DHS and the DOJ in matters relating to H-1B dependency, Form I-9 compliance, E-Verify, employer sanctions and immigration-related discrimination.
- Obtaining nonimmigrant and immigrant visa approvals based on extraordinary and outstanding abilities for individuals in the fields of art, entertainment, science and business.
- Providing counsel and assisting with immigration-related aspects of mergers, acquisitions, consolidations and restructuring, as well as startups and new market entry.
- Representing individual investors obtaining permanent residency through the EB-5 Immigrant Investor Program.
- Counseling entities on the formation of regional centers and soliciting immigrant investors.
- Providing *pro bono* representation or volunteering as a mentor to other lawyers for asylum applicants in custody and removal proceedings.

## Credentials

### Education

- University of Miami, J.D., managing editor, *University of Miami Entertainment and Sports Law Review*, associate editor, *Business Law Journal*, 1992
- Tulane University, B.A., 1988

### Admissions

- California, 2000
- Florida, 1992

### Courts

- U.S. Ct. of App., Ninth Circuit
- U.S. Dist. Ct., S. Dist. of Florida
- U.S. Supreme Court

### Memberships & Affiliations

- American Immigration Lawyers Association
  - Verification and Documentation Liaison Committee, 2015-2016 and 2023-present
  - Co-Chair, Asia-Pacific Chapter, Government Relations Committee, 2022-present
  - National Bylaws Committee, 2014–2015 and 2017-2018
  - SSA/DMV/SAVE Taskforce, 2016-2017
  - Distance Learning Committee, 2014-2015
  - OCAHO Liaison Committee, 2012-2013
  - Vice Chair, National Social Security/Motor Vehicle Association Liaison Committee, 2011-2012
  - Chair, Northern California Chapter, 2010-2011
  - Organization Coordinator, Northern California Chapter, 2016-2019
- British American Business Council, NorCal, Board Member, 2019-present

## Recognitions

- Named in Thought Leaders USA by *Who's Who Legal*, 2024-2026
- *The Best Lawyers in America*, 2013-2020 and 2023-2026
- AV rated by Martindale-Hubbell
- *Who's Who Legal: California*, 2009-2019
- Northern California Super Lawyer, 2012-2013
- Distinguished Service Award, Commissioner of INS, 1999

## Expertise

### Services

- Labor & Employment
- Business Immigration
- Government Investigations & White Collar

### Industries

- Aerospace, Defense & Government Services
- Automotive & Transportation
- Aviation
- Chemicals
- Healthcare
- Hospitality & Leisure
- Life Sciences
- Retail
- Sports & Entertainment

## Publications & Speaking Engagements

- Co-panelist, U.S. Embassy Tokyo (Japan) Consular Officers Panel, AILA Asia-Pacific Chapter (APAC) 2023 Annual Conference.
- Co-panelist, U.S. Embassy Tokyo (Japan) Consular Officers Panel, AILA Asia-Pacific Chapter (APAC) 2022 Annual Conference.
- Co-author, "AB 450 Update and Worksite Enforcement Impact for California Employers," 31st Annual California Chapters Conference Handbook (AILA 2018).
- Co-author/presenter, "Using Social Media to Establish Your Brand," AILA Immigration Practice Pointers, 2018.
- Co-author/presenter, "Employer Compliance Issues Beyond Form I-9," AILA Practice Advisory, 2018.
- Co-author/presenter, "Implications of Layoffs for Foreign Workers," AILA Practice Advisory, 2017.
- Author, "New Year, New Immigration Laws for Calif. Employers," *Law360*, January 5, 2017.
- Author, "Changes in Employment Verification and Enforcement Will Impact Hospitality Employers," *Hotel Business Review*, December 2016.
- Co-author, "Honesty is the best policy, unless it's not," *Daily Journal*, December 2014.
- Co-author, "I-9 Compliance: Diffusing an Inherent Risk," *Hotel Business Review*, April 2014.
- Co-author, "Dotting the I's and Crossing the T's of Compliance," AILA Immigration Practice Pointers, 2013-2014.
- Co-editor, AILA 2012 Midyear CLE Conference Handbook.
- Co-author, "Anatomy of an Employer Compliance Program," 25th Annual California Chapters Conference Handbook (AILA 2012).
- Editor, Practice Pointer: Survival Tool Kit for the Worksite Enforcement Jungle, AILA, 2012.
- Presenter, Worksite Immigration Compliance Symposium, Stanford Rock Center for Corporate Governance, 2011.
- Co-author, "Government Lookout Lists: What are They, Who has Access, and How to Challenge or Remove Names," AILA Immigration Practice Pointers 460 (2010-11 ed.).
- Author, "Aramark v. SEIU and the Evolution of Constructive Knowledge in Relation to the DHS Social Security No-Match Rule," *The Immigration Compliance Book*, 2009.

## About our firm

One of the world's strongest integrated law firms, providing insight at the point where law, business and government meet. We deliver commercially focused business solutions by combining our legal, lobbying and political capabilities and invaluable connections on the ground to a diverse mix of clients, from long-established leading corporations to emerging businesses, startup visionaries and sovereign nations. More than 1,500 lawyers in over 40 offices across four continents provide unrivaled access to expertise.