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FOR IMMEDIATE RELEASE

**Leading Immigration Law Firm Enhances I-9 Service Offering as
I-9 Enforcement Increases**

I-9 Compliance Becomes More Critical for U.S. Companies

September 28, 2006 - San Francisco, Calif. – Leading global immigration law firm Fragomen, Del Rey, Bernsen & Loewy, LLP (Fragomen) announced today it has released a major upgrade to its I-9 Service Center. The firm's state-of-the-art technology will now allow companies to transition their I-9 compliance program to an entirely electronic process. New government regulations, for the first time, make it possible for employers to take advantage of advances in electronic signature and storage technology. Fragomen has long been the industry's leading advisor on corporate I-9 compliance, and now also offers the most robust and comprehensive electronic completion, storage and management tools for companies of all sizes.

While I-9 compliance may appear to entail the mere completion of a simple, one-page government form, in fact it represents a series of complex transactions that, unless performed with precision, expose companies to significant risk and liability. Paperwork violations alone can result in civil penalties of \$1,100 for each individual for whom verification was improperly completed or omitted. Employers that entirely ignore the I-9 process could be subject to pattern or practice liability, which might result in a fine of up to \$10,000 and/or a six-month prison sentence.

Recent Department of Homeland Security (DHS) regulations for the digital management of I-9 forms now make it possible for employers to adopt electronic tools that fully automate the completion, signature and storage of I-9 forms. This development comes at time when worksite enforcement has become an increasingly significant priority for the DHS. In a post-9/11 environment, security concerns have brought greater government attention to the issue of illegal workers and increased its focus on worksite enforcement of the proper completion and storage of I-9 forms.

"Many businesses, small and large, are unaware of the hidden liability associated with the improper handling of their employees' I-9 forms," said Fragomen Partner Cynthia Lange, a leading national authority on I-9 compliance. "Noncompliance has severe legal and financial consequences, as well as the potential to tarnish a company's corporate image with negative publicity."

With nearly 20 years of experience assisting clients in Form I-9 compliance, Fragomen has developed the client-friendly, web-based I-9 Service Center to make each stage of I-9 compliance more manageable for their clients. Most importantly, the service center error proofs the I-9 process, helping clients comply with Federal regulations and avoid costly fines.

Together, Fragomen's expertise in this complicated area and its enhanced technology platform provide a solution for companies that want to ensure compliance with greater

efficiency. By taking advantage of this technology, employers should find adherence to the government's regulations significantly easier.

In addition to being a Designated Agent of the government's Basic Pilot Program, Fragomen also offers the following services to help companies manage their Form I-9 processes:

- A self-correcting electronic Form I-9 that virtually eliminates processing errors and simplifies the document completion process.
- Secure, paperless Form I-9 storage, providing anytime, anywhere online access for updating, re-verification and governmental inspection.
- Automated alerts in advance of employees' expiring work authorizations, enabling employees to renew their work authorization documents and legally continue to work without interruption.
- ATS or HRIS data integration.

Coupled with Fragomen's consulting and legal services, the I-9 Service Center will:

- Simplify and improve the efficiency of Form I-9 compliance.
- Cost-effectively reduce exposure from government audits, financial penalties and negative publicity resulting from non-compliance.

"We're proud to offer an innovative, web-based solution to help businesses with this complex, but necessary verification process," said Austin Fragomen, the firm's Chairman. "Our comprehensive compliance program, consisting of expert legal counsel and the state of the art I-9 Service Center, provides a distinct advantage for our clients and a total solution for U.S. businesses."

About Fragomen

Fragomen, Del Rey, Bernsen & Loewy, LLP (FRAGOMEN) is the leading provider of corporate immigration services and solutions. Founded in 1951, Fragomen has over 130 attorneys and over 500 professional immigration specialists and staff located in 26 offices in the Americas, Asia Pacific, and Europe. Fragomen works in partnership with clients to facilitate the hiring and transfer of employees worldwide. The firm represents clients who collectively file over 100,000 immigration petitions a year.

Fragomen's comprehensive U.S. immigration and visa services include preparation of all temporary visa petitions and applications for permanent residence, immigration policy guidance, strategic planning advice, program support and counseling on compliance issues including Form I-9 and H-1B Labor Condition Application documentation. The firm also provides export control compliance guidance and services.

Fragomen was named Corporate Immigration Law Firm of the Year in 2005 and 2006 by the International Who's Who of Business Lawyers.

For more information on Fragomen please visit www.fragomen.com. To access the Fragomen I-9 Service Center please visit www.fragomen.com/I-9.

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