

Timothy D'Arduini

Partner

Tim D'Arduini's practice focuses on global immigration and mobility. Tim advises multinational and Fortune 500 clients in the financial services, technology, consumer products, manufacturing, healthcare, insurance, and defense industries. He develops and executes global mobility strategies for their employees in countries such as Brazil, Canada, India, Mexico, the United Kingdom and the United States, among others.

By offering a broad range of legal and consulting services, from routine visa transactions to complex litigation and alternative dispute resolution, Tim has differentiated his immigration law practice by developing holistic immigration compliance programs, partnering across practices, sectors, and regions and applying deep experience of immigration enforcement actions, corporate investigations and compliance, and external and internal auditing. This includes immigration fraud and I-9 employment eligibility verification investigations (e.g., a multi-year, multimillion dollar DOJ investigation of a company that was subject to a major immigration raid, and the rebuilding and monitoring of the company's immigration compliance program).

Tim also advises companies on the impact of corporate transactions on work and resident permit holders on assignment in jurisdictions across the globe. He has deep knowledge of the legal requirements and procedures for processing nonimmigrant visas, PERM Labor Certification applications, immigrant visas, business visitor, work and resident permits, adjustment of status applications, naturalization applications, and waivers of admissibility before the Department of Labor, U.S. Citizenship & Immigration Services and the U.S. Department of State. Tim also has significant experience with O-1 non-immigrant and EB 1A immigrant visa petitions (extraordinary ability) for business executives, research scientists, award-winning television screenwriters, actors, musicians and chefs.

Tim also has been involved with U.S. District Court for the District of Columbia and U.S. Court of Appeals for the D.C. Circuit litigations on issues involving the interpretation of L-1B (specialized knowledge) and H-2B (temporary non-agricultural workers) regulations.

Prior to private practice, Tim served as a law clerk for Senior Associate Justice Jaynee LaVecchia of the Supreme Court of the State of New Jersey and as a Marsha Wenk Public Interest Law Fellow at the American Civil Liberties Union of New Jersey.

Representative Experience



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- Oversaw a multimillion dollar U.S. visa transactions portfolio for multinational clients, focusing on the financial services, technology, consumer products and manufacturing industries. This included leading day-to-day client relationships with legal, HR and business leaders that resulted in considerable portfolio growth.
- Developed premier offerings that integrated immigration regulatory services with the commercial priorities of major banks, consulting firms and manufacturing companies. This included market-leading visa and immigration compliance programs, white-glove senior executive services, M&A impact analyses and specialized advisory services to overcome the commercial disruptions caused by nationalist political movements and the COVID-19 pandemic (e.g., developed a remote I-9 solution).
- Analyzed the impact of a corporate transaction on foreign national populations for a multinational financial services company, ensuring corporate compliance by directing the submission of government notifications or alternative visa strategies.
- Conducted immigration fraud and I-9 employment eligibility verification investigations (e.g., a multi-year, multimillion dollar DOJ investigation of a company that was subject to a major immigration raid, and the rebuilding and monitoring of the food manufacturing company's immigration compliance program).
- Oversaw internal audit of I-9 employment eligibility verification documents in advance of response to government subpoena, mitigating the manufacturer's risk of penalties.
- Served as a subject matter expert in complex litigation and alternative dispute resolution matters before the U.S. Court of Appeals for the D.C. Circuit, federal district and state courts, and administrative appeal bodies in multiple regulatory agencies. This included high-impact, targeted travel restrictions and student- and employment-based visa eligibility matters (e.g., federal district court brief challenging Presidential Proclamation 10052, which restricted issuance of new H-1B and L-1 visas, among others).
- Devised best practices for project management, training, tracking and reporting, and quality assurance for in-office and remote environments, and established a sustained model for continued agile and efficient delivery of work.
- Partnered with Fortune 100 companies to design and spearhead the first-of-its kind Virtual Pride Parade in June 2020, engaging hundreds of firm attorneys, business services staff and clients. This included a two-year, follow-up pro bono partnership with the general counsel's office of a major financial services company to provide representation to LGBTQ+ asylum applicants.

Legal Services

- Immigration
- Labor & Employment
- White Collar Crime and Internal Investigations
- Business Law
 - Government Affairs Compliance
- Litigation & Dispute Resolution
- Banking & Financial Institutions

Education and Honors

- Rutgers School of Law – Newark (J.D., 2012)
 - *Rutgers University Law Review*, senior managing editor
 - Order of the Coif
- Georgetown University (B.S., 2006)

Bar Admissions

- Washington D.C.
- New Jersey

Professional and Civic Activities

- American Immigration Lawyers Association, member
- New Jersey State Bar Association, member

Professional Recognition

- *The Legal 500 U.S.*, "Rising Star," U.S. Immigration, 2019-2021

Languages

- English (native)
- French (proficient)
- Spanish (basic)