



## Alka Bahal

Partner

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A recognized leader in immigration and nationality law, Alka counsels clients on legal and strategic issues arising from the international movement of key personnel, from the individual transfer of high-ranking executives to high-volume transfers of expert staff.

Alka is co-chair of the firm's Immigration Practice Group, focusing on corporate immigration. She has extensive knowledge and in-depth experience in obtaining non-immigrant and immigrant visas on behalf of clients, as well as counseling, training and developing compliance programs for employers. In addition, the practice supports the global movement of client personnel.

Over the years, Alka has developed an in-depth understanding of the ways in which immigration compliance and visa processing are affected by the delicate interplay among the law, current political machinations and the needs of businesses. She is particularly fluent in the bureaucratic process, political nuances and comprehensive understanding of the current, ever-changing immigration laws. This enables her to provide effective, mindful, and creative representation to her clients. She provides clients with a full range of immigration related legal services which are carefully crafted to reflect each client's goals and objectives.

As many employers know, immigration laws are enforced by government agencies around the world that often provide restrictive responses to immigration and the legitimate needs of businesses to employ the best workers regardless of nationality. Alka assists employers in meeting their needs efficiently and effectively, while endeavoring to minimize the inconvenience, delay, expense, and potential liability related to immigration issues. She offers advisory services to help navigate the complex areas of work authorization and immigrant and non-immigrant visa services as well as develop foreign national workforce policies, training programs, and corporate compliance strategies, such as I-9 Compliance, to respond to workplace needs. Further, she conducts on-site preventive training programs designed to meet clients' specific needs.

In the course of her career, focused exclusively on corporate immigration law, Alka has represented a wide variety of clients, from *Fortune* 500 corporations to publicly traded companies, to medium-sized, privately held corporations to small start-up ventures, high-net-worth individuals and nonprofit organizations across the country. Alka has developed a niche in representing fashion houses of all sizes around the world and has become well known for her attention and creative solutions to employers' hiring needs.

Other industries Alka has assisted include:

- Biotechnology



- Construction
- Fashion (clothing, cosmetics, shoes, handbags, eyewear and more)
- Financial services Franchises
- Health care, religious and other nonprofit entities
- Hospitality
- Higher Education
- Information technology
- Manufacturing
- Media and entertainment
- Payroll processing services
- Retail
- Pharmaceutical
- Telecommunications

Alka has an extensive practice advising clients with regard to Federal Employment Eligibility Verification, including I-9 consulting, corporate I-9 policies and best practices, auditing, training and inspection defense. She conducts elite customized training programs and workshops for employers in person and over the web to address specific needs, including best practices, legal requirements, corrective procedures and remote hires. She provides clients with comprehensive I-9 audits, including full-scale remediation, training, program review and revision with ongoing spot checks to ensure continued compliance.

She has also defended a wide variety of clients, from small family owned businesses to large-scale employers with thousands of employees, in I-9/IRCA Inspections conducted by the Department of Homeland Security, Immigration and Customs Enforcement. Her years of experience in this area have allowed her the opportunity to develop relationships with DHS personnel across the country and become well versed in the complicated federal anti-discrimination laws, formal and informal compliance guidelines so she may support clients in ensuring compliance, avoiding federal audit, and building a strong defense against potential fines and sanctions.

She also has a wide range of experience with non-immigrant visas, assisting numerous clients in negotiating the complex maze of regulations, policies and operational instructions that must be navigated to obtain these visas, clearing processing both in the U.S. as well as at U.S. embassies worldwide.

- Professional worker visas
- Intracompany Transferee visas
- Treaty Trader and Investor visas
- North American Free Trade visas for Canadians and Mexicans
- Free Trade Agreement visas for Chileans and Singaporeans
- Tourist and Business visas
- Artist and Athlete Visas
- Extraordinary Ability in science, education, arts, business or athletics visas
- Entertainer visas
- Exchange Visitor Visas
- International Cultural Exchange Visas
- Foreign Medical Professional visas
- Student and Scholar Visas
- Religious Worker Visas



- Derivative Family Immigrant Visas (spouses/children)

Similarly, she has an extensive experience with immigrant visas, employing a nuanced understanding of the most recent changes in the law relevant to all types of matters before the Department of Labor, the Department of Homeland Security, the National Visa Center and U.S. Embassies and Consulates worldwide.

- Labor Certifications
- Immigrant Visa Petitions
- Multinational Executives and Managers
- Outstanding Professors and Researchers
- Exceptional Ability in science, education, arts, business or athletics
- Nurses, Doctors, Physical Therapists and Other Healthcare Professionals
- Religious Workers, Returning Permanent Residents and Journalists
- Employment Creation/Investor
- Employment-Related Family Immigrant Visas (spouses/children/brothers/sisters)

Also a member of the firm's Labor & Employment Practice Group, and a leader of Fox Rothschild's cross-practice global workforce team Alka works in tandem with the firm's labor, employment, and benefits lawyers, to provide integrated cross-border advice, counseling, and strategic planning. Alka has assisted with a variety of management-side negotiations related to immigration matters, and has provided guidance and training on I-9 and Social Security mismatches to employers of all sizes. She also coordinates with other Fox Rothschild attorneys to provide clients with a full range of legal services requiring the skills of lawyers practicing in a variety of disciplines, ranging from customs, international, tax, corporate, business reorganization, employment, real estate, trusts and estates and litigation groups.

Alka has filed more than 10,000 petitions relating to the employment of non-immigrants and the acquisition of permanent residence. Alka is committed to strategic immigration planning, responsive to the unique needs of business clientele, and mindful of the enormous importance of timely and cost-effective legal representation.

A noted speaker and author on corporate immigration topics, Alka regularly hosts seminars on business immigration, immigration compliance and strategic planning and has authored numerous published articles in this area, as well as visa-related topics.

Alka is permitted to represent immigration clients in every jurisdiction of the United States and all Consulates worldwide.

### **Before Fox Rothschild**

Prior to merging with Fox Rothschild, Alka was the Chair of the Corporate Immigration Practice Group at Grotta, Glassman & Hoffman. Prior to that, Alka built and managed a highly successful business immigration practice operating in all jurisdictions worldwide.

### **Beyond Fox Rothschild**

Alka serves as a delegate for the New Jersey State Bar Association's General Council.

In 2014, Alka became the Chair-Elect of the Immigration Section of the New Jersey State Bar Association.

In 2011, Alka was appointed to four American Immigration Lawyers Association (AILA) committees including Customs and Border Control, Department of Labor, ICE, and Technology, which she serves as the co-chair on.

In 2008, Alka was appointed chair of the Immigration Law Committee of the Essex County Bar Association.



## Client Resources

### Immigration View Blog

U.S. immigration law comprises a system of highly complex, intricate, many-layered statutes, regulations, informal agency materials and policies which are often influenced by the current political climate. Anyone attempting to navigate this system needs attorneys well versed in the nuances of this multifaceted process. Join our experienced immigration bloggers as they provide regular updates for employers on the full gamut of immigration issues ranging from hiring, compliance and employment best practices to the latest developments in visa news and coverage of significant immigration-related decisions, as well as practical advice to ease the immigration process.

[View the Immigration View Blog](#)

### e-Books

[I-9 Process Guide](#) (pdf)

[I-9 Audit Guide](#) (pdf)

### Honors & Awards

- Recognized by *Chambers USA* for Immigration - New Jersey (2020)
- Named to the list of "Best 50 Women in Business" by *NJBIZ* (2011)\*
- Selected to the list of "Forty Under 40" by *NJBIZ* (2010)\*
- Named to the list of "40 Under 40" by the *New Jersey Law Journal* (2009)\*
- JD Supra Readers' Choice Award (2018)
- Named the "Second Most Read Contributor in the United States" by Mondaq (September 2015, April 2016)
- Named the "Third Most Read Contributor in the United States" by Mondaq (August 2014, June 2015, September 2015, November 2015, June 2016)
- Named the "Fourth Most Read Contributor in the United States" by Mondaq (October 2014, April 2015)
- Named the "Fifth Most Read Contributor in the United States" by Mondaq (August 2015)
- Rated "Excellent" by Avvo



[\\*Awards Methodology](#)

### Practice Areas

- Immigration
- Labor & Employment
- EB-5 Immigrant Investor Services
- Health Law
- International
- Fashion Law
- Hospitality



- Retail Industry

### **Bar Admissions**

- New Jersey

### **Education**

- Boston University School of Law (J.D., 1995)
- Marquette University (B.A., 1992)

### **Memberships**

- American Immigration Lawyers Association, New York and New Jersey Chapters
  - Technology Committee, Co-Chair
  - ICE Committee, Chair, Worksite Enforcement
  - Customs and Border Control Committee
  - Department of Labor Committee
- American Bar Association
  - ABA Advisory Panel
- Essex County Bar Association
  - Immigration Committee, Chair
- New Jersey State Bar Association
  - Immigration Law, Chair-Elect
- South Asian Bar Association

### **Languages**

- Hindi
- Spanish