

## Immigration Update

Summer 2023

### USCIS Redesigns Green Card and Employment Authorization Document

The Document Management Division of United States Citizenship and Immigration Services (USCIS) redesigns Permanent Resident Cards (Green Cards) and Employment Authorization Documents (EAD) every three to five years to help mitigate the risk of fraud and counterfeiting.

The new designs contain state-of-the-art technology to continue to safeguard national security and help improve service to card holders. One example of this is data fields are displayed in different, more convenient places.

“This redesign further demonstrates USCIS’ ongoing commitment to taking a proactive approach against the threat of secure document tampering, counterfeiting, and fraud.” said USCIS Director Ur M. Jaddou.

All unexpired issued Green Cards and EAD’s remain valid.



Naturalization Ceremony  
July 10, 2023 – 10:00am  
Wyoming State Capital

### USCIS Issues Guidance on Analyzing Employers’ Ability to Pay Wages

On March 15, 2023, USCIS issued new policy guidance on how employers can demonstrate their continued ability to pay the proffered wage for employment-based immigrant visas.

The policy requires employers who have under 100 workers to submit annual reports, federal tax returns, or audited financial statements. If the employer has more than 100 workers USCIS will accept a statement from the financial officer attesting to the employer’s ability to pay the proffered wage.

The new guidance also details additional evidence employers may submit to demonstrate their financial strength and business activities. Examples include bank account statements; personnel records; income and assets of the company’s shareholders, members, officers, or owners; and documentation demonstrating an employer’s access to credit and creditworthiness.

The ability to pay analysis is more complex than reviewing wages paid, net income, and net current assets.

Whether the employer is able to demonstrate they can pay the wages depends on facts presented and consideration of all the employer’s circumstances.

The following factors are used by USCIS to analyze the totality of the employer’s circumstances:

- Gross sales and revenue;
- Total wages paid to employees during the most recent year;
- Media accounts about the business;
- The number of years the employer has been doing business;
- Historical growth of the business;
- Recent changes which may have disrupted the business;
- Businesses total number of employees;
- Any uncharacteristic business expenditures or losses the business recovered (example fire or flood damage); and
- The employer’s overall reputation in their industry.

This guidance applies to employment petitions filed on or after March 15, 2023. More information can be found in Volume 6 of the Policy Manual on USCIS’ website:

[uscis.gov/policy-manual/volume-6](https://uscis.gov/policy-manual/volume-6).

## USCIS Releases New Strategic Plan Highlighting Long-Term Goals

USCIS released its FY 2023-2026 Strategic Plan on January 27, 2023. The plan provides a roadmap for the agency's workforce to better strengthen its capabilities and help the country reach its highest ideals. The purpose of the plan is to uphold USCIS' core values of fairness, integrity, and respect. The plan will support USCIS' meaningful commitment to make the United States a stronger, more inclusive, and welcoming nation.

"USCIS is reducing barriers to immigration benefits and services - and we have so much more to do to achieve the administration's vision for our nation's immigration system, one that is based on trust, strength, inclusion, integrity, and accessibility." Ur M. Jaddu.

The strategic plan highlights three long-term goals. The goals focus on increasing access to the nation's immigration system; promoting and improving the naturalization process; attracting recruiting, developing, and retaining the USCIS workforce; ensuring fiscal solvency; and continuing modernization efforts that introduce additional online filing options.

**Goal 1 - Strengthen the U.S. Immigration System:** Ensure policies, regulations, strategies processes, and communications support a strong immigration system.

**Goal 2 - Invest in Our Workforce:** Attract, recruit, train and retain diverse, flexible, and resilient workforce that is representative of who we are as a nation.

**Goal 3 - Promote Effective and Efficient Management and Stewardship:** Enhance the organization capability for effective and efficient use, management, and sharing of agency resources.

The strategic plan's goals are intended to align with the agency's priorities of increasing access to immigration benefits for those who are eligible, eliminating unnecessary burdens in the immigration system, and restoring the faith and trust with immigrant communities.

We hope USCIS successfully executes its strategic plan so our clients can immigrate to, visit, or work legally in the United States more quickly.

## Upcoming Immigration Presentations:

### Family-Based Immigration Petitions

June 21, 2023, at 12:00 p.m.  
Laramie County Community College  
Open to all community members  
**\*Register at: [lccc.coursestorm.com](https://lccc.coursestorm.com)**



Christine L. Jordan

Hirst Applegate, LLP  
1720 Carey Avenue, Suite 400  
Cheyenne, WY 82001

*To Setup an Initial Consultation  
or Schedule a Presentation:  
(Office) 307-632-0541  
[cjordan@hirstapplegate.com](mailto:cjordan@hirstapplegate.com)*

## Christine Jordan was recently featured in the Association of Immigration Attorneys (AILA) Colorado Chapters "Member Spotlight" Christine Jordan, Wyomingite! Outdoor & Travel Enthusiast

Christine Jordan previously served as an Assistant Chief Counsel for the Department of Homeland Security in Denver. With her move to Wyoming, she became a civil litigation associate at Hirst Applegate, LLP. Seeing a need for immigration attorneys within the community, and a way to address that need through her prior experience, Hirst Applegate gave her the opportunity to start an immigration practice in Spring 2022. The primary focus of her practice is family-based immigration, naturalization, and removal defense. Since 2022 she has had the privilege of assisting several Wyomingites with their immigration matters.

*Credit: AILA March 2023 Newsletter*