

**Diane M. Butler**

Shareholder  
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**Areas of Practice**

Diane Butler focuses her practice on business immigration and manages the Firm's immigration and Canada practices. Diane graduated with honors from the University of Wyoming. After spending time in Shanghai, China, working for the Canadian law firm of Bull, Houser & Tupper, she received her law degree from George Washington University in Washington, D.C. Diane is rated "AV" by Martindale-Hubbell, which identifies a lawyer with very high to preeminent legal ability, recommended by *Chambers USA: America's Leading Lawyers for Business*, Immigration, and was named as a "Top Business Immigration Lawyer" in *Seattle Business* magazine, as well as a "Top Lawyer" by her peers in *Seattle Magazine*. She is a member of the national American Immigration Lawyers Association ("AILA") liaison committee for Customs and Border Protection issues. Her remarks have been quoted in *The New York Times*, and other publications, and she has been interviewed on KING-5 TV news.

**Professional Experience**

Bogle & Gates, 1994-1998  
Tousley Brain, 1993-1994  
McGee, Reno & Whitehead, 1992-1993  
United States Coast Guard, Law Clerk, 1990  
Bull, Houser & Tupper (Shanghai, China office), Legal Assistant, 1988-1989

**Admitted to Practice**

Washington  
Ninth Circuit Court of Appeals  
U.S. Court of International Trade

**Academics**

George Washington University, National Law Center (J.D., 1992)  
University of Wyoming (B.A., *cum laude*, 1983)

**Practice Group and Specialty Team Memberships**

Chair, Canada Practice Group  
Chair, Immigration Practice Group  
International Business  
Diversity Committee

**Representative Clients**

Nordstrom, Premera Blue Cross, Fred Hutchinson Cancer Research Center, and Weyerhaeuser

**Representative Practice Areas**

Temporary, Nonimmigrant Work and Business Status  
Employment-Based Permanent Resident Status ("Green Cards")

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Company Compliance with Immigration Laws and Worksite Enforcement  
Naturalization and Citizenship Issues  
Strategizing and Problem Solving — Assessment of issues, development of strategies, and contact with government officials concerning issues including the following:

- Applying for visas U.S. embassies and abroad
- Applying for extensions of stay
- Handling visa denials
- Denial at U.S. border ports of entry
- Waiver of inadmissibility for prior indiscretions or violations
- Response to Request for Evidence from the U.S. Citizenship & Immigration Services (“US CIS,” formerly the Immigration and Naturalization Service “INS”)

Other Immigration Matters

- Re-entry Permits (“White Passports”)
- Special Immigrant Visas
- Political Asylum

### **Publications**

“Does Employment of a Person Without Legal Authorization to Work in the United States Count as Harboring an Illegal Alien?” *Puget Sound Business Journal* ADR and Litigation Q&A Column Titled “Ask the Legal Professionals,” November 25, 2011

“Immigration and Investments in the United States,” *Sounding Board* Newspaper, The Vancouver Board of Trade, November 2011

“Handling Social Security No-Match Letters — What Employers Need to Know,” *BUILDERnews* magazine, August 2011

“Number of Immigration Compliance Audits Soars,” *Compliance Week*, March 29, 2011 (Quoted)

“Immigration Sweep on Employers’ I-9 Forms,” World Law Group’s *World Law Reports*, Fall 2010

“On Thin Ice” (The Hamoui Family Political Asylum Story), *Washington Law & Politics*, December 2007

*Thompson’s HR Employment Forms*, Revised 3rd Ed., 2007 (Contributing author)

“Current Immigration Debate Masks Gap in the Law,” *The Seattle Times* Op-Ed, August 24, 2006

“Immigration Enforcement in the Construction Industry,” *BUILDERnews Magazine*, August 2006

### **Speaking Engagements**

“Immigration Compliance: Guiding Your Way Through the Web of Immigration Laws,” Lane Powell Seminar, Seattle, December 6, 2011

“Canadian Border Issues,” American Immigration Lawyers Association “U.S. Immigration Law in the 21st Century: Navigating Conflicting Agency Interpretations, Regulatory Caps and Local Policies” Conference, October 12, 2011 (Panelist)

“Immigration Compliance Issues for Employers: I-9 Litigation,” American Immigration Lawyers Association Northwest Regional Conference, March 11, 2011

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“Freedom of Information Act (“FOIA”) Litigation & Naturalization Delay Litigation,” American Immigration Lawyers Association Federal Litigation Conference, March 3, 2011

“Employing a Foreign Workforce: Key Issues Employers Need to Know,” Association of Corporate Counsel Washington State Chapter Meeting, January 26, 2011

“What Employers Need to Know About Immigration Law,” Immigration Works Summit, August 12, 2010

“Gems from the Department of Homeland Security Field Manuals and the Department of State Foreign Affairs Manual,” American Immigration Lawyers Association National Conference, July 3, 2010

“Hot Topics in Immigration Issues for Employers,” Lane Powell Seminar, Anchorage, Alaska, November 2009

“Managing Immigration Compliance Issues in the Workplace,” American Healthcare Association Webinar, July 2009

“Employer Sanctions & Hot Issues in Employment Enforcement,” AILA Northwest Annual Conference, February 2009

“Responding to Increased Immigration Worksite Enforcement,” AILA Monthly Meeting, November 2008

“Waivers and Relief for the Nonimmigrant, AILA Fall Conference, (Savannah, Ga.), October 2008

“Immigration Update 2007,” Washington State Bar Association, Annual Labor and Employment Conference, November 2007

“Immigration Compliance,” TOC Management Services Conference, September 2007

“What Does CBP Know About Your Client,” AILA Spring Conference, March 2007

“The Games and The Players, North and South of the Border,” 2010 Games Business Seminar, November 2005 (Organizer)

“Don’t Get Irked by IRCA Regulations - Immigration and I-9 Compliance for Employers,” Lane Powell Employment Law School for Managers: (Portland and Seattle), June 2004

“Canadians Working in the United States,” British Columbia Institute for Studies in International Trade, Vancouver, B.C., May 2004

“Consular Processing Update,” American Immigration Lawyers Association Conference, Toronto, Ontario, Canada, April 2004

“Nonimmigrant Status Update,” Northwest Regional American Immigration Lawyers Association Conference, Seattle, Washington, February 2004

“Business Immigration Law,” Immigrations and Customs Enforcement (“ICE”) Attorney Training Session, June 2003

“Immigration Law Basics,” Lorman Education Services, May 2003

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“Immigration Law,” University of Washington Law School, International Tax Law Course, guest speaker, May 2003

“INS Implications for Fishing Vessel Owners,” December 1999 and December 2000

“Cross Border Venture Transactions,” Washington State Bar Association, December 2000

“Immigration Law Under Homeland Security,” Lane Powell Seminar, October 2002

“Immigration Law Basics for Employers,” Lane Powell Seminar, October 2001

“Employment Law Conference,” The Continuing Legal Education Society of B.C., May 2000

Various Training Presentations for Companies

### **Awards and Honors**

Peer Review Rated “AV” in Martindale-Hubbell

Recommended by *Chambers USA: America’s Leading Lawyers for Business*, Immigration, 2008-2011

Named as a “Top Business Lawyer” in Immigration, *Seattle Business* magazine, 2008

Named as a “Top Lawyer” by her peers in *Seattle Magazine*, 2005

### **Professional and Community Activities**

American Immigration Lawyers Association

Board of Governors, 2011-present

Chair, Department of Homeland Security Customs and Border Protection Committee, 2005-2008

Trade Development Alliance of Greater Seattle, Advisory Committee, 2005-present

Gage Academy of Art, Advisory Board, 2003-present

### **Languages**

Mandarin Chinese