

Frank has been described by clients as a powerhouse in immigration law. He is highly regarded as an experienced and tenacious attorney with a knack for creative thinking and a deep knowledge of government agencies and regulations to solve tough problems for his clients.

Working closely with clients and colleagues, Frank crafts and implements effective immigration strategies for multinational companies, health care, high-tech, biotechnology, energy, higher education, and cultural institution clients.

His experience includes assisting numerous employers with petitions for work visas and permanent resident status for key employees, with a focus on navigating complex legal issues, assuring compliance with regulations, and establishing sound immigration policies to enhance clients ability to secure and retain foreign talent.

For the past 23 years, Frank has helped clients with:

- Temporary nonimmigrant visas (B, E, H-1B, J-1, K, L-1, O-1, R-1, TN, etc.)
- Permanent residence based on employment or family ties (EB-1, EB-2, EB-3, etc.)
- Compliance with employer verification requirements (I-9 and E-Verify)
- Compliance with Student and Exchange Visitor Information System (SEVIS) and Student and Exchange Visitor Program (SEVP)
- Due diligence in mergers and acquisitions to assure continued employment authorization for non-U.S. workers
- Immigration strategy planning and crisis intervention

### Professional and Civic Activities

- Member, Board of Trustees, Geva Theatre Center
- Co-Chair, Human Rights Campaign Spring Gala 2018
- Former Member, Board of Governors, American Immigration Lawyers Association
- Former Chair, Health Care Professionals Committee, American Immigration Lawyers Association
- Former Member, Vermont Service Center Liaison Committee, American Immigration Lawyers Association (which addressed policy and practice concerns on behalf of practitioners throughout the United States)
- Former Chair, Upstate New York Chapter, American Immigration Lawyers Association
- Past President, Volunteer Legal Services Project

### Honors and Awards

- Named by *The Daily Record* as one of Rochester's Attorneys of the Year, 2018



FRANK A. NOVAK

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### Admissions

New York

### Education

Indiana University - Bloomington,  
J.D., *cum laude*Indiana University - Bloomington,  
M.P.A.

Princeton University, A.B.

- Recognized by *Chambers USA* from 2012-2019 in the field of Immigration
- Selected by his peers for inclusion in *The Best Lawyers in America*® in the field of Immigration Law
- Selected to the Upstate New York Super Lawyers list, 2012-2019
- Recipient, "President's *Pro Bono* Service Attorney" Award, New York State Bar Association
- Recipient, "William E. McKnight Volunteer Service" Award, Volunteer Legal Services Project of Monroe County (VLSP)

## Publications

- Contributing Author, "Strategies for the H-1B Visa Process," *Employing Highly Skilled Foreign Nationals: Leading Lawyers on Counseling Clients, Obtaining H-1B visas, and Developing a Successful Immigration Strategy*, Thomson Reuters/Aspatore, 2009
- Author, "The Health Care Certification Requirement," *Immigration Options for Nurses and Allied Health Care Professionals*, 1<sup>st</sup> and 2<sup>nd</sup> editions, 2009, AILA Occupational Guidebook
- Author, "The Life and Times of the L-1B," *Immigration Briefings*, Thomson West, November 2008
- Author, "Current Events Affecting Health Care Workers," *Immigration & Nationality Law Handbook*, 2004-05 edition, AILA
- Author, "R-1 Religious Worker Visas: Proving an Organization Qualifies as a Bona Fide Nonprofit Religious Organization," *Immigration & Nationality Law Handbook*, 2000-01 edition, AILA

## Presentations

- Co-Presenter, "Form I-9 Compliance: Best Practices in an Evolving Landscape," Greater Rochester Chamber of Commerce, July 20, 2018
- Presenter, "Rapid Fire: 55 Key Practice Pointers for Running Your Immigration and I-9 Program," National Human Resources Association, May 8, 2018
- Co-Presenter, "The Changing Landscape of Employment-Based Immigration: Recent Trends and Proposed Changes," Harter Secrest & Emery's Labor and Employment Law Conference, April 26, 2018
- Co-Presenter, "Immigration's Economic Impact," Eyes on the Future Radio Show-Greater Rochester Enterprise, November 18, 2017
- Presenter, "President Trump's Travel Ban: Who Are We as a Country?" American Association of University Women, April 18, 2017
- Co-Presenter, "Rapid Fire: 45 Key Practice Pointers for Running Your Immigration Program," Harter Secrest & Emery's Labor and Employment Law Conference, April 5, 2017
- Presenter, "I-9 Compliance: The Ever Changing I-9 Form," Greater Rochester Chamber of Commerce, December 2, 2016
- Facilitator, "A Population in Flux: Immigration, the University of Rochester and Beyond," University of Rochester Conversations on Race Conference, November 4, 2016
- Presenter, "Work Authorization Options under NAFTA," 8th Annual Northern Border Immigration Fall Conference, American Immigration Lawyers Association, October 7, 2016

