# Yane Park McKenzie

Associate

Atlanta

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Yane collaborates with companies, nonprofits, and individuals on business immigration matters, assisting them in determining appropriate visa options for their foreign national employees.

## OVERVIEW

Yane provides employers of all sizes with practical and actionable advice regarding government audits, site visits, and I-9/E-Verify matters. She has experience handling matters involving a wide range of employer-sponsored visas, including E-1/E-2, L-1, H-1B, EB-1, TN, and O-1, as well as PERM labor certifications and green card applications. Yane counsels companies and individuals at every step, from exploring available visa options and entering the U.S., to maintaining status in the U.S. on a temporary or permanent basis.

Yane has also been successful at handling unique and interesting cases, including petitioning for a country singer, a gundog trainer, and a Bollywood actor.

## REPRESENTATIVE MATTERS

- Represented a global wire and cable company through an I-9 audit by the U.S. Department of Homeland Security.
- Conducted an internal I-9 audit of a multibillion-dollar special chemicals company and provided practical advice regarding its I-9 practice moving forward.
- Responded to requests for evidence from the government regarding multinational manager petitions filed by a global steelmaking company.
- Audited I-9s of a landscaping company in anticipation of an acquisition and advised the buyer based on an assessment of the company's I-9 practices.
- Assisted in obtaining visas for a 20-person film crew to meet a demanding shooting schedule in the U.S.
- Assisted in the successful representation of a senior-level executive for a multinational business management consulting company.

## AWARDS

- *Chambers USA:* Georgia, Immigration (2025-2026)

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- *Best Lawyers in America*®: Ones to Watch: Immigration Law (2023-2025)

## TOP AREAS OF FOCUS

- Immigration
- Labor + Employment

## ALL AREAS OF FOCUS

- Immigration
- Labor + Employment
- Litigation + Trial
- Private Equity

## PROFESSIONAL/COMMUNITY INVOLVEMENT

- Co-chair, National Association of Women Lawyers (NAWL) Moms Affinity Group
- Member, Georgia Asian Pacific American Bar Association (GAPABA)
- Member, Korean-American Bar Association (KABA)

## EDUCATION AND CERTIFICATIONS

### EDUCATION

- Mercer University School of Law, J.D., *cum laude*, 2013, senior managing editor, *Mercer Law Review*
- Emory University, B.A., 2009

### BAR ADMISSIONS

- Georgia

### LANGUAGES

- Korean

## SPEAKING ENGAGEMENTS

- Client Training, “Worksite Enforcement Actions and Best Practices,” March 2025.
- Speaker, “Key Changes and Trends in Immigration: What Employers Need to Know About Trump 2.0,” Troutman Pepper Locke, February 27, 2025.
- Speaker, “Navigating the New Immigration Landscape: Key Changes and Employer Preparedness,” Troutman Pepper Locke, January 29, 2025.
- Co-presenter, Troutman Pepper’s Annual Labor and Employment Seminar, 2023.
- Co-presenter, “The Biden Administration: Changes in Labor and Employment Policies and Laws,” Troutman Pepper, May 6, 2021.
- Presenter, “Immigration Trends,” HR Steps to Success Webinar Series, November 2017.

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- Presenter, “Understanding the New I-9 Form and Immigration Compliance,” Georgia Chamber of Commerce Webinar, April 2017.
- Presenter, Troutman Sanders Annual Workplace Challenges Update, 2016.
- Presenter, Troutman Sanders Labor & Employment Seminar, 2015.

## PUBLICATIONS

- Co-author, “The Immigration Enforcement Storm: I-9 Audit Readiness and Worksite Compliance,” *Troutman Pepper Locke*, August 26, 2026.
- Co-author, “ICE Reclassifies Common Form I-9 Errors as Substantive Violations,” *Troutman Pepper Locke*, April 28, 2026.
- Co-author, “Updated Guidance on Executive Order Restricting Entry of H-1B Employment-Based Nonimmigrants,” *Troutman Pepper Locke*, October 30, 2025.
- Co-author, “Impact of Executive Order Restricting Entry of H-1B Employment-Based Nonimmigrants,” *Troutman Pepper Locke*, September 22, 2025.
- Author, “Key Immigration Changes Under President Trump 2.0,” *Troutman Pepper Locke*, April 3, 2025.
- Co-author, “Top 5 Anticipated Changes to the Immigration Landscape During Trump’s New Term,” *Troutman Pepper Locke*, January 2, 2025.
- Co-author, “Federal Government Issues Comprehensive Guidance for Employers Using Form I-9 Software Programs,” *Troutman Pepper*, March 1, 2024.
- Co-author, “The Annual H-1B Cap Lottery: An Overview,” *Troutman Pepper*, January 22, 2024.
- Co-author, “Changes to I-9 Documentation Review Procedure for Qualified Employers; Release of New Edition of Form I-9,” *Troutman Pepper*, July 31, 2023.
- Co-author, “Extension of Temporary Changes to I-9 Completion Procedure,” *Troutman Pepper*, November 1, 2022.
- Co-author, “Changes to Certain Temporary COVID-Related I-9 Rules,” *Troutman Pepper*, May 2, 2022.
- Author, “Trends and Takeaways from the Annual Immigration Law Conference,” HR Law Matters Blog, June 2018.
- Author, “The Latest and Greatest Developments in Immigration Law,” HR Law Matters Blog, April 2018.
- Author, “The Government’s Crackdown on Businesses – the Story Continues,” HR Law Matters Blog, February 2018.
- Co-author, “Employer Readiness in the Current State of Heightened Employer Inspections,” HR Law Matters Blog, August 2017.
- Author, “Immigration Service to Increase H-1B Site Visits to Combat Fraud and Abuse,” HR Law Matters Blog.
- Author, “Two Immigration Law Updates: Premium Processing for H-1B Temporarily Suspended, and New Handbook for Employers Issued,” HR Law Matters Blog.
- Author, “Update on New I-9 Form and Important Advisory,” HR Law Matters Blog.
- Author, “Good and Bad Employee Handbook Rules in Light of Increasing Section 7 Violations: The NLRB GC’s Report,” Employment Law Daily, Date; HR Law Matters Blog.
- Author, “Conducting an Internal Audit of Your Company’s I-9 Forms,” HR Law Matters Blog.
- Author, “I-9 Violation Fines Increased!,” HR Law Matters Blog.
- Author, “The New I-9 Form Is Now Available,” HR Law Matters Blog.

## MEDIA COMMENTARY

- Quoted, “Ohio Expands E-Verify Rules for Builders,” *Construction Owners*, February 25, 2026.

- Quoted, “What Builders Need to Know About E-Verify in 2026,” *Construction Dive*, February 24, 2026.
- Quoted, “Criminal Prosecution Possible for Employing Illegal Workers but Enforcement is Lax,” *Dive Brief*, January 6, 2025.