

## Foreign National Guide to Maintaining Your Status in the U.S. LAST UPDATED JANUARY 29, 2025

Your employer is pleased to support its foreign national employees in the immigration journey. As a friendly reminder, it is always the foreign national's responsibility to understand their immigration status, including but not limited to re-entry to the United States and related status expiration dates, and to proactively take action where needed to maintain lawful status in the US.

1. **Always check CBP's website after you enter the U.S. and pull your I-94 record** to make sure your expiration date and classification are correct, for you and your dependent family members. <https://i94.cbp.dhs.gov/home>
2. The Immigration and Nationality Act (INA) requires that all foreign nationals 18 years and older **carry documentation of immigration status at all times**. This includes lawful permanent residents (green card holders) and international visitors.
  - a. If you are a lawful permanent resident, carry your green card (Form I-551).
  - b. All other foreign nationals should carry a valid passport and printout of your latest and valid I-94 at all times.
  - c. If you are an F-1 or M-1 student, also carry Form I-20 and EAD card (if applicable).
  - d. If you hold L-1 status pursuant to the company's corporate L blanket, carry Form I-129S endorsed by the US Consulate.
  - e. If you hold a valid EAD card based on a pending I-485 adjustment of status application, carry this document as well.
3. **Read and understand your latest petition filing** – and the job duties and requirements outlined in it. You could be asked about them by a Department of Homeland Security officer. If you note anything that is inaccurate, including worksite location, please raise immediately to the company's immigration team.
4. **Always ensure your home address is up to date via form AR-11**. All foreign nationals – including lawful permanent residents – are required to report any change in home address within 10 days of moving. <https://www.uscis.gov/ar-11>
5. **Familiarize yourself with this ACLU "know your rights" guide**, in particular the guidance that applies to non-citizens of the United States. <https://www.aclu.org/know-your-rights/immigrants-rights>
6. **Please be reminded that the US government has discretion to request your social media account information** (commonly requested through completion of Form DS-160 while applying for the nonimmigrant visa stamp at the US Consulate), **and US immigration enforcement has**

**authority to search your electronic devices at the border.** Basic searches can be conducted with or without suspicion of criminal activity. Practice social media and cybersecurity hygiene. This includes closing and/or deleting accounts that you're not using; logging out of apps and accounts; unlinking apps and accounts (e.g., if you use Facebook or Google to sign into other applications); enabling two-factor authentication (2FA) for all accounts; adjusting your privacy settings and selecting options that limit who can view your information; and turning off geolocation. Also, pause before you post: ask yourself if you are comfortable sharing this information with everyone who might see it. This could include content that contains personal information and/or opinions that could pose a safety risk. For more information, see <https://rainn.org/safe-media>

[Ogletree Deakins' Immigration Practice Group](#) will monitor developments with respect to these and other policy changes and will post updates on the [Immigration](#) blog as additional information becomes available.

*These materials are for informational purposes only and should not be construed as legal advice.*