



## Robert S. Groban, Jr.

Member of the Firm

### New York

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**ROBERT S. GROBAN, JR.**, is a Member of Epstein Becker Green and National Chairperson of its Immigration Law Group (ILG). Based in the firm's New York office and practicing nationally, he has received an "AV Preeminent" Peer Review Rating by Martindale-Hubbell, signifying the highest level of professional excellence. Mr. Groban has also been selected by his peers for inclusion in *The Best Lawyers in America*® (2010 to 2018) in the field of Immigration Law and recommended by *The Legal 500 United States* (2013 to 2017). From 2009 to 2017, the editors of *Chambers USA* listed Mr. Groban among the "Leaders in Their Field" (Immigration), based on in-depth interviews with other lawyers and clients and Mr. Groban's reputation for technical ability, professional conduct, client service, diligence, commitment, and commercial awareness/astuteness. He was also selected to the *New York Metro Super Lawyers* list (2009 to 2017) in the areas of Immigration, Employment Litigation: Defense, and General Litigation. In 2014, *Fortune* magazine, in conjunction with ALM, recognized Mr. Groban as one of the "Top Rated Lawyers in Labor & Employment." In 2013, he was cited by Martindale-Hubbell and *The American Lawyer* as a "Top Rated Lawyer" in Labor and Employment and in Healthcare, and *Avenue* named Mr. Groban to its "Legal Elite" list of top litigation attorneys in New York (2010, 2011).

Mr. Groban has over 35 years' experience counseling employers how to employ foreign nationals, assisting them in developing appropriate risk management policies, and representing them in worksite enforcement and other immigration-related civil or criminal litigation. Mr. Groban and the firm's ILG represent many major multinational and domestic organizations in various industries including the financial services, health and life sciences, specialty fashion, hospitality and technology industries. Prior to joining EBG, Mr. Groban served as an Assistant U.S. Attorney in the Southern District of New York from 1976-81, and handled a variety of civil, criminal, immigration and Nazi War Criminal cases at both the trial and appellate levels. During this period, Mr. Groban received a Special Achievement Award from the Executive Office of the United States Attorneys for his sustained superior performance in the trial and subsequent appeals of *Bell v. Wolfish*, 441 U.S. 520 (1979).

Under Mr. Groban's leadership, the ILG at EBG:

- Assists clients in developing the proper policies and practices for recruiting, retaining and terminating foreign nationals and for reducing the employer liability risks associated with these activities
- Prepares the immigration applications and secures the approval necessary for clients to employ foreign nationals in the United States
- Assists clients seeking to employ American citizens or others in foreign countries
- Acts as Special Counsel in merger and acquisition situations to assess the immigration-related issues that arise and recommend solutions for retaining key personnel that are consistent with the deal structure, timing and terms
- Works with EBG attorneys to provide immigration know-how in traditional labor negotiations or proceedings, and in employment matters involving possible reductions in force or other personnel issues
- Advises clients on various issues involving worksite enforcement, including Form I-9 compliance, employer sanctions, proper record-keeping and immigration-related discrimination or unfair employment practices
- Counsels clients on export controls and deemed export issues involving foreign nationals in their employ
- Represents clients in civil or criminal investigations arising under state or federal immigration or related laws, and counseling clients about how to avoid this legal liability
- Litigates on behalf of clients in state and federal courts, as well as the relevant administrative agency proceedings, in immigration-related matters

A frequent author and speaker at events, Mr. Groban also serves as an adjunct professor at Williams College.

## **Education**

- New York University School of Law (J.D., 1973)
- Williams College (B.A., with honors, 1970)

## **Court Admissions**

- Supreme Court of the United States
- U.S. Court of Appeals for the First Circuit
- U.S. Court of Appeals for the Second Circuit
- U.S. Court of Appeals for the Sixth Circuit
- U.S. District Court, Eastern District of New York
- U.S. District Court, Southern District of New York

## **Bar Admissions**

- Massachusetts
- New York

### **Practice Areas**

- Immigration
- Immigrant Discrimination and Form I-9 Verification
- ERISA and Benefit Plan Litigation
- Foreign Multinational Counseling and Litigation
- Government Investigations and Litigation

### **Industries**

- Financial Services
- Health Care and Life Sciences Industry
- Hospitality
- Hospitals and Health Systems
- Retail
- Technology, Media & Telecommunications

### **Memberships**

- American Health Lawyers Association
- American Immigration Lawyers Association
- Federal Bar Council
- New York Bar Association, Committee on Federal Courts
- New York City Bar Association