

SMALL BUSINESS

Take note of changes to immigration form

An immigration form with which every U.S. employer must be familiar has just been revised after functioning substantially unchanged for almost 16 years.

On Nov. 7, the United States Citizenship and Immigration Services released the most recent version of the "Form I-9, Employment Eligibility Verification."

While the revised I-9 is available at www.uscis.gov/files/form/I-9.pdf and it should be used now, it will not become required until Dec. 26, according to the Federal Register.

The United States Citizenship and Immigration Services is encouraging employers to start using the new form as soon as possible. Failure to use the new version after it is published in the Federal Register may result in fines and penalties.

The I-9 must be completed by U.S. employers for newly hired workers or workers who need to reverify employment authorization, without regard to their national origin.

U.S. employers are responsible for overseeing the completion and retention of the form for every person hired for employment to work in the

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OF COUNSEL

United States. Employees must complete information and affirmatively indicate on what basis they are eligible to work in the United States, and employers must also verify the employment eligibility based upon documents presented by the employee and must note information about the documents on Form I-9.

At the web site for the form referenced above, the United States Citizenship and Immigration Services provides a list of legally acceptable documents employees may submit.

The employer cannot dictate the documents it wishes to see for the I-9.

Requiring a specific document, in addition to nonuniform requirements for completion of I-9 forms for all new hires, can subject em-

ployers to discrimination charges.

Five documents have been removed from "List A" of acceptable documents on the revised I-9 form. They are:

- Certificate of U.S. Citizenship (Form N-560 or N-561)
- Certificate of Naturalization (Form N-550 or N-570)
- Alien Registration Receipt Card (I-151)
- Unexpired Re-entry Permit (Form I-327)
- Unexpired Refugee Travel Document (Form I-571)

One document has been added to the list of acceptable documents: an unexpired Employment Authorization Document (I-766).

The United States Citizenship and Immigration Services has revised its "Handbook for Employers," which is available at www.uscis.gov/files/nativedocuments/m-274.pdf.

It is a 47-page booklet that answers most questions about the completion and maintenance of the I-9 form. ■

Mr. Sharon, a partner at Sharon & Kálnoki LLC, Cleveland, has focused his legal practice on immigration law since 1985.

GRAND OPENINGS



JANINE BENTIVEGNA

Kelly Miron is owner of The Powder Room at ETON Chagrin Boulevard. For an up-close look at the business, via video, go to www.CrainCleveland.com/powder.

THE POWDER ROOM

ETON on Chagrin Boulevard
28699 Chagrin Blvd., Suite 640
Woodmere 44122

The Powder Room offers concierge-style service, specializing in professional makeup services, skin care treatments and cosmetic and skin care lines. Owner and makeup artist Kelly Miron describes The Powder Room as "boutique makeup studio meets retail." The Powder Room's products include the cosmetic lines of Kevyn Aucoin Beauty, FACE Atelier, Three Custom Colors, Vox Cosmetics and Jelly Pong Pong. A treatment room is available for makeup application and lessons, brow sculpting and facial treatments. The Powder Room also offers lashes, as well as a complete line of brushes, makeup bags and accessories. Private party packages, bridal services and training workshops are available. Hours are 10 a.m. to 6 p.m. Monday, Tuesday, Wednesday, Friday and Saturday; and 10 a.m. to 8 p.m. Thursday.

216-831-7666

PARALLEL PRACTICE LLC

17617 Franklin Ave.
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Formed by Brian Frolo, Lakewood-based Parallel Practice LLC is a graphic design firm that puts 15 years of experience toward meeting the visual communications needs of clients ranging from freelance carpenters to publicly traded companies. Parallel Practice's work includes designs for marks, identities, web sites, signage and marketing collateral.

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G2G CONSULTING LLC

11000 Cedar Ave., Suite 100
Cleveland 44106-3052
www.G2Gconsulting.com

G2G consulting llc is owned by Liz Powell, an attorney who moved to Cleveland from Washington, D.C., in fall 2004. It provides government affairs, fundraising, public relations, event-planning, grant-writing and economic development services for businesses and nonprofits, aiming to maximize opportunities to go from government to growth. It includes professionals with years of experience in government, politics and media relations. G2G, which reports that it helped secure \$10

million in federal funding for clients in the federal fiscal year 2008 budget process, is headquartered in Cleveland with satellite offices in Washington, D.C., Akron and Youngstown.

Phone 216-658-3995
Fax 216-658-0364
lpowell@G2Gconsulting.com

SASA MATSU

13120 Shaker Square
Cleveland 44120
www.sasamatsu.com

Chef Scott Kim, known for his Matsu Japanese Restaurant in Shaker Heights, has opened Sasa Matsu in Shaker Square along with his wife and partner Brenda. This Asian bistro, named for two major elements in Japanese art — Sasa, bamboo, and Matsu, pine — features izakaya (Japanese-style tapas or small dishes). One small-plate dish, called "The Rock," is cooked at the diners' table using intensely heated ceramic rocks upon which meat is placed and cooked. Hours are 5 to 10 p.m. Monday through Thursday; 5 p.m. to midnight Friday and Saturday; noon to 3 p.m. Sunday brunch; and 5 to 9 p.m. Sunday dinner.

216-767-1111
sasamatsu@sasamatsu.com

SAPORE

8623 Mayfield Road
Chesterland 44026

Sapore's cuisine is influenced by all points of the globe and promotes fresh, local and seasonal ingredients with a changing menu. Students of the International Culinary Arts and Sciences Institute have direct involvement in the restaurant, giving them real-world experience. Reservations are available for 8 p.m. Friday and Saturday seatings. Price is \$55 per person (not including tax or tip), with four courses, each having two choices. Sapore has its liquor license and offers a number of wines from which diners can choose. The restaurant is available throughout the rest of the week for private events with groups from eight to 30 people.

440-729-1110
(Reservations, Loretta Paganini
School of Cooking)
440-729-7340, ext. 234
(Chef Matthew Anderson)

To submit a new business to be included in Grand Openings, e-mail sections editor Amy Ann Stoessel at astoessel@crain.com or call 216-771-5155.

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