



L. Elizabeth Gibbes

Partner

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t 843.727.2687



Elizabeth Gibbes leads Parker Poe's International Business Practice, helping to coordinate how the firm serves clients around the world. She understands the needs of international companies like few attorneys in the Carolinas. As a dual-national of German descent, her clients benefit from legal counsel that considers their cultural perspectives and values along with their business and legal needs. Elizabeth counsels foreign-owned companies that include those in the manufacturing, distribution, and commercial sales industries on immigration and corporate matters, serving as outside "general counsel" or assisting with specific legal issues as they arise.

For many international companies interested in doing business in the U.S., the first question is often, "How do I start operating in the United States?" Elizabeth's broad knowledge of corporate law helps investors answer some of the initial –and most critical – legal questions, such as the type of entity that should be established and how it would interact with the parent company or affiliate. While Europe's civil code can provide a substantial amount of legal protection, this foundation often isn't the case in the U.S. Elizabeth helps her clients ensure that their organizational documents and commercial contracts address the issues particular to their industry and market. These documents include intercompany agreements, supply chain commercial documentation, terms and conditions, and commercial transaction contracts. She also handles corporate transactions, including leases and asset/stock acquisitions or dispositions.

A secondary question that impacts inbound foreign-based companies is: "How do I get my executive and management team there?" Elizabeth also helps companies throughout the world secure temporary or permanent employment authorization for their workforce in the United States. As she guides clients through the immigration process, Elizabeth stays alert to related issues that could lead to audits or penalties, including compliance with applicable state and federal Employment Eligibility Verification documentation and requirements.

Elizabeth approaches her client relationships with a desire to be a part of their team. When talking with clients about their legal concerns, it's "we" and "ours," never "yours." In this way, Elizabeth becomes part of the solution by providing efficient counsel and mitigating clients' potential risks.

REPRESENTATIVE EXPERIENCE

- Represented domestic and foreign-owned companies on general corporate and commercial issues, including assistance with corporate



CHARLESTON OFFICE



PRACTICE AREAS

- Mergers, Acquisitions & Joint Ventures
- International Business
- Immigration
- Business Law
- Commercial Contracts
- Governance, Risk & Compliance
- Navigating the Coronavirus Pandemic



EDUCATION

- Duke University
JD, 1999
- Duke University
LLM, International and Comparative Law, 1999
- Davidson College
BA, *cum laude*, 1993



ADMISSIONS

- South Carolina, 2000
- North Carolina, 1999



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formation and dissolution, corporate maintenance, shareholder agreements, and employment agreements.

- Negotiated transactions, including stock and asset acquisitions and dispositions, mergers, and other corporate restructuring transactions.
- Advised clients on commercial transactions involving the purchase, sale, and financing of equipment, inventory, and other commercial goods.
- Counseled clients on business-related immigration and visa law, including non-immigrant and immigrant matters, with extensive experience working with the relevant government agencies such as U.S. Citizenship and Immigration Services (USCIS), U.S. Customs and Border Protection (USCBP) and the Department of Labor (DOL) at the regional and local levels.

CLIENT ALERTS

- "Impact of Recent Federal Changes on Sponsorship of Foreign Workers," October 2020
- "Business Immigration Slowly Picking Up in the U.S. but Large Restrictions Remain," August 2020
- "U.S. Department of State Announces Plans to Reopen Consular Posts," July 2020
- "Update on Student and Exchange Visitor Program (SEVP) Online Study Exemption," July 2020
- "President Trump Issues Further Restrictions on Business Immigration," June 2020
- "More Restrictions and Some Steps Toward Normal for Business Immigration," June 2020
- "COVID-19's Latest Impact on Business Immigration," May 2020
- "Key Business Impacts From President Trump's Executive Action on Immigration," April 2020
- "Weekly Review of COVID-19's Impact on Business Immigration," April 2020
- "Weekly Review of COVID-19's Impact on Business Immigration," April 2020



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- "Weekly Review of COVID-19's Impact on Business Immigration," April 2020
- "Weekly Review of COVID-19's Impact on Immigration," April 2020
- "COVID-19's Impact on Immigration," March 2020
- "Presidential Proclamation Extends Travel Suspension From Certain European Countries," March 2020
- "Trade Wars: Do the Steel and Aluminum Tariffs Create a Force Majeure to Excuse Contract Performance Under North Carolina or South Carolina Law?", April 2018
- "Know Before You Go: Complying With U.S. Export Regulations When Traveling Abroad," September 2017
- "Latest Revised I-9 Form Released," July 26, 2017
- "Employers Should Review Work Authorization Procedures," February 27, 2017
- "Visa Services Interruption," June 2015
- "DHS Extends Eligibility for Employment Authorization to Certain H-4 Dependent Spouses of H-1B Nonimmigrants Seeking Employment-Based Lawful Permanent Residence," February 2015
- "Urgent E-Verify Alert," October 2013
- "Start Preparing H-1B Cap Subject Cases Now," February 2010
- "2011 Diversity Immigration Visa Lottery Program Registration Period Opens," October 2009
- "The U.S. Department of State has Suspended All Nonimmigrant Visa Appointments in Mexico Due to Swine Flu Outbreak," April 2009
- "Immigration Alert," January 2008
- "H-1B Visa Reminder," March 2007
- "H-1B Visa Alert," January 2007

PUBLICATIONS

- "How In-House Counsel Can Help Their Organizations Navigate Global Uncertainty," ACC Docket, October 2019
- "What Businesses Need to Know Before Transferring Employees to the U.S.," Employment Law Alliance (ELA) Global Newsletter, August 2018



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- "The ICE-Man Cometh: How to Avoid Becoming the Next Immigration Raid Headline," Association of Corporate Counsel, S.C. Newsletter, June 2018

SPEAKING ENGAGEMENTS

- "Managing a Global Workforce During the Pandemic: A U.S. Immigration Law Perspective," Employment Law Alliance Webinar, April 2020
- "Behind the Scenes of an FDI Project," Women in Economic Development (Win ED) Conference, October 2019
- "The Shifting Immigration Paradigm: Immigration Basics in the Age of the Invisible Wall," Greenwood Partnership Alliance, October 2018
- "ICE-Man Cometh: Compliance in the Age of the Invisible Wall," Parker Poe Governance, Risk & Compliance Symposium, September 2018
- "Building a Globally Fluent Metro," Charleston Regional Development Alliance, February 2018
- "Year in Review: Key U.S. Employment Law Developments & What to Expect in 2018," Employment Law Alliance, January 2018
- "Human Resources Roundtable," German American Chamber of Commerce, South Carolina, August 2017
- "Charleston Metro Foreign Direct Investment (FDI) Plan," Charleston Regional Development Alliance, February 2017
- "Human Resources Roundtable," German American Chamber of Commerce, North Carolina, February 2017
- "Managing Risk: Commercial Contracts & Sales Procedures," Parker Poe Webinar, June 26, 2015

HONORS

- Honorary Consul of Germany for South Carolina and Georgia, 2019-present
- Martindale-Hubbell BV® Distinguished™ in Mergers and Acquisitions; International Business Law; Immigration Law; Corporate Law; Business Law; Hotel and Resort Development



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MEMBERSHIPS

- Charleston Regional Development Alliance, Board of Directors, 2016-present; Executive Committee, 2017-2019; Organizational Excellence Committee, Chair: 2017-2019; Global Fluency Steering Committee, 2017-present; Foreign Direct Investment Steering Committee, 2016
- Upstate International, Board Member, 2010-2014; Upstate Global Professionals, Founding Member
- German American Chamber of Commerce (GACC-South)
- Leadership Spartanburg, Class of 2005