

Eldon H. Kakuda

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For more than three decades, Eldon Kakuda has represented large and small corporations established in the U.S. and owned by foreign shareholders. Eldon often serves as general outside counsel for clients that do not have internal legal departments. As such, he advises on a variety of legal issues, including contract review and negotiations, corporate establishment and maintenance, employment matters, pre-litigation strategy and immigration initiatives.

Eldon's immigration practice includes representing employers in obtaining both immigrant and nonimmigrant workforce-related visas. He assists with the preparation and processing of E-1, E-2, L-1 and H-1 petitions and visa applications with the various U.S. Citizenship and Immigration Services offices, the U.S. Embassy in Tokyo, and the U.S. Consulate in Osaka, Japan. Notably, Eldon is a frequent speaker on various immigration issues, including E and L-1 nonimmigrant visa processing, along with changes in processing standards.

In the area of employment law and human resources counseling, Eldon drafts, reviews and counsels corporate clients regarding employee personnel policies and procedures, including anti-harassment and electronic communication policies. He advises and assists clients in handling employee terminations and disciplinary actions to comply with various federal, state and local laws and regulations. In addition, he represents employers responding to charges made by employees to the Equal Employment Opportunity Commission (EEOC) and the Illinois Department of Human Rights.

Eldon's clients come from a wide range of industries, including machine tool manufacturing, professional consulting, industrial printing technology, automobile parts suppliers and electronic components manufacturing. He is dedicated to providing



Education

Georgetown University Law Center, J.D., 1986

Georgetown University School of Foreign Service, B.S. Foreign Studies, 1982

Admissions

Illinois

Practice Areas

Immigration

Corporate, Finance & Acquisitions

Employment, Labor & Benefits

exceptional service by listening to and understanding a client's particular issue and then providing legal advice and workable solutions that make sense to his clients. Eldon knows, from practical experience, how to work with clients to develop business strategies utilizing legal tactics that further client objectives. He makes sure that each client understands how the law applies to their specific matter and explains and solicits feedback on the various options to achieve a workable solution. Eldon's clients appreciate that he truly listens and cares about their specific needs.

Experience

- For over 25 years, handled U.S. immigration matters for a large, diversified multi-national group of companies in the electronics industry.
 - Guided an industrial printing technology company in the acquisition of a U.S. plastic injection components manufacturer.
 - Counseled a large automotive components supplier in right-sizing its U.S. operations.
 - Obtained lawful permanent resident status in the U.S. for foreign nationals through petitioning and classification as Extraordinary Ability Aliens.
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Memberships

- American Bar Association
 - American Immigration Lawyers Association (AILA)
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Distinctions

- Illinois *Super Lawyers*, 2006
- *Leading Lawyers*, 2015-2023