

I-9 Training Bios

Philip Ginter, USCIS

Philip Ginter has been with the Verification Division of the United States Citizenship and Immigration Services for nine years. He has had the privilege of working in various positions in a variety of areas. He spent three years in Status Verification, five years in Customer Support, and has been with the Engagement Team for the last eight months.

Bridget S. Bishop, UNC

Associate General Counsel
Division of Governance, Legal, and Risk
The University of North Carolina System

Bridget Bishop provides legal counsel to the constituent institutions on U.S. immigration law matters and operates a shared services pilot program through which she provides direct representation of participating constituent institutions regarding employment-based immigration nonimmigrant and immigrant sponsorship.

Bridget joined the UNC System in 2010 after working for six years in private practice at a boutique immigration law firm. Prior to private practice, she served as a law clerk for the Honorable Linda McGee on the North Carolina Court of Appeals.

Bridget received her Juris Doctorate from the University of North Carolina at Chapel Hill and her Bachelor of Arts degree from the University of Virginia.

Nancy Astrike, OSHR

Nancy Astrike is the Diversity and Workforce Services Division Director within the Office of State Human Resources. This division provides statewide administration of employee relations, diversity and inclusion, and local government services. Most recently, Nancy worked on the implementation of the statewide pandemic response, Paid Parental Leave, Employment First initiatives, and the elimination of salary history information on the state application.

Nancy has twenty-nine years of human resources experience in state government, beginning in an analyst position and developing the skills and experience necessary to prepare her for more strategic and policy focused positions. Before beginning her career with the state of North Carolina, Nancy worked in the non-profit sector and with the Town of Cary.

Nancy holds an undergraduate degree from the University of North Carolina at Chapel Hill and Master of Public Administration degree from North Carolina State University. In addition, she has a certificate in Human Resource Management from Duke University Office of Continuing Education, is a Certified Public Manager (CPM), and a certified mediator working in the statewide mediation program.

Jennifer Pacheco, OSC

Jennifer Pacheco, is the Office of the State Controller's lead contact for the Statewide Tax Compliance Program, including Foreign Nationals Tax Compliance Program. The goal of the Statewide Tax Compliance Program is to provide training and assistance to help assist our constituents' entities are compliant with IRS and USCIS rules.

Within the Foreign Nationals Program, Jennifer provides strategic consultation and training to state agencies, universities, community colleges and local education agencies and charter schools on tax and immigration issues. Beginning in 2009, Jennifer has coordinated the overall implementation efforts of the foreign national tax compliance program within the State of NC. Also, she has conducted numerous training programs on foreign national compliance requirements and on the use of International Tax Navigator – the State's enterprise software solution for managing foreign national tax compliance.

Prior to working with the State of NC, Jennifer worked for two years in finance and human resources as a financial controller for a private company. She started working with the State of NC in early 2003, with the Office of State Auditor, performing audits across North Carolina. Jennifer has been with the State of NC for over 15 years.

Theresa Jefferies, OSC

Theresa Jefferies has a BA in Political Science from Appalachian State University. Her first job with the state was in a little DOT field office in 2005. DOT was using SAP even back then, so she has been eating, sleeping, and breathing SAP/BEACON for the last 16 years. Theresa started with the HR OM/PA Team at OSC in 2012 and became the supervisor of the team in 2017. In 2020 she earned her Certification in Public Management.

Kassia Elliott, Talent Acquisition, OSHR

Kassia Elliott is a State Recruitment Programs Consultant with the Talent Acquisition Team at the North Carolina Office of State Human Resources, where she has worked since 2007. Kassia has worked for private, non-profit, and public employers in North Carolina and New York. She

earned a bachelor's degree from Appalachian State University and a master's degree from the University of North Carolina, Chapel Hill.

Joseph Gilroy, Temporary Solutions

Joe Gilroy is the Manager of OSHR Temporary Solutions, which provides placement, onboarding, and payroll services for more than 350 state agency customers and over 5,300 active temporary employees.