



# Immigration

## Overview

Now more than ever, U.S. businesses must have access to the international talent pool to be globally competitive. At the same time, immigration is subject to frequent and complex changes, with tightened regulations and increased enforcement often hampering employers' ability to hire the best employees. Fisher Phillips helps employers and entrepreneurs clear these barriers, so they can innovate and compete on a global scale.

We're your one source for global immigration solutions. Our experienced lawyers provide advice and counsel to businesses of all sizes – ranging from entrepreneurs to Fortune 100 companies – on the full range of immigration issues.

## HOW WE CAN HELP

### U.S. Immigration Services

- *You're a U.S. company looking to bring employees into the United States.*  
**We can help you obtain nonimmigrant visas for professionals including intra-company transferees, research scholars, traders and investors, trainees, and agricultural workers. If you are seeking to sponsor employees for permanent residence, we can guide them through the process from labor certification through adjustment of status or immigrant visa processing at a U.S. consulate or embassy. We also have extensive experience with Priority Worker permanent residence petitions and National Interest Waiver cases.**

### Global Migration

- *You want to make sure your employees can legally work in a certain country.*

**We can help you obtain visas for U.S. workers being transferred abroad and key personnel moving from one country to another. We help ensure the success of each global transfer, proactively gathering and preprocessing application materials, overseeing filings for host country approvals, coordinating consular processing of required visas, and providing a one-stop resource for applicants and their families throughout the procedure.**

## **Workplace Compliance**

- *You've been hit with an immigration discrimination claim and/or need to conduct an internal audit.*

**We'll meticulously review your processes for verifying employee work authorizations. This includes precautionary I-9 audits and representation at audits by the U.S. Department of Homeland Security, the U.S. Department of Justice, and the U.S. Department of Labor's Wage & Hour Division, and in defending immigration-related discrimination claims.**

## **WE KNOW YOUR WORLD**

As immigrants and individuals involved in expatriate communities, we understand the immigrant experience. As entrepreneurs and – in many cases – former in-house counsel, we understand the realities of business. We will tailor solutions to suit your unique needs, and those of your employees.

With lawyers who speak multiple languages, lead in various communities of color, and have experience in key jurisdictions worldwide, we'll be your trusted partner to help you make informed, sound decisions at the intersection of immigration and employment law.

## **EFFICIENT CASE MANAGEMENT**

Our automated case management system speeds initiation, intake, tracking, and calendaring of expiration dates. As a result, we're able to keep costs down while reliably managing your work. The system is accessible online 24 hours a day, seven days a week, so you can monitor progress in real time.

## **INNOVATION IN CLIENT RELATIONSHIPS**

Fisher Phillips uses technology, diverse experience and creative billing practices to forge efficient and effective client relationships. We partner with clients to understand their industry, business strategy and employee needs. Through trainings, knowledge management and integrated processes, Fisher Phillips serves as an extension of a company's human resources and immigration programs.

## ***Insights***

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Connie Yang

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Mariana Baron

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### ***Recent Experience***

#### **Representative Work**

- Manage the national platform of employment immigration for one of the largest real estate companies in the U.S., handling 200+ immigration matters each year, including PERMs, H1-Bs, I-140s, H-4s, EADs and more.
- Represent an American food processing company on immigration matters, handling on average 150 TN Visa applications for the client each year. TN status is a special non-immigrant status in the United States, Canada, and Mexico that offers expedited work authorization to citizens of these countries.
- Represented a national staffing company in an ICE audit where ICE tried to argue that the client was subject to elevated fines based on issues associated with electronic I-9 software. This resulted in a fine of approximately \$1.5 million. Based on our arguments, ICE agreed to a 90% fine reduction.
- Represented a PEO provider in a charge of citizenship discrimination by the U.S. Department of Justice. In lieu of issuing substantial monetary penalties for document abuse violations during the hiring process that could have totaled more than \$1 million, we successfully negotiated a Letter of Resolution which involved \$0 in monetary penalties and only required training of client's staff.
- Represented a private coeducational institution of higher education in obtaining permanent resident status and EB-1 Alien of Extraordinary Ability immigrant visa for cancer researcher.

- Represented a provider of managed labor services to the transportation industry in a charge of citizenship discrimination brought by the U.S. Department of Justice. The initial charge was brought against the entire company which has 50+ locations and we were able to successfully narrow the scope of the investigation to just five locations – limiting the potential monetary exposure to the company and saving them approximately \$2.5 million.
- Represented a top children's hospital in setting up a J-1 visa exchange program, allowing them access to top international research scholars, professors and exchange visitors.
- Represented an event company in obtaining O-1 Extraordinary Ability Visa Petition for the company's named owner who is an internationally renowned creative/artistic director with extraordinary ability in the field of events design and direction.
- Represented an international elevator manufacturer during the company's acquisition, when we were brought on to develop the legal strategy and file immigration petitions for employees who would lose their immigration status after the acquisition. This successful legal strategy was developed through months of coordination with the company's operations and leadership both in the U.S. and overseas.

### ***Key Contacts***



**Jocelyn Campanaro**  
Partner  
303.218.3667  
Email



**David S. Jones**  
Regional Managing Partner  
901.526.0431  
[Email](#)



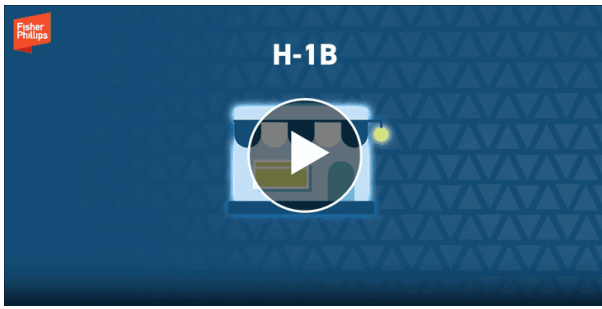
**Shanon R. Stevenson**  
Partner  
404.240.5842  
[Email](#)

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