



## **Shanon R. Stevenson**

### ***Partner***

Atlanta

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### ***Service Focus***

- Immigration
- Counseling and Advice
- Mergers and Acquisitions
- Employers' Rapid Response Team for DHS Raids

### ***Industry Focus***

- Education
- Energy
- Higher Education
- K-12 Institutions
- Construction
- Financial Services
- Healthcare
- Manufacturing
- Staffing

### ***Languages***

- Punjabi

### ***Overview***

Shanon Randhawa Stevenson is a partner in Fisher Phillips' Atlanta office, Chair of the firm's Diversity, Equity & Inclusion Committee, Co-Chair of the Immigration Practice Group, and a member of the firm's COVID-19 Taskforce. Her practice focuses on immigration law in the information technology, financial services, healthcare, education, and manufacturing industries.

Shanon focuses on the underlying business issues that prompt organizations to obtain legal counsel, knowing that the compliance and regulatory aspects of maintaining a successful immigration

program can distract employers from pursuing their core competencies and business objectives. Shanon partners with clients to alleviate that distraction and reduce their risk profiles so they can focus on the business of innovation and growth.

Shanon advises employers on I-9 and E-Verify compliance, resolving workforce shortages through strategic management of nonimmigrant and immigrant visa applications, immigration compliance for mergers and acquisitions, and USDOJ charges of discrimination under the anti-discrimination provisions of the Immigration and Nationality Act.

Co-Chair of the Immigration Practice Group since 2018, Shanon has influenced a period of sustained growth marked by a 140% increase in attorneys operating out of ten firm offices nationwide and serving a diverse and sophisticated range of clients.

As Chair of the Diversity, Equity & Inclusion Committee, Shanon has driven substantial progress in Fisher Phillips' approach to education, recruiting, training and community outreach, culminating most recently in the Immigration Practice Group being named a 2021-2022 "Inclusion Blueprint Champion" by Diversity Lab.

She was recognized as a leading practitioner for Immigration Law by *The Legal 500 United States* (2021-2023), *The Best Lawyers in America* (2018-2022), and *Chambers USA* (2022). Shanon is "AV" Peer Review Rated by Martindale-Hubbell.

## ***Recent Experience***

### **Experience**

- Represented one of the largest banks in the United States in connection with a variety of immigration matters, including I-9 and E-Verify compliance.
  - During COVID, our client, like many employers, faced challenges in verifying the work authorization for its remote workers. We worked with the bank to develop a policy to help effectively manage the I-9 process for remote hires to minimize the amount of work the team will need to complete with the Form I-9s once the workers return to the office and the I-9 flexibilities put in place by the Department of Homeland Security expire.
  - On a separate I-9 compliance matter, we also assisted the bank in convincing the U.S. Department of Justice that its interpretation of the immigration regulations was incorrect when several employees tried to file immigration discrimination complaints with the USDOJ; as a result, the charges were never filed or pursued by USDOJ.
- Assisted a S&P 500 company and leading SaaS provider primarily for the financial services industry in reducing its immigration spend by combining the required recruitment for foreign nationals going through the PERM process to obtain permanent residence. By combining the recruitment for the same positions, the company benefited from substantial cost savings that

could fund additional H-1B work visa transfers to increase headcount in its growing Information Technology Group.

- Secured national interest exceptions related to COVID-based travel bans for a large client in the finance industry. Utilizing immigration software, we quickly identified which foreign national employees were impacted by travel bans, then worked with the client's HR team to determine their locations. The exceptions were secured in response to persuasive arguments to the Department of State, demonstrating appropriate qualifications of each employee in question.
- Represented one of the world's largest defense contractors in nearly 3,000 immigration matters over almost 20 years, including a recent focus on achieving Federal Aviation Administration certification of a new aircraft. We were able to secure approval of 75 National Interest Exceptions (NIEs) that allows these executives and engineers to circumvent pandemic-related travel restrictions to Europe, facilitating an on-schedule rollout of the defense contractor's new flagship aircraft.
- Represented a premier provider of managed labor services to the transportation industry operating in 50+ locations in a charge of citizenship discrimination brought by the U.S. Department of Justice. This case is complex because it involves a large employee population of Lawful Permanent Residents and Refugees who claim to have been discriminated against on a company-wide basis. Although the initial charge was brought against the entire company, we were able to negotiate and narrow the scope of the investigation to just five locations – limiting the potential monetary exposure to the company.
- Represented a member of the Fortune 500 and leading company in the design and manufacturing of packaging for commercial products in connection with nearly 700 immigration matters over a nearly 20-year relationship, including management of issues related to I-140, I-485s, I-94s, H-1Bs, PERMs and more. Our client is categorized as a manufacturer of products within Critical Infrastructure Segments, making our high rate of success in their immigration matters a critical element of their business.
- Represented a publicly traded manufacturer of highly engineered industrial and technology solutions serving high-growth specialized markets across the spectrum of labor and employment related legal challenges, including nearly 200 specifically related to immigration issues, since 2008. This includes work in connection with PERMs, H-1Bs, Blanket L-1As, I-485s and more.
- Represented a global staffing agency in connection with their immigration needs since 2008, handling nearly 400 immigration matters across the range of non-immigrant visas and permanent residence applications, including H-1Bs, Blanket L1As, PERMS, H4s and more.

## ***Credentials***

### **Education**

- J.D., 1997, Georgia State University College of Law
- B.A., 1994, Clark Atlanta University

## **Bar Admissions**

- Georgia

## **Court Admissions**

- Georgia Supreme Court
- U.S. Court of Appeals for the Eleventh Circuit
- U.S. District Court for the Middle District of Georgia

## ***Recognitions***

- Recognized in *Corporate Counsel's* Women, Influence, and Power in Law Awards - Diversity, Equity, and Inclusion Champion (2024)
- Recognized in *The Best Lawyers in America* (2018-2025)
- *Chambers USA*, Immigration (2022-2023)
- Recommended as a leading practitioner for Immigration Law by *The Legal 500 United States* (2021-2024)
- Named the "Contributor With Most Popular Article In United States" for her article "And the H-1B Goes To ... USCIS Completes the FY2019 Annual H-1B Lottery Selection Process" by *Mondaq* in 2018
- Selected to *Georgia Super Lawyers – Rising Stars*
- "AV" Peer Review Rated by Martindale-Hubbell
- Selected for inclusion in the *Legal 500* - Immigration in 2015

## ***Affiliations***

### **Professional Activities**

- Member, American Immigration Lawyers Association (AILA)
- Member, National Employment Law Council
- Member, Georgia Asian Pacific American Bar Association (GAPABA)
- Member, National Asian Pacific American Bar Association

### **Community Activities**

- International Foundation For Montessori Education, Member
- The Galloway School, Parent Association
- Atlanta Young Singers of Callanwolde, Volunteer
- Japan- America Society of Georgia, Member

INSIGHTS

04/25/25

### Didn't Make the H-1B Cap? 11 Alternatives for Hiring Foreign Nationals

Jocelyn Campanaro, David S. Jones, Shanon R. Stevenson

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INSIGHTS

04/22/25

### New Litigation Danger as Employees Claim Green Card Favoritism: Why "PERM" Non-compliance Could Now Mean Legal Peril

Jocelyn Campanaro, David S. Jones, Shanon R. Stevenson

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INSIGHTS

04/21/25

### What Do Employers and Educational Institutions Need to Know About Revocation of Student Visas? Answers to Your Biggest Questions

Jocelyn Campanaro, Shanon R. Stevenson, Cynthia J. Yarbrough

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INSIGHTS

04/17/25

### New IRS and SSA Data-Sharing Efforts Raise Immigration Stakes for Employers: 5 Action Items to Address Risk

Jocelyn Campanaro, David S. Jones, Shanon R. Stevenson

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INSIGHTS

04/14/25

### Workplace Immigration April 14 Update: H-1B Cap Reached, Venezuela TPS Revived, and Electronic Device Searches

Jocelyn Campanaro, David S. Jones, Shanon R. Stevenson

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PUBLICATION

04/10/25

### Firm Chairman and Immigration Co-Chair Pen Immigration Survival Guide for PEOs in 2025

John M. Polson, Shanon R. Stevenson

[Read more →](#)

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INSIGHTS

04/10/25

## Immigration Officials Terminate Parole Program for Cuba, Haiti, Nicaragua, and Venezuela: 5 Essential Steps for Employers

Shanon R. Stevenson

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INSIGHTS

04/10/25

### The PEO Immigration Survival Guide for 2025

John M. Polson, Shanon R. Stevenson

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EVENT

03/31/25

### Immigration Law & ICE Raids/Audits: Essential Insights for Manufacturing Employers

Colin P. Calvert, Shanon R. Stevenson, David S. Jones

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INSIGHTS

03/10/25

### DHS Mandates Nationwide Alien Registration Under WWII-Era Law: 5 Things Employers Need to Do

Shanon R. Stevenson

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