

## IMMIGRATION & NATIONALITY LAW

### **PROVEN IMMIGRATION ATTORNEYS**

**HFM's immigration attorneys represent individuals from all walks of life and businesses of all sizes throughout California and across the United States in a wide range of immigration matters.**

Our corporate clients range from small technology start-ups and local businesses to well-established companies in all fields to multi-billion-dollar corporations and global entities. No matter the size and industry of the client, we apply a customized approach in all our interactions with our corporate clients and their employees. We use our extensive knowledge of immigration law and a strong sense of customer service to deliver the most efficient and suitable immigration strategies. Many of the businesses we work with have been our clients for 10+ years. Working closely with client companies' HR professionals, talent partners, corporate legal counsels, and managers allows us to become deeply familiar with each client's immigration needs, corporate culture, and business trajectory so that we can provide the best possible immigration solutions in ways that work for our clients.

We are longtime partners of startup companies that have rapidly grown during our collaboration, and we have extensive experience in representing the immigration needs of growing tech companies. We understand the impact that complex immigration requirements can have on companies and employees, and we do what we can to make immigration as straight-forward as possible so that employers can have access to the international talent they need.

We have extensive experience in all areas of immigration and nationality law and are qualified to provide a full range of services, including employment-based immigration, I-9 compliance, audit representation, family-based immigration, deportation and removal hearings, naturalization & citizenship cases, asylum cases, cases under DACA and VAWA, and consular processing of visas and green cards. We also provide counsel to employers on developing immigration policies that best reflect corporate priorities and requirements under U.S. immigration laws.

We work with employers and individuals in petitions for non-immigrant (temporary) visas. Employers may be able to petition for temporary employment authorization of a foreign national in several non-immigrant visa categories, including the following: E-1/E-2 Treaty Trader or Treaty Investor category; E-3 Australian Professional Occupation category; H-1B Specialty Occupation category; H-3 Trainee category; L-1 Intra-Company Transferee category; O-1 Extraordinary Ability category; P-1 Athletes category; P-2 Artists & Performers Visa; TN Professional category for Canadian and Mexican citizens; R-1 Religious Worker category; and others, and we can assist. We advise clients if and when a B-1/B-2 Visitor visa is appropriate for short-term travel and work assignments in the United States. We also provide guidance in the context of J-1 exchange visitor visas for trainees, interns, and research scholars, among others. Further, we guide employers and foreign nationals in managing the transition from one non-immigrant visa status to another during the annual H-1B visa cap.

In addition, we assist employers interested in petitioning for permanent residence on behalf of foreign workers various preference categories, depending on the nature of the position and the foreign national's academic and professional background. This includes EB-1 priority workers; EB-2 advanced degree professionals and PERM labor certifications; and EB-3 professional, skilled and unskilled workers. We also represent individuals who are eligible to sponsor themselves in the EB-1 extraordinary ability and EB-2 national interest waiver categories. Similarly, we work with individuals who may sponsor certain dependent family members for permanent residence in a variety of

preference categories, depending on the nature of the relationship (spouse, parent-child, brother-sister, etc.), the foreign national's country of origin, and other factors. This includes petitions based on marriage to a U.S. citizen and related I-751 Petitions to Remove Conditions on Residence, including waivers.

In our global economy, it is now more important than ever that key personnel, including foreign national executives, managers, and professionals, be able to cross borders expeditiously, with certainty and frequency. It is critical for U.S. companies and individuals to rely on qualified immigration experts who can competently counsel them regarding the best short- and long-term immigration strategies for their specific needs. HFM's Immigration Practice Group attorneys take the time to understand clients' objectives and find thoughtful solutions that address companies' and individuals' immediate legal needs, as well as long-term business and personal goals.