



Navigating the complexities of U.S. immigration law without the proper experience and skill can have severe consequences. Bell Nunnally attorneys handle all types of employment-based immigration matters, including nonimmigrant visas, permanent residency (green card) and U.S. Citizenship.

In employment-based matters, we work side by side with human resources personnel, business owners and in-house counsel on all issues related to foreign national employees. This includes obtaining and maintaining employment authorization for employees, as well as minimizing company liability by ensuring that the employer stays in compliance with local, state and federal employment and immigration laws.

Representing clients before the Department of Labor, the U.S. Citizenship and Immigration Services, the U.S. Customs and Border Protection, the Department of State, and other agencies, our work includes:

- Obtaining temporary and permanent U.S. immigration status
- H-1B professional nonimmigrant visas
- L-1 intracompany transferee nonimmigrant visas
- TN (NAFTA) professional nonimmigrant visas
- E-1 and E-2 treaty trader/investor nonimmigrant visas
- E-3 nonimmigrant visas for Australian professionals
- O-1 nonimmigrant visas for foreign nationals with extraordinary ability
- Labor certification applications (PERM)
- Immigrant petitions for extraordinary ability and outstanding researchers (EB-1)

- Immigrant petitions for multinational executives/managers (EB-1)
- Immigrant investor application (EB-5)
- Adjustment of status to lawful permanent residence
- Naturalization (citizenship) applications

Worksite Compliance

- Developing corporate immigration compliance policies
- Conducting audits of employer immigration documentation and training on Form I-9 compliance
- Updating clients on changing employer compliance responsibilities, including changes in state law
- Representation in enforcement actions and audits with Immigration and Customs Enforcement (ICE)

Special Areas

- Counseling clients on immigration consequences of corporate restructuring (e.g., mergers, acquisitions and terminations or layoffs)
- Counseling clients of the immigration consequences of using employees through contract
- Consular processing issues
- Security checks and other immigration related delays

Related Practices

Corporate and Securities

Entertainment, Advertising and Media

Labor and Employment

Litigation

Mergers and Acquisitions

Tax

Related Industries

Agribusiness, Beverage and Food
Construction
Energy and Natural Resources
Health Care
Hospitality
Manufacturing
Software, Technology and Telecommunications
Sports and Entertainment
Transportation and Logistics
Wholesale, Retail and Services

Related Attorneys

John D. Smart