

HFW



WHY CHOOSE HFW?  
BUSINESS IMMIGRATION STRATEGIES FOR THE REDEFINED 21ST CENTURY



**HFW’s Business Immigration group advises clients on a variety of legal issues, including gaining work authorization and United States permanent residency for valuable foreign talent and their families.**

We aspire to help clients achieve their business goals while keeping abreast of the ever-changing US immigration laws. The team has extensive experience on how companies have been treated across different administrations with different needs. We have particular expertise in startups and also act for clients across a wide range of industries including; IT, oil and gas, energy, engineering, financial services, retail, arts, media, education, medical and professional sports.

**O-1 Extraordinary Ability Visas**

We examine your foreign national talent with an eye for what makes them special and highly beneficial to business operations. U.S. employers are subject to very tight H-1B specialty occupation quotas that exclude the majority of degreed talent from having a chance at working in the United States. This O-1 extraordinary ability examination and subsequent

petition preparation gets the “superstars”, experts and highly coveted professionals on board with your company, when you need them. This is a highly valuable service that requires understanding the needs of your company and why this person is vital to its future. Our team has guided hundreds of individuals to approval that have allowed them to grow their businesses in numerous areas such as tech, science and engineering.

**E-2 Treaty Trader/ Investor Visas**

Many foreign owned and foreign controlled United States companies can qualify for this visa when their country has signed a qualifying international agreement or treaty with the United States. This visa avoids the harsh quotas of other visas and allows only nationals of that treaty nation to obtain a visa when they are owners, managers, executives and specially qualified individuals who are vital the creation or continuation of a United States business.

**L-1 Intracompany Transfers of Executives, Managers and Specialized Knowledge Individuals**

These visas are among the most highly scrutinized visas under United States immigration laws. They allow for the transfer of valuable personnel from their locations abroad to be

able to serve the building, expansion or continuation of United States companies. This visa also allows future options for the permanent residence of these talented professionals. We guide companies on weighing the risks of applying for this visa and offer other options for consideration that may fit company and economic circumstances.

**H-1B Specialty Occupation Visas**

Degreed individuals must be chosen in the annual H-1B visa lottery to be able to work for United States companies. They must be working in the areas directly connected to their degrees or equivalent experience. We make the examination that the worker qualifies under the H-1B regulations and that they are paid the required wage of their geographic location.

**TN Visas for Canadian and Mexican Professionals**

The U.S.-Mexico-Canada Agreement was signed into law in January of 2020, leaving the TN professional visas for Canadians and Mexicans intact. Companies can continue to use these options to gain the faster work authorization for professionals in numerous areas including engineering, accounting, computer systems analysis, architecture and those working in the sciences.

**“A 2012 report found that each foreign born graduate from a U.S. university with an advanced degree who stays in the U.S. to work in a STEM occupation creates an average of 2.62 jobs for American workers.<sup>1</sup>”**

**Our experience includes:**

- Advising a startup biotechnology firm on TN visas for Canadian professionals.
- Gained work authorization and permanent residence for dozens of SAP technology professionals.
- Garnered the international transfer of numerous multinational executives practicing in the retail, technology and energy spaces.
- Gained O-1 extraordinary ability approvals for expert technologists practicing in cutting-edge virtual reality, mixed reality and artificial intelligence fields.
- Brought regional Mexican musicians for United States tours with P-3 Entertainer visas.
- Achieved O-1 extraordinary ability status for a Canadian reconstructive surgeon practicing with patients recovering from breast cancer.
- Earned O-1 extraordinary ability visa for Israeli creator of applications that assist in treatment of autism spectrum disorder.
- Won extraordinary ability immigrant visa for international champion of Russian-originated marital arts.
- Designed and implemented an immigration strategy for an international oil and gas company to provide training to their employees in the United States.
- Assisted multiple Mexican investors with the preparation and filing of E-2 and TN visas to expand their business operations into the United States.
- Design and implemented an immigration strategy for temporary employees of a national oil and gas company to bring Latin America employees to support its operations in the United States.

**Client feedback**

**“Denise is an outstanding professional, with a deep expertise in visa processing and immigration law in general.”**

CEO of a technology Company

**“Denise is extremely knowledgeable about the immigration processes, specifically the employment-based process. She spends time to fully understand your profile to make go/no-go decisions on EB1 category. I highly recommend her for EB cases.”**

Technology Director

**“I’m so happy to have had Denise as my immigration lawyer that helped me get my O1 visa – she impressed me with her knowledge on venture capital and tech startups, which is why I can highly recommend her especially to anyone from the VC and startup entrepreneur space.”**

Venture Capital Partner

<sup>1</sup> Information Technology Industry Council, the Partnership for a New American Economy, and the U.S. Chamber of Commerce, *Help Wanted: The Role of Foreign Workers in the Innovation Economy* (Washington, DC: December 2012), p.3, at <http://www.renewoureconomy.org/sites/all/themes/pnae/stem-report.pdf>.

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**HFW has over 600 lawyers working in offices across the Americas, Europe, the Middle East and Asia Pacific. For further information about our US Business Immigration capabilities, please visit [hfw.com/Houston](https://www.hfw.com/Houston)**

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