

# Immigration

## Overview

Whether you are a corporation, investor or start-up company seeking proper work permits and visas for training and hiring employees in the U.S., an organization seeking to coordinate with foreign immigration specialists to transfer U.S. employees abroad, or a business seeking to ensure immigration compliance, it's easy to become overwhelmed by the complex, rapidly changing requirements and processes.

Through comprehensive knowledge of the legal, political and business context in which immigration and naturalization concerns arise, Munsch Hardt's Immigration Practice enables clients to operate successfully in a world where capital and business opportunities have no borders. Our team's understanding of the bureaucratic intricacies and our frequent interaction with U.S. Departments of Homeland Security, Labor and State, as well as their counterparts around the world, assure our attorneys' ability to effectively represent the clients.

We work with companies and individuals to address visa and work authorization needs of U.S. and global personnel, including professionals, managers and executives, treaty investors/traders, essential workers, persons of extraordinary ability, corporate trainees and students. And, on any given day, our team is working with companies and their employees active in the construction, education, energy, engineering, health care, manufacturing, media, telecommunications, technology and transportations industries. Areas of emphasis include the following:

- Business visitor/pleasure visas (B-1/B-2)
- Consular applications and renewals
- I-9 compliance and employer sanctions issues
- I-140 immigrant petitions
- I-539 extensions/change of status
- Intracompany transferee visas (L-1)
- National interest waivers
- Student visas (F-1)
- PERM certifications
- Performer visas (artists, athletes, entertainers) (P)
- TN NAFTA work authorizations
- Extraordinary ability visas (scientists, artists, athletes and others) (O)
- Coordination of outbound immigration work with foreign law firms
- Trainee visas (H-3)
- Treaty trader/investor visas (E-1/E-2)
- I-131 advance paroles and reentry permits
- I-485 adjustment of status
- I-765 employment authorizations
- Religious worker visas (R-1)
- Professional visas (H-1B)
- Temporary worker visas (H-2B)
- Trainee and exchange visas (J-1)
- Obtaining U.S. permanent residence through employment, investment or family relationships (EB-5)
- N-400 applications for naturalization; N-600 applications for certificate of citizenship
- Short and long-term planning of both permanent and temporary international transfers of personnel for corporate clients

Munsch Hardt's team works closely with clients on the front-end to develop and execute innovative immigration management programs to ensure client objectives are met on time and under budget; however, our practice extends well beyond developing strategies to streamline the immigration process for inbound and outbound employees. We also counsel corporate clients on hiring and termination decisions concerning foreign nationals, immigration compliance, employer sanctions and anti-discrimination issues.

While our Immigration teams is highly-skilled at handling major employment-based transactions, and possesses unique knowledge and experience with global visa work, we also enjoy the opportunity to assist individual clients with family-based immigration, including green card and naturalization applications.

## Why We're Different

At Munsch Hardt, we know that handling immigration matters involves much more than completing and processing forms – you're putting your livelihood in our hands, and that's a responsibility we take seriously. Our team is meticulously thorough in every aspect of each immigration case. We're committed to going above and beyond to remove the anxiety from the situation, personally guide you through every step of the process and help you reach its conclusion as quickly and seamlessly as possible.

Our lawyers are available around the clock to address clients' questions and concerns. It is because of this dedication to excellence that Munsch Hardt is ranked by *Chambers USA – Texas* and named the 2017 "Immigration Law Firm of the Year – Texas" by *Corporate INTL* magazine. These prestigious awards recognize leading advisers from around the world and commemorates firms for providing excellent service and expertise to their clients throughout the year.

Our attorneys are extensively published in trade journals, quoted in news articles and participate in speaking engagements. In addition, our Immigration attorneys publish a monthly eNewsletter for clients, highlighting the latest developments in Immigration law. To view recent issues of the eNewsletter, please [click here](#).

## Experience

### Construction

Represents an international construction company with regard to highly specialized and managerial intra-company personnel transfers. Recent accomplishments include a substantial amount of success with L-1B and L-1A proceedings.

### Manufacturing

Represents one of the world's leading pump manufacturers on all immigration-related matters, including processing L-1A and L-1B visas through the Company, L-1 Blanket Program for its finance managers, engineering managers and professional engineers.

## Health Care

Represents a non-profit company that operates a network of hospitals and related health care facilities in Texas, and its doctors, technical, IT and medical personnel with non-immigrant and permanent immigration proceedings planning and implementation through Green Card obtainment.

## Educational Services

Represents a service provider to higher education institutions and universities, with obtaining key executive's PERM-based permanent immigration to the U.S.

## Energy Services

Represents an international oil and gas company with immigration proceedings for executive and professional personnel. Recent accomplishments include extraordinary ability (O-1) based work permit and Green Card prosecution for the prominent industry executive.

## Software Company

Represented a software company with the immigration process of transferring its Director of Operations from Sao Paulo, Brazil to Houston, Texas.

## Practice Leaders



**Irina Plumlee**

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## Related People

Kristy Le  
Rachel Magaziner  
Irina Plumlee

## Related Practices

Bankruptcy, Restructuring & Insolvency  
Corporate & Securities  
Intellectual Property  
Labor & Employment  
Real Estate

## Related Industries

Admiralty & Maritime  
Financial Services  
Construction  
Energy  
Health Care  
Hospitality  
Insurance  
Manufacturing  
Retail  
Technology & Telecommunications  
Transportation

## Achievements

*Chambers USA – Texas* (2017-2025)  
*Corporate INTL Magazine* – “Immigration Law Firm of the Year – Texas” (2017)

## Newsroom

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**Article:** How Middle Market Businesses Are Coping With The Immigration Problem

**Blog:** Department of State + Department of Homeland Security Updates

**Article:** H-1Bs' Federal, State-Level Changes to Tweak Employers' Calculus

**Blog:** Department of Homeland Security Updates

**Speech:** The Current Immigration Landscape

**Article:** Immigrant Visa Pause Tests Employers, but Some Doors Remain Open

**Blog:** Department of State + Department of Homeland Security Updates

**Blog:** Department of State Updates + Holiday Travel Reminders

**Blog:** Department of Homeland Security Updates

**Blog:** Multiple Federal Agency Updates

**Blog:** Urgent International Travel Advisory for H-1B Employees

**Blog:** Department of State + Department of Homeland Security Updates

**Press Release:** Sixty (60) Munsch Hardt Attorneys and One Lawyer of the Year Highlighted in 2026 Best Lawyers® in America Directory

**Press Release:** Thirty-Seven (37) Munsch Hardt Attorneys Recognized in 2026 Best Lawyers “Ones to Watch” Directory

**Blog:** Department of State, Department of Homeland Security, + Department of Justice Updates

**Blog:** Department of State + Department of Homeland Security Updates

**Press Release:** Best Lawyers in America® Names Twenty Female Attorneys to 2025 “Women in the Law” Directory

**In The News:** Munsch Hardt Launches Sports + Entertainment Practice

**Press Release:** Munsch Hardt Formalizes Sports + Entertainment Practice with Addition of Shareholder Sunil Jamal

**Press Release:** 2025 Chambers USA Directory Ranks Practices + Attorneys at Munsch Hardt

**Press Release:** National Conference of Vietnamese American Attorneys Names Munsch Hardt Immigration Attorney as Vice President

**Blog:** Department of Homeland Security Updates

**In The News:** D Magazine’s 2025 “Best Lawyers in Dallas” Features Nine Munsch Hardt Attorneys

**Blog:** Department of Homeland Security Updates

**In The News:** Immigration Enforcement Is Ramping Up. Here's What It Means For Businesses.

**Blog:** Department of Homeland Security Updates

**Blog:** Holiday Travel and Department of Homeland Security Updates

**Blog:** Department of Homeland Security Updates

**Article:** So, You Didn't Win the (H-1B) Lottery...Now What

**Speech:** Mergers and Acquisitions for Immigration Lawyers

**Press Release:** Chambers USA 2024 Directory Ranks Munsch Hardt Practices and Attorneys

**Speech:** Here to Work: Immigrants Growing Houston's Economy

**In The News:** Hospitality Groups Push For Visa Changes To Fill Labor Gap

**Press Release:** Chambers USA 2023 Directory Highlights Munsch Hardt Practices + Attorneys

**Blog:** USCIS Policy Updates & Department of Labor News: January 6, 2023

**Press Release:** Six Munsch Hardt Practice Groups and 12 Lawyers Ranked by Chambers USA 2022

**Article:** 3 Ways US Employers Can Help Foreign-Born Job Seekers, According to International Students and Workers

**Speech:** American College of Healthcare Executives Panel

**Article:** Hurdles Remain in Solving North Texas’ Labor Shortage

**Speech:** Immigration: To Be or Not to Be

**Article:** Immigration in the post-pandemic world: Is your business on the right track?

**Press Release:** Chambers USA 2021 Rankings Include Six Munsch Hardt Practice Groups and Ten Attorneys

**Newsletter:** Immigration Update: H-1B Registration and U.S. Travel Restrictions

**Press Release:** Munsch Hardt Ranks Among Nation's Top Firms in 2021 "Best Law Firms" List by U.S. News - Best Lawyers®

**Blog:** DHS & Legislative Update

**Article:** Executive Order on U.S. Immigration: Solution or Problem?

**Press Release:** Munsch Hardt's Chambers USA 2020 Rankings Include Four Practice Groups and Six Attorneys

**Newsletter:** Immigration Update: COVID-19 and I-9 Compliance

**Article:** How to Run a Successful Immigration Practice During COVID-19

**Newsletter:** Immigration Update: COVID-19 and H-1B Workers

**In The News:** What's Happening in Washington & How It Could Affect Your Company

**In The News:** The UK has good news for Indian students—and, perhaps, bad news for the US

**In The News:** Paychex software gets upgrade, E-Verify automation

**In The News:** Is it too early to panic about H-4 visa holders' work permits?

**Press Release:** Chambers USA 2019 Ranks Five Munsch Hardt Practice Groups and Seven Lawyers

**Press Release:** Eight Munsch Hardt Attorneys Named on the Super Lawyers 2019 Rising Stars List

**In The News:** H-1B Lottery Proposal Gives Attys Hope For Efficiencies

**In The News:** Business Immigration's Uncertain Path Post-Travel Ban Ruling

**Press Release:** Munsch Hardt Launches Blog, Brings Attention to the Latest in Immigration Law

**Press Release:** Munsch Hardt Again Recognized as Industry Leader in 2018 Chambers USA

**Newsletter:** Immigration Monthly - October 2017

**Newsletter:** Immigration E-Newsletters

**Newsletter:** Immigration Monthly - September 2017

**Newsletter:** Immigration Monthly - August 2017

**Newsletter:** Immigration Monthly - July 2017

**Newsletter:** Immigration Monthly - June 2017

**Newsletter:** Immigration Monthly - May 2017

**Newsletter:** Immigration Monthly - April 2017

**Press Release:** Munsch Hardt Recognized as 2017 Immigration Law Firm of the Year - Texas by Corporate INTL

**Newsletter:** Immigration Monthly - February 2017

**Newsletter:** Immigration Monthly - January 2017

**Newsletter:** Immigration Monthly - December 2016

**Newsletter:** Immigration Monthly - November 2016

**Newsletter:** Immigration Monthly - October 2016

**Newsletter:** Immigration Monthly - September 2016

**Newsletter:** Immigration Monthly - August 2016

**Newsletter:** Immigration Monthly - July 2016

**Newsletter:** Immigration Monthly - June 2016

**Newsletter:** Immigration Monthly - May 2016

**Newsletter:** Immigration Monthly - April 2016

**Newsletter:** Immigration Monthly - March 2016

**Newsletter:** Immigration Monthly - February 2016

**Newsletter:** Immigration Monthly - October 2015

**Press Release:** Twelve Munsch Hardt Attorneys Recognized as 2015 Texas Super Lawyers

**Newsletter:** Immigration Monthly - June 2015

**Newsletter:** Immigration Monthly - July 2015

**Press Release:** Munsch Hardt Shareholders Biskamp, Koks and Wahrlich Recognized as Houston's Top Lawyers

**Newsletter:** Immigration Monthly - June 2015

**Press Release:** Munsch Hardt Practice Groups, Lawyers Recognized as Industry Leaders in 2015 Chambers USA

**Newsletter:** Immigration Monthly - February 2015

**Newsletter:** Immigration Monthly - January 2015

**Newsletter:** Immigration Monthly - December 2014

**Newsletter:** Immigration Monthly - September 2014

**Newsletter:** Immigration Monthly - August 2014

**Press Release:** Munsch Hardt Shareholders Recognized as Frontrunners in 2014 Chambers USA

**Newsletter:** Immigration Monthly - March 2014

**Newsletter:** Key Insurance Decision: Contractual Liability Exclusion Revisited and Restricted

**Newsletter:** Immigration Monthly - February 2014

**In The News:** Dallas Law Firm Moves Into New Houston Digs

**Newsletter:** Immigration Monthly - January 2014

**Newsletter:** Immigration Monthly - December 2013

**Newsletter:** November Employment Insights: Fifth Circuit Expands the Scope of Same-Sex

**Newsletter:** Immigration Monthly - November 2013

**Newsletter:** Immigration Monthly - October 2014

**Newsletter:** Immigration Monthly - September 2013

**Newsletter:** Immigration Monthly - August 2013

**Newsletter:** Immigration Monthly - July 2013

**Newsletter:** Immigration Monthly - June 2013

**Press Release:** Munsch Hardt Practice Areas and Attorneys Recognized by Chambers USA

**Newsletter:** Immigration Monthly - April 2013

**Newsletter:** Immigration Monthly - March 2013

**Press Release:** Chambers USA Names Munsch Hardt Attorneys Leaders In Their Field

**Newsletter:** Immigration Monthly - February 2013

**Newsletter:** Immigration Monthly - January 2013

**Newsletter:** Immigration Monthly - December 2012

**Newsletter:** Immigration Monthly - November 2012

**Newsletter:** Immigration Monthly - October 2012

**Newsletter:** Immigration Monthly - September 2012

**Press Release:** Munsch Hardt Acquires Respected Immigration Attorney