

Katherine H. Smith

ASSOCIATE

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Kate Smith counsels clients in a wide array of immigration and workforce mobility matters, helping employers hire and retain workers across a diverse set of industries, including technology, healthcare, manufacturing, education and more. Her practice focuses on complex issues related to U.S. immigration laws and securing nonimmigrant and immigrant visas, including for executives, managers, researchers, scientists, investors, artists and specialty occupations. Kate also counsels employers on employment eligibility verification topics, including I-9 and E-Verify compliance, and immigration considerations in corporate transactions.

Kate has significant experience in:

- Advising international companies, domestic employers and investors on issues related to U.S. immigration laws and mobility
- Preparing H-1B, L-1A/B, O-1, E-2, E-3, TN, J-1 waivers, PERM, EB-1, EB-2 and EB-3 petitions, among other filings, with U.S. government agencies abroad and stateside
- Counseling businesses on employment eligibility verification topics, related to new hires, federal contracts, mergers/acquisitions, etc.
- Assisting employers with large-scale internal and external (ICE) I-9 audits
- Defending businesses in federal and state government investigations stemming from immigration matters

Education

- Georgia State University College of Law (J.D., 2011)
- Duke University (B.A., 2005)

Bar Admissions

- Georgia, 2011

Court Admissions

- Supreme Court of Georgia

Capabilities

- Immigration & Global Mobility
- Labor & Employment

Memberships

- State Bar of Georgia, Member
- Atlanta Bar Association, Member
- American Immigration Lawyers Association (AILA), Member

Recognition

- Named to *Georgia Trend's* Legal Elite list for Immigration, 2024
- Named one of *Best Lawyers: Ones to Watch® in America* in:
 - Immigration Law, 2024-2025
 - Labor and Employment Law - Management, 2021-2025

Matters

- Successfully secured temporary and permanent (i.e., green card) work permits for employees in a vast array of industries, including healthcare, education, technology, agriculture, manufacturing, and more
- Successfully secured waivers of J-1 two-year home residency requirements for foreign physicians in different states across the U.S.
- Successfully responded to a multitude of Requests for Evidence (“RFEs”), PERM audits, and consular requests, achieving ultimate approval of H-1B, I-140, PERM, etc. cases
- Won appeal before the Administrative Appeals Office (“AAO”) for high-profile physician immigration case
- Reviewed I-9 and other employment verification and immigration documentation and as part of due diligence for corporate mergers, acquisitions, and sales
- Advised companies with regard to employment contracts, retention, termination and other issues with regard to immigration-related issues