



## Roger Tsai

Partner

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**Companies large and small frequently engage Roger to provide counsel on a broad spectrum of employment and immigration issues.**

### PRACTICES

Labor and Employment  
Immigration  
Compliance Services

### EDUCATION

University of Houston Law School, J.D.,  
2005

University of Michigan, B.A., 2002  
Political Science and Economics

### BAR ADMISSIONS

Colorado  
Utah

With extensive experience and a national reputation for being at the forefront of change in immigration law, Roger is able to find positive solutions to his clients' varied needs.

Roger counsels universities and companies in the healthcare, technology, and energy sectors on securing temporary and permanent visas for foreign national employees, including H-1B visas and permanent resident status. He also represents companies under investigation by the Bureau of Immigration and Customs Enforcement, and helps companies perform internal audits of their employment eligibility documents. He leads the firm's immigration practice which was recently recognized by *Chambers USA* as an "increasingly strong immigration practice."

Roger is a strong advocate on immigration issues nationally. As a member of the Board of Governors for the American Immigration Lawyers Association (AILA), an organization that represents more than 10,000 immigration attorneys nationwide, Roger testified on landmark state immigration laws before the Utah State Legislature. He has also spoken at national conferences for the Federal Bar Association and the AILA on immigration worksite enforcement. Roger's articles on immigration have been published by the American Bar Association and the AILA. He was the first non-Hispanic member of Governor Herbert's Hispanic Advisory Council, and was instrumental in finding common ground on the divisive issue of immigration through dialogue between state lawmakers and the Hispanic community.

A dedicated community servant, Roger has successfully represented several asylum seekers pro bono from China, Kosovo, Guatemala, and Ethiopia. Outside the practice of law, he has led numerous projects as president of the Utah Asian Chamber of Commerce and as a board member of the Society of Human Resource Management to engage and strengthen Utah's minority community.

Prior to joining Holland & Hart, Roger was an attorney in the Salt Lake City office of Parsons, Behle & Latimer. Roger is only admitted to practice in Utah

### PUBLICATIONS

"Reminder: New I-9 Form Now Mandatory," *Employers' Lawyers Blog*,

September 25, 2017

"New Immigration Executive Order Scales Back Earlier Travel Restrictions," *Holland & Hart News Update*, 03/06/2017

"Workplace Implications of the President's Immigration Executive Order," *Holland & Hart News Update*, 1/30/2017

"New Form I-9 Must Be Used By January 22, 2017," *Holland & Hart News Update*, 11/18/2016

"Obama's Immigration Policy Blocked Due to Equally Divided Supreme Court," *Holland & Hart News Update*, 6/24/2016

"Repeal of Colorado's Employment Verification Law," *Holland & Hart News Update*, 06/13/2016

"H-1B Visa Submissions Lower than Expected," *Holland & Hart News Update*, 4/13/2016

"STEM OPT Extension Lengthened to 24 Months," *Holland & Hart News Update*, 3/18/2016

"Worksite Enforcement and E-Verify: Update," *American Immigration Lawyers Association*, 11/24/2015

"USCIS Flips Position: Proposes That Amended H-1B Petitions Must Be Filed When Changing Worksite," *Holland & Hart News Update*, 5/29/2015

"H-1B Applications Hit Record 233,000 In First Week," *Holland & Hart News Update*, 4/14/2015

"Spouses of H-1B Nonimmigrants Will Be Eligible for Employment Authorizations Beginning May 26, 2015," *Holland & Hart News Update*, 2/25/2015

"Options for Hiring Foreign Workers After H-1B Visa Rejection," *Holland & Hart News Update*, 7/29/2014

"Beat the H-1B Visa Cap By Filing On April 1, 2014," *Holland & Hart News Update*, 3/18/2014

"Hiring Foreign Workers - Timeliness Matters," *The Advisor, Mile High SHRM*, March 2014

## **SPEAKING ENGAGEMENTS**

"Hot Topics in Federal, Immigration, and Colorado Employment Law," *Panelist, 2018 Holland & Hart Employment Law Update*, September 13, 2018

"Anticipating the Unknown - Immigration Changes in The Trump Administration," *Mile High Society for Human Resource Management*, February 14, 2018

"Key Employment and Immigration Law Developments Every Utah Employer Needs to Know," *Holland & Hart 2017 Utah Employment Law Breakfast Briefing Series*, 11/09/2017

"Anticipating the Unknown: Immigration Changes in the Trump Administration," 4/27/2017

"When PERM Goes Awry," 7/19/2016

"I-9s and Immigration Compliance for Employers," 5/25/2016

"PERM and the Offsite Worker," *Webinar, American Immigration Lawyers Association*, February 2016

"Immigration Webinar Series: Avoiding Denials on H-1Bs," *Firm webinar series*, January 20, 2016

"Immigration Webinar Series: Understanding the Basics of PERM Labor Certification," *Firm webinar series*, December 2, 2015

"Navigating the U.S. Business Immigration Maze," *Employment Law Alliance webinar*, November 2015

"Immigration Compliance Issues for Employment Attorneys," *Colorado State Bar*, October 2015

"Creating a Sound PERM Program for Your New Client – Large or Small," *Webinar, American Immigration Lawyers Association*, October 2015

"Obama's Immigration Executive Action: What it Will Mean for Employers," *Federal Bar Association National Conference*, September 2015

"Corporate Immigration Compliance for Human Resource Directors," *Colorado Society for Human Resources Conference*, September 2015

"The Other EB-2: Utilizing Exceptional Ability and National Interest Waivers," June 2015

"PERM: The Known Unknowns," *Webinar, American Immigration Lawyers Association*, October 2014

"Hazard: Falling (PERM) Rocks Ahead," *American Immigration Lawyers Association National Conference*, June 2014

"Demystifying Business Immigration Law," May 19, 2014

"Immigration Reform Update," *Utah Department of Workforce Services*, February 2014

"H1-1B and Immigration Compliance Issues," *Colorado Rocky Mountain Society of Human Resource Management*, Denver, CO, February 2014

## RECOGNITION

- *Chambers USA: America's Leading Lawyers for Business*, Labor &

Employment, Recognized Practitioner, 2017

- *The Best Lawyers in America*© Immigration Law, Employment Law - Management, 2014-2019
- *The Best Lawyers in America*© Lawyer of the Year, Immigration Law – Salt Lake City, 2017
- Mountain States Super Lawyers®, Immigration, Rising Star, 2012-2017
- *Utah Business Magazine*, Forty Under 40, 2010; Utah Legal Elite, Immigration, 2017, 2018
- Utah State Bar, Young Lawyer of the Year, 2010

## **PROFESSIONAL AND CIVIC AFFILIATIONS**

- American Bar Association – Commission on Immigration, Advisory Committee
- American Immigration Lawyers Association, Member  
Board of Governors  
Business Immigration Committee  
Worksite Enforcement Committee  
Department of Labor Liaison Committee  
Publications Committee  
Kurzban's Immigration Law Sourcebook, 2009-2014 Eds., Editor  
Utah Chapter, Chair
- Utah State Bar – Young Lawyers Division, Board of Directors
- Society for Human Resource Management – Utah, Board of Directors
- Utah Governor's Hispanic Advisory Council, Past Board Member
- Salt Lake Chamber Immigration Task Force, Board Member
- Utah Asian Chamber of Commerce, Past President