



PRACTICES

Immigration Services
International Services
Cross-Border Transactions
Employment and Labor

EDUCATION

University of Colorado Law School, J.D.,
2009

New York University, B.A., 2006

BAR ADMISSIONS

Colorado
New York

Visa Support

Ann Lee

Partner

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Ann Lee helps companies develop business-savvy immigration strategies to optimize their global workforce needs.

Ann works with companies on proactive plans and programs to meet their current and future talent needs. She helps companies in a wide range of industries to secure the right talent for business-critical functions through employment-based non-immigrant and immigrant visas. With compliance as a priority, Ann supports clients through internal audits and proactively prepares them for worksite investigations to minimize exposure and risks.

Clients appreciate Ann's ability to help them remain nimble and adapt to rapidly changing dynamics that can have widespread impacts on the global talent ecosystem, from changes in domestic and international policies and visa programs to mobility restrictions to economic conditions.

Believing information and education are key pillars of preventative compliance, Ann invests time and resources in robust training for clients' talent acquisition teams, through global town hall-style legal updates and one-on-one counseling to identify and resolve issues up front.

Before joining Holland & Hart, Ann was a shareholder at Ogletree Deakins in Denver and an associate in the New York and Santa Clara offices of Fragomen, a global immigration law firm.

EXPERIENCE

Non-Immigrant Visa Petitions

- H-1B/E-3/H1-B1
- H-2A/H-2B
- H-3
- TN
- E-1/2
- L-1
- O-1

Immigration Visa Petitions

- EB-1 Extraordinary Ability/Outstanding Researcher/Multinational Manager
- EB-2/3 & Perm Labor Certifications
- National Interest Waivers

PUBLICATIONS

"DHS Finalizes H-1B Modernization Rule, Effective January 17, 2025," *Immigration Law Update*, December 18, 2024

"Full Picture of Employee Immigration Status Is Key to M&A Review," *Bloomberg Law*, June 6, 2024

"Biden Administration Aims to Reverse Business Immigration Roadblocks," *Law Week Colorado*, December 14, 2020

BLOG POSTS

"Preparing for Worksite Enforcement Investigations," *Employers' Lawyers Blog*, January 24, 2025

"A Path Towards Legal Permanent Residency: Applications Open on August 19, 2024 for New DHS Family Unity Program," *Employers' Lawyers Blog*, August 07, 2024

"USCIS Announces New Guidance on the Validity Period for Form I-693 Medical Examination and Vaccination Record," *Employers' Lawyers Blog*, April 10, 2024

"Navigating USCIS Policy Updates on Extensions of Stay and Change of Status Requests," *Employers' Lawyers Blog*, January 30, 2024

SPEAKING ENGAGEMENTS

"2025 Colorado Employment Law Update," *Holland & Hart 2025 Employment Law Update*, Denver, CO, April 9, 2025

"Immigration and Global Mobility," *Holland & Hart 2025 Employment Law Update*, April 9, 2025

"Optimizing Your Global Mobility Program and Updated Trends and Challenges," *NAPABA 2024*, November 7, 2024

"Immigration Law for Employers," *Holland & Hart 2024 Employment Law Seminar*, April 11, 2024

"Get Prepared for H-1B Visa 2025 Registration and Cap Season!," *Holland & Hart Webinar*, February 29, 2024

"Generating New Clients – Part 2: Building Your Personal Brand – Reputation, Word of Mouth, & Referral Work," *CenterForce's Advancing Diverse Partners & Associates – West Summit*, November 29, 2023

"Specialized Knowledge and L-1B Practice Today: 'I Know It When I See It, But How Do I Prove It?'," Panelist, *American Immigration Lawyers Association*, September 19, 2023

"Crystal Clear: Compliance Strategies for the Growing Pay Transparency Trend," Panelist, *Association of Corporate Counsel*, May 18, 2023

"Networking Panel," *ABAPA/APALSA*, *Denver*, November 17, 2022

"I-9 Compliance in the Modern World," *Mile High SHRM The Hiring Dilemma*, *Denver*, November 17, 2022

"Transit Law – Preparing I-9 Audits That Meet DHS Requirements," *South West Transit Association Summer University Conference*, *Santa Fe*, July 21, 2021

RECOGNITION

- *The Best Lawyers in America*®, Immigration Law, 2025
- *Lawdragon*, 100 Leading Immigration Lawyers, 2024

PROFESSIONAL AND CIVIC AFFILIATIONS

- Asian Pacific American Bar Association (APABA) of Colorado, Board of Directors