



## Chris Thomas

Partner

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**Corporate executives and boards rely on Chris as a trusted advisor to help them navigate and manage business-critical immigration issues.**

### PRACTICES

Employment and Labor  
Cross-Border Solutions  
Government Investigations and White Collar Defense  
International Services  
Immigration Services

### EDUCATION

Tulane University Law School, J.D., 1997  
*cum laude*

Brigham Young University, B.A., 1994  
*cum laude*

### BAR ADMISSIONS

Colorado

Chris works with executives, operational leaders, and talent management teams to help position a company for success with effective, compliant global mobility programs. With expertise maneuvering within the complex US immigration process, he helps a wide range of companies secure employment-based immigrant and non-immigrant visas. He also advises companies to develop successful training and compliance programs.

Chris provides strategic counsel when companies and individuals face government investigations or audits of their immigration practices. He brings expertise liaising and negotiating with a range of state and federal agencies to achieve a solution that is least disruptive to a company's operations and business goals.

Chris also works with organizations seeking to do business outside of the United States, working closely with in-house and outside counsel to assess legal risks and develop solutions to overcome challenges with doing business abroad.

Often working with clients in times of crisis, Chris's goal is to alleviate anxiety and put them at ease. Whether counseling a corporate executive served with a subpoena, assisting a business leader to urgently hire highly specialized talent, or defending a government investigation that could imperil business operations, clients appreciate his pragmatic, straight forward counsel and clear plans of action.

Chris's fluency in Spanish is a value-add to clients.

Chris rejoins Holland & Hart from Ogletree Deakins where he was an equity shareholder and managed the firm's Denver immigration practice.

### EXPERIENCE

**Government investigations and audits involving the Department of Homeland Security (DHS), Department of State (DOS), Department of Labor (DOL), Department of Justice (DOJ) on matters including:**

- Employment eligibility
- Visa fraud

- Labor exploitation
- Unfair immigration practices
- Compliance with Fair Labor Standards Act (FLSA), Foreign Corrupt Practices Act (FCPA), EAR/ITAR

### **Non-Immigrant Visa Applications and Petitions**

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

### **Immigration Visa Petitions**

- EB-2/3
- EB-1 Extraordinary Ability/Outstanding Researcher/Multinational Manager

### **Labor Certification Applications (Temporary and Permanent)**

### **Consular Applications and Adjustment of Status Applications**

### **SPEAKING ENGAGEMENTS**

"The I-9 and Immigration Compliance Workshop," *Business Management Daily Webinar*, May 29, 2024

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

"Healthcare and Immigration: What Every HR Professional in the Industry Should Know," *Holland & Hart Webinar*, February 22, 2024

"Recent Development in I-9 Compliance and Worksite Enforcement," *Holland & Hart Webinar*, February 7, 2024

"Recent Development In I-9 Compliance and Worksite Enforcement," February 7, 2024

"What's Next With I-9 Compliance? The New Frontier of Enforcement Actions," *Workplace Strategies Seminar*, San Diego, May 11, 2023

"Developments in Immigration," *Rocky Mountain Relocation Council Annual Conference*, September 2018

"Seasonal Work Visas and Immigration Compliance," *Kentucky Thoroughbred Owners Association*, Lexington, August 2018

"Immigration Compliance Update," *Waldron HR Conference*, Phoenix, June 2018

"Immigration Update," *SHRM Webinar*, May 2018

"Immigration Update," *Mize Houser Annual Conference*, Boca Raton, February 2018

"Developments in Immigration Under the Trump Administration," *CRCA Annual Conference*, Chicago, January 2018

### **MEMBERSHIPS AND AFFILIATIONS**

- American Immigration Lawyers Association, Member
  - Workforce Enforcement Liaison
- Colorado Bar Association, Member

### **RECOGNITION**

- *The Best Lawyers in America*®, Immigration Law, 2013-2024
- *Law Week Colorado*, Barrister's Best, Barrister's Choice: Immigration Lawyer, 2023
- *Lawdragon*, 100 Leading Immigration Lawyers, 2024