



Sarah Bileti

Of Counsel

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Sarah guides businesses through complex immigration matters, including obtaining employee work authorization, corporate restructuring challenges, and Form I-9 compliance.

Sarah has extensive experience assisting domestic and multinational companies with employment-based immigration matters. She provides critical support for those seeking temporary and permanent work in the US, handling both immigrant and non-immigrant petitions and applications.

Sarah counsels clients in the healthcare, information technology, engineering, automotive, financial services, academic, pharmaceutical, and energy industries on a wide range of immigration related challenges. In particular, Sarah has extensive experience handling H-1B, L, B, TN, O, E, J-1, PERM, NIW, I-140 and I-485 filings. She also partners with clients to develop and implement strategies to address complex immigration matters, including due diligence considerations during corporate restructuring, layoffs, and workforce reductions, as well as Form I-9 related compliance.

Prior to joining Holland & Hart, Sarah served as a Senior Attorney for an Am Law 200 firm based in Detroit, Michigan and as a Senior Associate at two Michigan-based firms that specialize in immigration law. Sarah began her career in family based immigration law, representing individuals before United States Citizenship and Immigration Services and in removal proceedings before the Executive Office for Immigration Review. In that role, she assisted clients in applying for immigration benefits including asylum, temporary protected status, family immigration sponsorship, waivers of inadmissibility, and other humanitarian relief.

Sarah draws on her 13 years of deep experience at the forefront of immigration law and brings a unique perspective based on her experience representing both individuals and businesses in navigating the complex US immigration system.

EXPERIENCE

HR Counseling, Compliance, and Risk Management

- I-9 Compliance and Audits
- E-Verify

Immigration Applications and Petitions

- Nonimmigrant visa applications (B-1, H, L, E, O, P and TN)

PRACTICES

Immigration Services
Employment and Labor
International Services
Cross-Border Solutions
Mergers and Acquisitions

EDUCATION

Wayne State University Law School,
J.D., 2007

Sotheby's Institute of Art, M.A., 2009

University of Michigan, B.A., 2004

BAR ADMISSIONS

Colorado
Michigan

- PERM labor certification process
- Immigrant (EB-1, EB-2, and EB-3) applications
- I-485 applications
- Waivers (J-1, Conrad, I-601)

PUBLICATIONS

"Appeals Court Decision Shines a Spotlight on H-1B Employees and Work Site Location," *Immigration Legal Update*, November 6, 2023

"Talent Without Borders: Immigration Insights – October-November 2023," *Holland & Hart Legal Update*, October 10, 2023

"Talent Without Borders: Immigration Insights - September-October 2023," *Holland & Hart Legal Update*, September 19, 2023

"Talent Without Borders: Immigration Insights - August-September 2023," *Holland & Hart Legal Update*, August 16, 2023

"Form I-9 Update & Remote Verification Procedure for E-Verify Employers," *Employers' Lawyers Blog*, July 28, 2023

"Recertifying I-9 Forms Processed Under COVID Flexibilities," *Employers' Lawyers Blog*, June 23, 2023

"Employment Based Green Card Processing: What Employers Should Know Regarding the Importance of Drafting the PERM Notice of Filing," *Employers' Lawyers Blog*, June 22, 2023

"Laying Off an Employee Who Has a Sponsored H-1B Visa," *Employers' Lawyers Blog*, June 20, 2023

"H-1B FAQs," *Employers' Lawyers Blog*, 12/08/2022

"What Employers Should Know about Remote Work if they Employ Foreign Nationals," *Employers' Lawyers Blog*, 12/06/2022

BLOG POSTS

"Immigration Alert: USCIS Announces H-1B Cap Registration Dates and Significant Fee Increases," *Employers' Lawyers Blog*, February 01, 2024

"Talent Without Borders: Immigration Insights – September-October 2023," *Employers' Lawyers Blog*, September 19, 2023

"Talent Without Borders: Immigration Insights – August-September 2023," *Employers' Lawyers Blog*, August 16, 2023

"Form I-9 Update & Remote Verification Procedure for E-Verify Employers," *Employers' Lawyers Blog*, July 28, 2023

"Recertifying I-9 Forms Processed Under COVID Flexibilities," *Employers'*

Lawyers Blog, June 23, 2023

"Employment Based Green Card Processing: What Employers Should Know Regarding the Importance of Drafting the PERM Notice of Filing," *Employers' Lawyers Blog*, June 22, 2023

"Laying Off An Employee Who Has a Sponsored H-1B Visa," *Employers' Lawyers Blog*, June 20, 2023

SPEAKING ENGAGEMENTS

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

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

"Is Your Company Prepared For the End of Form I-9 Remote Verification Flexibility?," August 9, 2023

"Prevailing Wage Determinations: DOL Delays, Recruitment Timing, and Form ETA 9141 Completion," *American Immigration Lawyers Association (AILA) AC23 Annual Conference*, June 24, 2023

"Talking Layoff Impacts for Foreign National Workers," *Holland & Hart Video Discussion*, June 13, 2023

"A Conversation Exploring H-1B Alternatives," *Holland & Hart Video Discussion*, May 4, 2023

RECOGNITION

- *Best Lawyers: Ones to Watch in America*™, Corporate Law; Immigration Law, 2021-2023

PROFESSIONAL AND CIVIC AFFILIATIONS

- American Immigration Lawyers Association, Member