Holland & Hart

PRACTICES

Immigration Services
Cross-Border Transactions
International Services
Employment and Labor

EDUCATION

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

New York University, B.A., 2006

BAR ADMISSIONS

New York
Colorado

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

"Three Immigration Wins for Employers…and Why Caution Still Applies," *Immigration Law Update*, June 9, 2026

"New USCIS Signature Rule Could Put Immigration Filings at Risk ," *Immigration Law Update*, May 14, 2026

"DHS Issues Final Rule Implementing Weighted H-1B Cap Selection Process," *Immigration Law Update*, December 23, 2025

"New USCIS Enforcement Powers Take Effect - Critical Changes Every Employer Must Know," *Immigration Law Update*, September 4, 2025

"Department of State Narrows Nonimmigrant Visa Interview Waiver Eligibility," *Immigration Law Update*, August 6, 2025

"USCIS Updates Policy Manual on TN Visa Requirements," *Immigration Law Update*, July 3, 2025

"Updates on Immigration Relief Programs: CHNV Parole and TPS," *Immigration Law Update*, June 11, 2025

"U.S. Supreme Court Permits DHS to Move Forward with Termination of 2023 Venezuela TPS Designation," *Immigration Law Update*, May 21, 2025

"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

BLOG POSTS

"Border Czar Homan Signals Major Increase in Employer-Focused Immigration Enforcement," *Employers' Lawyers Blog*, July 20, 2026

"Department of State Narrows Nonimmigrant Visa Interview Waiver Eligibility," *Employers' Lawyers Blog*, August 06, 2025

"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

"Panel: Immigration Enforcement," Moderator, *2026 Holland & Hart Utah Employment Law Seminar*, May 6, 2026

"Korean American General Counsels," *Panel Discussion*, February 25, 2026

"Get Prepared for the H-1B FY2027 Visa Season!," *Holland & Hart Business Immigration Webinar*, January 14, 2026

"Immigration," Co-Presenter, *Holland & Hart 2025 Employment Law Seminar*, April 23, 2025

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

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

RECOGNITION

- *The Best Lawyers in America*®, Immigration Law, 2025-2026
- *Lawdragon*, 100 Leading Immigration Lawyers, 2024-2026

PROFESSIONAL AND CIVIC AFFILIATIONS

- Asian Pacific American Bar Association (APABA) of Colorado, Board of Directors
- National Asian Pacific American Bar Association (NAPABA) Immigration Committee, Co-Chair