Holland & Hart



PRACTICES

Immigration Services
Government Investigations and White Collar Defense

EDUCATION

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

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

BAR ADMISSIONS

Colorado

Visa Support

Chris L. 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.

Chris provides strategic counsel when companies and individuals face government audits or investigations of their immigration practices. With nearly three decades of experience, he brings extensive experience and government relationships to help clients prepare for such audits and investigations and to defend them when regulators show up.

Often working with clients in times of crisis, Chris's goal is to alleviate anxiety and put them at ease. Whether counseling a company about responding to a subpoena or defending it in a government investigation or raid, clients appreciate his pragmatic, straight forward counsel and clear plans of action.

Chris and his team work closely with in house legal and human resources departments to provide training and to help them develop effective compliance policies and internal audit and remediation plans. When significant legal concerns arise, he helps teams conduct internal investigations and formulate the best path forward to protect the interests of the company.

Chris also 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 non-immigrant (e.g., E, H, L, O, P, TN, etc.) and immigrant (first, second, and third preference categories) visas.

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.

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:

- Form I-9, Employment Eligibility Verification
- Undocumented workers
- Labor exploitation
- Immigration (benefits) fraud
- Unfair immigration-related employment practices
- Compliance with Fair Labor Standards Act (FLSA), Foreign Corrupt Practices Act (FCPA), Export Controls (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-1 Extraordinary Ability/Outstanding Researcher/Multinational Manager
- EB-2 National Interest Waiver and Advanced Degree Professionals
- EB-3 Skilled Workers, Professionals, and Other Workers

Labor Certification Applications (Temporary and Permanent)

Consular Applications and Adjustment of Status Applications

PUBLICATIONS

"Colorado Adds a Step to I-9 Compliance," *Immigration Law Update*, July 24, 2026

"Eligibility Is No Longer Enough: USCIS Issues Sweeping New Adjustment of Status Policy," *Immigration Law Update*, May 22, 2026

"How ICE Is Raising the Stakes on I-9 Audits," *Immigration Law Update*, April 16, 2026

"Game Changer for H-1B Filings: Change of Status Petitions Escape $100,000 Fee," *Immigration Law Update*, October 21, 2025

"New USCIS Enforcement Powers Take Effect - Critical Changes Every

Employer Must Know," *Immigration Law Update*, September 4, 2025

"Trump's Immigration Agenda Is a Nudge for Workplace Compliance," *Bloomberg Law*, August 14, 2025

"Significant Reductions in Nonimmigrant Visa Validity for Dozens of Countries," *Immigration Law Update*, July 23, 2025

"CHNV Update: Revocations and USCIS Guidance Trigger Urgent Employer Action," *Immigration Law Update*, June 24, 2025

"CHNV Parole Program Ends, Creating Urgent Employer Compliance Obligations," *Immigration Law Update*, June 13, 2025

"The Approaching Social Security Number No-Match Flood," *Immigration Law Update*, May 27, 2025

"New Developments in Immigration-Related Enforcement for Employers," *Immigration Law Update*, February 19, 2025

"Bracing for Impact: What Employers Need to Know About Homeland Security Investigations' Worksite Enforcement Plans," *Immigration Law Update*, November 18, 2024

BLOG POSTS

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

SPEAKING ENGAGEMENTS

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

"I-9 Enforcement: Preparing for Audits, Investigations, and Worksite Enforcement in 2026," *AILA Colorado 2026 Rocky Mountain Immigration Conference*, February 20, 2026

"The Intersections of Immigration and Employment Policy and Law: In the Courts, the Agencies, and in the Congress," *Syracuse University JDi Residency*, February 19, 2026

"Immigration Enforcement for Employers," *Holland & Hart Breakfast Briefing*, November 13, 2025

"Global Immigration Challenges and Opportunities: Navigating Change in a Complex Landscape," *Employment Law Alliance (ELA) Webinar*, August 26, 2025

"Immigration Enforcement in Healthcare," *myLawCLE Webinar*, June 12, 2025

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

Seminar, April 23, 2025

"The Immigration and I-9 Compliance Workshop," *Business Management Daily Webinar*, April 16, 2025

"Immigration Enforcement," Co-Presenter, *Holland & Hart 2025 Employment Law Update*, April 9, 2025

"Developments in Worksite Enforcement," Co-Presenter, *Management Labor and Employment Roundtable*, March 19-20, 2025

"2025 Labor & Employment Law Year in Review | United States: Immigration Law," *Employment Law Alliance (ELA) Webinar*, January 16, 2025

"Trends in Regulatory & Criminal Immigration Enforcement," *Business Management Daily Webinar*, January 15, 2025

"What Every Legal and HR Professional in Healthcare Must Know About Immigration and I-9 Compliance," *Health Law Webinar*, January 9, 2025

"Crossroads of Immigration and Labor Law and Policy," *Cornell Law School Seminar*, August 15, 2024

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

"Multi-Jurisdictional Pitches/Development of New ELA Tool," *Employment Law Alliance (ELA) North America Regional Meeting*, April 18, 2024

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

"Recent Developments in I-9 Compliance and Worksite Enforcement," *LEAP: Labor & Employment Law Advanced Practices Conference*, March 22, 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," Co-Presenter, *Holland & Hart Webinar*, 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

- Immigration Attorney Committee, Employment Law Alliance (ELA), National Chair
- AILA Verification and Documentation Liaison Committee (Worksite Enforcement), National Committee Member
- Management Legal Education Roundtable (MLER), Board Member
- American Immigration Lawyers Association (AILA), Member
- Colorado Bar Association, Member

RECOGNITION

- *The Best Lawyers in America*®, Immigration Law, 2013-2027
- *Lawdragon*, 100 Leading Immigration Lawyers in the United States, 2024-2026
- *Law Week Colorado*, Barrister's Best, Barrister's Choice: Immigration Lawyer, 2023