

**Immigration  
Practice Area**

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Immigration law can be a complex challenge for many employers. Hunter, Smith & Davis, LLP has one of the only dedicated immigration law practices in Northeast Tennessee. Our Tennessee immigration attorneys help employers, their employees, and families navigate the ever-changing rules and regulations of the immigration process.

Securing lawful immigration benefits for highly skilled and talented international employees requires an in-depth knowledge of immigration laws, forms, and procedures. We maintain an emphasis on the recruitment of physicians, health care workers, and higher education staff and faculty.

The most common business visa forms we work with are listed below.

- B-1 business visitor visas
- B-2 pleasure, tourism, medical treatment visitor visas
- H-1B visas for foreign workers in specialty occupations
- H-1C registered nurse
- J-1 visa waivers for physicians
- L-1A intracompany transferee executive or manager
- L-1B intracompany transferee specialized knowledge
- TN status or TN visa (Trade NAFTA) special non-immigrant status
- Visa denials

**Form I-9 Compliance and Retention**

Employers must complete a Form I-9 to document verification of the identity and employment authorization for every new employee hired to work in the U.S. This applies to both U.S. citizens and non-citizens.

It is illegal to discriminate against work-authorized individuals in hiring, firing, recruitment, or in the employment eligibility verification process based on that individual's citizenship status, immigration status, or national origin.

Our experienced Tennessee immigration and employment attorneys help employers meet the filing and anti-discrimination requirements of the I-9 process.

**Lawful Permanent Residency (or “Green Cards”)**

A Green Card, also known as a Permanent Resident Card, grants official immigration status in the U.S. The card entitles the holder to live and work permanently in the U.S. and is required for a person to naturalize as a U.S. citizen.

Our Tennessee immigration attorneys help individuals and business employees apply for, renew, or replace Green Cards. We are experienced in filing the Form I-485 application to register for permanent residence or otherwise adjust a status with U.S. Citizens and Immigration Services (USCIS).