

Eric Ledbetter

he/him

PARTNER

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About Eric

Trusted, responsive and creative immigration, I-9 and E-Verify counsel

Eric Ledbetter advises U.S. and global employers on complex business immigration matters. Eric is recognized by *Chambers USA* and has extensive experience advising employers in information technology, health and life sciences, manufacturing, banking and financial Institutions, and research and higher education sectors, among others. Leading a team of lawyers, paralegals and assistants also recognized by *Chambers USA*, he works with employers of all sizes to manage and support their immigration compliance programs. His counsel covers a full range of:

- **Workers**, including doctors, scientists, researchers, engineers, business executives, entertainers, high-tech workers and investors
- **Non-immigrant visas**, including H, L, O, TN, B, E, F and J among others
- **Permanent residency petitions**, including PERM foreign labor certification and EB-1 Outstanding Research, Extraordinary Ability and Multinational Management
- **Workplace issues**, including immigration and I-9 compliance, E-Verify best practices, avoidance of discrimination claims based on alienage and citizenship status, as well as investigations and immigration enforcement matters

As a partner and trusted advisor to his clients, Eric is a proven problem solver. With deep knowledge of immigration law and responsiveness to the operational needs of his clients, he and his team deliver results that inspire confidence and bring certainty to employers navigating a thicket of immigration laws and regulations.

Education and Honors

UCLA School of Law (J.D.)

- Awarded a merit-based research assistantship at the UCLA Williams Institute

Indiana University-Purdue University, Fort Wayne (B.A.)

Northwestern University, Kellogg School of Management, Certificate, Quarles & Brady Leadership Program (2016)

Bar Admissions

Wisconsin

Illinois

California

Court Admissions

Supreme Court of Illinois, 2009

Supreme Court of Wisconsin, 2007

Supreme Court of California, 2006





Eric is a frequent speaker and author on timely developments in immigration law and compliance.

Experience in Action

- **Helping employers strategize long-term retention of non-U.S. citizen employees** through a combination of non-immigrant and immigrant visa petitions and business- and family-based petitions.
- **Advising multinational employers on U.S. immigration strategies** to transfer executives, senior management and specialized-knowledge workers into the United States.
- **Helping employers meet strategic workforce needs**, including mergers, acquisitions, corporate restructurings, reductions and growth development.
- **Developing case strategy to support permanent residency petitions based on PERM foreign labor certification**, including preparing all of the necessary application materials and documentation, and helping companies and their employees navigate a complex application process.
- **Advising employers on best practices for E-Verify and I-9 compliance** with regulatory authorities at the U.S. Department of Homeland Security and U.S. Department of Justice.
- **Defending employers in I-9 and E-Verify related audits** and investigations.

Capabilities

Immigration & Mobility

Labor, Employment & Benefits

Research Institutions & Higher Education

Higher Education

Health & Life Sciences

Banking & Financial Institutions

Employment Advice, Counseling and Training

Professional Recognitions

- Listed in *Crain's* 2020 Notable LGBTQ Executives
- *Who's Who Legal* (Corporate Immigration, 2020)
- Selected for inclusion in *Illinois Super Lawyers*[®]-Rising Stars Edition (2012-2016: Immigration)
- Awarded the 2010 Distinguished Service Award by the Chicago Volunteer Lawyers Service Foundation
- Named to "40 Illinois Attorneys Under 40 To Watch" by Chicago Lawyer magazine (Law Bulletin Publishing Company, 2010)
- *Chambers USA*[®], Immigration, 2022

Professional & Civic Activities

- American Immigration Lawyers Association, chaired and served on numerous committees at the national and local level





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- U.S. Citizenship & Immigration Services (CSC), AILA 2017–2019
 - Chicago Chapter Vice Chair CLE committee; Chicago Chapter Member; National Chapter DOL National Liaison Committee
 - National Immigrant Justice Center (Pro Bono Asylum Counsel)
 - Quarles & Brady National Clean Energy Industry Initiative
 - Quarles & Brady Research Institutions Initiative
 - Lawyers for the Creative Arts, Board of Directors, member

