



## Loan T. Huynh

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### Services

Immigration

International

Employment, Labor &  
Benefits

Sports & Entertainment

### Loan chairs Fredrikson's Immigration Group and also leads its I-9 audit and corporate immigration compliance, and its H-2 temporary workers practice areas.

Loan focuses on employment-based immigration, corporate immigration compliance, and global mobility solutions for employers, ranging from Fortune 500 companies to mid-size companies, health systems, entrepreneurs/investors, and family-owned farms by developing practical immigration policy and strategies to meet their global mobility and immigration goals. This includes drafting corporate immigration policies; counseling on I-9 / E-Verify policy and procedures; defending employers in civil and criminal worksite enforcement actions; and conducting immigration due diligence in mergers, acquisitions and other corporate transactions. Loan has extensive experience in advising clients in the agricultural, hospitality, food processing, life sciences, biotechnology, energy, healthcare (healthcare systems, hospitals and individual physicians), software and other high-tech sectors, financial services and manufacturing industries. She partners with her clients in finding creative work visa solutions to meet their labor force needs including the use of the H-1B for specialty occupations, L-1 intra-company visas for multinational employees, E-1-2 investor / trader visas, B1/H-3/J-1 trainee visas, and temporary H-2A agricultural and H-2 B temporary nonagricultural visas.

Loan is a frequent speaker at national conferences and has written extensively on immigration issues. She is a member of the Board of Advocates for Human Rights and is currently a member of the national American Immigration Lawyer's Association's Department of Labor Liaison Committee (she served as H-2 Vice Chair from 2015-2019). She is also a member of Fredrikson's Board of Directors and the Inclusion & Diversity Committee.

## Experience

### Immigration Sponsorship Policy

- Drafts corporate immigration policy and compliance programs, including setting up immigration service models and processes for a Fortune 500 company.

### Immigration/I-9 Compliance

- Represents companies of varying sizes in I-9 audits before the Department of Homeland Security's Homeland Security Investigation on I-9 audits and compliance, employer sanctions, E-Verify and in ICE/DOL investigations.

### H-2B and H-2A Temporary Worker Programs

- Partners with Landscape/Nursery/Hospitality/Resort/ Golf Clubs/ and Manufacturing employers to supplement their permanent and seasonal workforce with foreign workers by guiding them through the H-2B temporary non-agriculture visa program.
- Represents H-2A and H-2B employers in Wage and Hour Division (WHD) investigations and program audits

### Healthcare Immigration Solutions

- Advises and represents healthcare systems, hospitals and individual physicians on waivers (Conrad, Hardship and Interested Government Agencies), nonimmigrant visas and lawful permanent options for physicians and other health care workers.
- Advises healthcare providers/systems on hiring strategies for allied professional positions including nurses and medical technologists.

## Credentials

### Education

- University of Houston Law Center, J.D., 1995
- University of Houston, B.A., Political Science & History, 1992, *summa cum laude*

### Admissions

- Minnesota, 2002
- Texas, 1995
- U.S. District Court for the District of Minnesota, 2007

### Languages

- Vietnamese

## Recognition

- *Best Lawyers in America*, Immigration Law, 2020-2024
- Who's Who Legal: Corporate Immigration, 2023
- Who's Who Legal: Thought Leaders, Corporate Immigration 2020, 2022
- *Chambers USA: America's Leading Lawyers for Business*, Minnesota, Immigration, 2022-present
- Diversity and Inclusion Award, *Minnesota Lawyer*, 2021
- *Best Lawyers'* Immigration Law Lawyer of the Year in Minneapolis, 2021
- Lawyers of Color, Nation's Best List, 2019
- Hennepin County Bar Association's Excellence Award, 2019
- North Star Lawyer, Minnesota State Bar Association, 2012, 2017-2019
- International Who's Who of Corporate Immigration Lawyers, 2010, 2012, 2013
- Fellow, American Bar Foundation, 2013
- Top 40 Under 40, *The Business Journal*, 2002

## Civic & Professional

### Professional Activities

- American Bar Association
- Hennepin County Bar Association
- Minnesota State Bar Association
- Texas State Bar Association
- Fredrikson & Byron Board of Directors, Member, 2023-present
- Fredrikson & Byron Inclusion & Diversity Committee, Member, 2010-present
- American Immigration Lawyers Association (AILA), Member
  - AILA: MN/Dakotas Chapter Chair, 2005-2006
- AILA: DOL Liaison Committee, 2015-present
  - H-2 Vice Chair, 2016-2019
- AILA: National—USCIS Policy Liaison Committee, 2006
- AILA: National—Essential Workers Committee, 2006
- AILA: National—Nebraska Service Center Liaison Committee, 2007 and 2009
- AILA: Office of Field Operations Liaison Committee, 2010-2011
- American Immigration Council, Former Board of Directors
- National Asian Pacific American Bar Association (NAPABA), 2008-present
- Leadership Council on Legal Diversity, Fellow, 2016

- Twin Cities Diversity in Practice Professional Development Committee, 2010-2013
- Society for Human Resource Management, 2010-present

### Community

- The Advocates for Human Rights, Board Member, 2011-2022, Pro Bono Of Counsel, 2023
- Twin Cities' Diversity in Practice, Professional Development Committee, 2009-2012
- Co-Founder, Women of Color in the Law Forum
- International Women's Forum, Member

### News

Firm News | 08.17.2023

Fredrikson Attorneys Recognized in The Best Lawyers in America© 2024

Firm News | 06.07.2023

Fredrikson Earns Law Firm Pro Bono Award

Firm News | 06.01.2023

Fredrikson Recognized by 2023 Chambers USA

Article | 08.18.2022

Fredrikson & Byron Attorneys Recognized in The Best Lawyers in America© 2023

Firm News | 06.02.2022

Fredrikson & Byron Recognized by 2022 Chambers USA

Firm News | 09.07.2021

Immigration Attorney Loan Huynh Earns Minnesota Lawyer 2021 Diversity and Inclusion Award

Firm News | 04.29.2019

Immigration Attorney Loan Huynh Receives Hennepin County Bar Association's Excellence Award for Advancing Diversity and Inclusion

### Speaking Engagements

Event | 05.09.2023

Immigration Webinar: Post-COVID Compliance and Enforcement Trends

Event | 02.14.2023

The H-2B Home Stretch! Welcoming H-2B Workers and Maintaining Compliance Files

Event | 01.05.2023

The H-2B Test of the Labor Market and the Race to USCIS

Event | 12.13.2022

H-2A and H-2B Program Updates – All You Need to Know for the 2023 Season

Event | 09.22.2022

Labor Shortage and the Great Resignation: Using Immigration as a Workforce Recruitment and Retention Tool Webinar

Event | 01.18.2022

Immigration: A Review of the Biden Administration's First Year and 2022 Trends

Event | 03.10.2021

Health Law Webinar—Immigration Under the Biden Administration for Healthcare Providers/Systems

Event | 11.17.2020

What Do the 2020 Election Results Mean for U.S. Immigration?

Event | 01.14.2020

Preparing for the 2021 H1B Lottery Webinar

Event | 03.13.2017

Employment Immigration Update Webinar

Event | 02.08.2017

Health Law Webinar—Turning Immigration into a Powerful Physician Recruitment Tool

Event | 09.22.2016

Working With Foreign Nationals: Employment Sponsorship, Immigration Compliance and Community Integration

Event | 10.10.2012

Health Law Webinar—Hiring Foreign Resident Physicians: Conrad 30 Waivers and Alternatives

## Legal Updates

Legal Update | 11.21.2023

H-2B Visa Numbers for FY 2024

Legal Update | 08.03.2023

Preparing for the H-2B Temporary Non-Agricultural Worker Filing Season – Do Not Miss the H-2B Lottery

Legal Update | 07.27.2023

DHS Announces New I-9 Rule Providing Remote Inspection and a New Form I-9

Legal Update | 07.14.2023

Immigration Alert – EB-1 India Retrogression

Legal Update | 04.07.2023

H-2B Supplemental Visa Cap Reached for Second Half of FY 2023

Legal Update | 02.01.2023

USCIS Announces Initial Registration for FY 2024 H-1B Cap Opens March 1, 2023

Legal Update | 12.15.2022

DOL and USCIS Release Final Rule for Supplemental H-2B Visa Numbers for FY 2023

Legal Update | 05.17.2022

USCIS Releases Additional H-2B Visas for Second Half of FY 2022

Legal Update | 05.24.2021

USCIS Will Accept Requests for Additional FY2021 H-2B Visa Numbers

Legal Update | 01.20.2015

It's H-1B Filing Season ... Don't Miss the Opener on April 1, 2015

Legal Update | 04.08.2014

H-1B Cap Reached for FY 2015 – Alternative Visa Options for Employers

Legal Update | 03.01.2012

Living Under the H-1B Cap – Alternative Visa Options and Strategies for Employing Foreign Nationals in the U.S.

## Publications & Presentations

Quoted in "New H-2 Visa Proposed Rule 'Puts Employers on Notice'," by Roy Maurer, *SHRM*, October 2, 2023

Speaker, *Job Changes After the PERM is Approved: Legal and Ethical Considerations for Experienced Practitioners*, AILA, August 24, 2023

Speaker, *Driver's Licenses for All: What Employment Lawyers and HR Professionals Need to Know About State Laws That Permit Undocumented Immigrants to Obtain Driver's Licenses*, 2023 Upper Midwest Employment Law Institute, July 27, 2023

Speaker, *Roving and Third-Party Placement Workers: Obligations for Both Petitioner and Clients*, AILA, November 17, 2022

Moderator, AILA MN/Dakotas, H-2B Webinar, Minneapolis MN, November 16, 2022

Co-Speaker, *International Physicians: A Guide to Expanding Healthcare Access*, AAPPR, Minneapolis MN, August 2022

Presenter, *The Basics and Best Practices of I-9 Compliance*, Minnesota CLE's 2022 Upper Midwest Employment Law Institute Webcast, July 6, 2022

Co-Presenter, *Opportunities for H-2B Visas for Seasonal/Short Term Positions: Beyond Hospitality and Leisure Occupations*, AILA Annual Conference on Immigration Law, June 17, 2022

Co-Presenter, *Consults, Issue Spotting and Dual Representation*, AILA Upper Midwest Conference, May 20, 2022

Co-Presenter, *Become An IMG Superstar... Making Immigration Work in Your IMG Recruitments*, 2022 AAPPR Annual Conference, April 25, 2022

Speaker/Attorney, Advocates for Human Rights Pro Bono Asylum Clinic, Minneapolis MN, March 24, 2022

Co-Presenter, *Immigration: A Review of the Biden Administration's First Year and 2022 Trends*, Fredrikson & Byron Immigration Webinar, January 18, 2022

Co-Speaker, *What Are We So Afraid Of?*, AILA Ohio Chapter Conference, H-2A / H-2B Practice Webinar, December 3, 2021

Co-speaker, AILA, *What on Earth is the Wage? The State of Play on Prevailing Wages*, Webinar, August 26, 2021

Co-Presenter, *Immigration Under the Biden Administration for Healthcare Providers/ Systems*, Fredrikson & Byron Health Law Webinar Series, March 10, 2021

Co-Presenter, *What Do the 2020 Election Results Mean for U.S. Immigration?*, Fredrikson & Byron Immigration Webinar, November 17, 2020

Co-Author, *Charting a Pathway to Immigrant Status for PGY-2 Residents: A Primer on Immigration from the American College of Physicians*, ACP Website, December 2019

Co-Presenter, *The H-2B and H-2A Temporary Work Visa Programs: Updates and Trends for the 2020 Filing Season*, Fredrikson & Byron Immigration Webinar, October 23, 2019

Co-Presenter, *Play Offense: Be Prepared for I-9 Audit/Enforcement Trends and the SSA No Match Letters*, Fredrikson & Byron Immigration Webinar, August 27, 2019

Co-Presenter, *The New Normal for Business Immigration Under 'Hire American,'* Fredrikson & Byron Immigration Seminar, May 8, 2019

Quoted in "Reform Needed for Lasting H-2B Shortage Relief, Attys Say," *Law360*, March 5, 2019

Presenter, *H-2A and H-2B Work Visas: Trends and Immigration Compliance*, Northern Green, January 17, 2019

Quoted in "Attys Prepare Employers For Increased H-2B Visa Audits," *Law360*, December 19, 2018

Co-Presenter, *A 360 View—Hiring and Work Visa Strategies for Foreign Nationals*, Human Resources Association of North Iowa (HRANI) Employment Law Conference, November 13, 2018

Co-Presenter, *Immigration Issues for Employers Under the Buy American and Hire American Executive Order*, Fredrikson & Byron's 34th Annual Employment & Labor Law Seminar, November 1, 2018

Co-Presenter, *Immigration Issues for Employers Under the Buy American and Hire American (BAHA) Executive Order*, Fredrikson & Byron's Annual North Dakota Employment Law Seminars, October 18-19, 2018

Quoted in "More H-2B Visas for Seasonal Work Available This Summer," *Society for Human Resource Management*, June 1, 2018

Presenter, *Anatomy of an I-9 Audit*, Upper Midwest Employment Law Institute, May 21-22, 2018

Co-Presenter, *What Now? What Next? Hiring Foreign Nationals in Uncertain Times*, Fredrikson & Byron Immigration Seminar, May 9, 2018

Co-Presenter, *Employer Immigration Update*, Fredrikson & Byron's 33rd Annual Employment & Labor Law Seminar, November 3, 2017

"The H-2B Work Visa: Tips for H-2B Filings in 2018 and Program Updates," *MNLA Biz*, September 2017

Quoted in "Trepidation in the Heartland," *Twin Cities Business*, August 2017

Quoted in "H-2B Visas And The Making Of An 'Ultra Vires' Regulation," *Law360*, July 25, 2017

Quoted in "DHS Grants Additional 15,000 H-2B Visas," *Society for Human Resource Management*, July 19, 2017

Co-Presenter, *Employment Immigration Update*, Fredrikson & Byron Webinar, March 13, 2017



Co-Presenter, *Turning Immigration into a Powerful Physician Recruitment Tool*, Fredrikson & Byron Health Law Webinar, February 8, 2017

Co-Presenter, *The New Form I-9: Tips for Completion, Compliance and Audits*, Fredrikson & Byron Webinar, January 24, 2017

Worksite Enforcement, Compliance and Employer Rights, Fredrikson & Byron's Immigration Podcast, January 2017

Co-Presenter, *Work Visa Options and Immigration Trends*, Fredrikson & Byron's 32nd Annual Employment & Labor Law Seminar, October 26, 2016

Speaker, *Working With Foreign Nationals: Employment Sponsorship, Immigration Compliance and Community Integration*, Fredrikson & Byron Immigration Seminar, Minneapolis, MN, September 22, 2016

Co-Author with Ashley J. Roth, "Employment-Based Visas: An Overview," *Immigration Practice Deskbook*, 2015, 1<sup>st</sup> Edition, Edited by Nelson L Peralta

Speaker, *Employment-Based Options for Beginners*, AILA National Conference, Washington, D.C., 2015

Co-Presenter, *Hiring and Work Visa Strategies for Foreign Nationals*, Fredrikson & Byron's Annual North Dakota Employment Law Seminars, October 15-16, 2015

Presenter, *Navigating the Immigration Landscape: A Guide for Employers*, Fredrikson & Byron Immigration Seminar, May 5, 2015

Co-Presenter, *I-9 Employment Eligibility Verification and Compliance*, Fredrikson & Byron's Annual Employment Law Seminar, Fargo and Bismarck, ND, October 16-17, 2014

"Between a Rock and a Hard Place," Minnesota's Journal of Human Resource Management's *Employee Benefits Planner*, Third Quarter 2014

Quoted in "Fines for I-9 Errors on the Rise," by Scott Wooldridge, *benefitspro*, June 10, 2014

Speaker, *EB Immigration: Can You Get There From Here*, AILA Upper Midwest Regional Conference, St. Paul MN, May 9, 2014

Speaker/Panel Member, *Options for Investors and Entrepreneurs*, AILA Chicago Chapter Midwest Regional Conference, Chicago IL, March 14, 2014

Speaker, *H1Bs*, AILA Minnesota/Dakotas Chapter, Minneapolis MN, February 20, 2014

Speaker, *Preparing for the ICE Storms and Worker Shortages in 2014: Immigration Worksite (I-9) Investigations and Immigration Compliance*, North Dakota Agriculture Trade Show, Minot ND, January 29-30, 2014

Co-Author with Laura J. Danielson, "Don't Wait for ICE to Knock on the Door: A Practical Guide to Preparing Employers for I-9 Compliance/Audits and Worksite Investigations (With Supplements: Sample Proposed I-9 Policy and Procedures, Form I-9 Verification Procedures-Guidelines For Employers, and Checklist For I-9 Audit And Correction Guidelines)," chapter in *The Immigration Compliance Book 2009-2010 Edition*, Editors: Angelo A. Paparelli, L. Batya Schwartz Ehrens, and Dan Siciliano. Copyrighted by ILW.COM