



Tom C. Narvaez

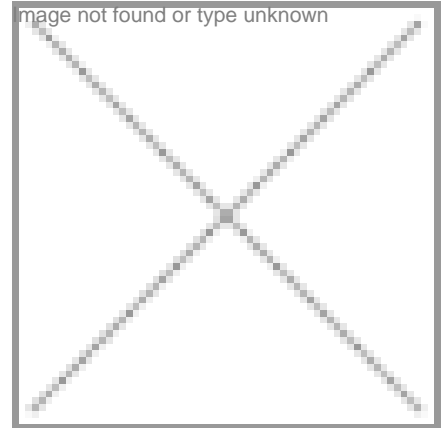
Senior Associate

Richmond, VA

P: 804.420.6383

F: 804.420.6507

tnarvaez@williamsmullen.com



Tom Narvaez advises clients on business immigration matters and provides strategic advice to multinational companies on the short-term and long-term employment of their foreign national employees. He assists clients exploring expansion into the United States with the cross-border movement of personnel and with obtaining the necessary nonimmigrant visas to do so, such as H-1Bs, L-1As, L-1Bs, Blanket L-1s, TNs, O-1As, O-1Bs, E-2s and E-3s. He also helps clients obtain U.S. permanent residence through the permanent labor certification program (PERM) and employment-based green cards and through family relationships.

Business immigration is highly complex for both foreign nationals and employers. Multinational and national companies rely on Tom's counsel for their immigration programs. Tom has advised clients in numerous sectors, including entertainment, artist management, aerospace, automotive, food and beverage, information technology, financial, logistics, manufacturing, engineering, healthcare, and more, to facilitate strategic approaches to their immigration programs and provides guidance on Form I-9 compliance, including Form I-9 audits and E-Verify matters.

Before entering private practice, Tom served as a law clerk for the U.S. House of Representatives Committee on the Judiciary, chaired by Rep. Bob Goodlatte. Tom also served as a law clerk for the U.S. Senate Committee on the Judiciary, chaired by Senator Chuck Grassley. He is fluent in Spanish, which allows him to assist Spanish-speaking clients with their needs in their native language if desired.

Tom earned his Juris Doctor degree from The Catholic University of America's Columbus School of Law, where he served as a member of the Moot Court Executive Board.

He earned his Bachelor of Arts degree in political science from Virginia Commonwealth University.

Practice Areas

- Labor, Employment & Immigration

Experience

- Advising multinational companies on best practices to streamline the hiring and mobility of talent across borders, the required immigration processes, and best practices for navigating consular processing.
- Advising deal teams with the compliance requirements to maintain the visa and work authorization for global workers encompassed by the company's acquisition of new entities.
- Advising senior executive leadership of multinational companies and high net worth individuals with issues related to U.S. citizenship, U.S. residency, and associated matters.

Education

- The Catholic University of America, Columbus School of Law (J.D.)
Moot Court ? Executive Board Member; Catholic University Pro Bono Challenge Award
- Virginia Commonwealth University (B.A.)

Professional Affiliations

- American Bar Association