

J. Mike Sevilla

Partner

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Mike Sevilla structures U.S. immigration programs for multinational employers — from H-1B cap strategy and PERM labor certification to I-9 compliance and enforcement response — so that hiring foreign talent becomes a managed business process rather than a recurring legal emergency.

Mike Sevilla builds and manages corporate immigration programs that scale. For employers who rely on foreign national talent, Mike translates the Department of Labor's and U.S. Citizenship and Immigration Services' (USCIS) layered requirements into practical workflows — ones that hold up under scrutiny and flex as headcount grows.

Mike's work spans the full arc of employment-based immigration. He advises employers on nonimmigrant visa classifications — including H-1B cap registration strategy, L-1 blanket petitions, and O-1 visas for individuals of extraordinary ability — and guides companies through every stage of the permanent residence process, from Program Electronic Review Management (PERM) labor certification through adjustment of status. His focus is helping large-volume clients develop the internal infrastructure to manage immigration at scale: integrating technology, training internal stakeholders, and establishing repeatable processes that reduce bottlenecks without sacrificing compliance.

In today's enforcement environment, Mike also advises employers on immigration compliance and risk. He helps clients develop immigration enforcement response policies, prepares teams to handle different types of government enforcement actions, and guides companies through internal Form I-9 audits and Homeland Security Investigations (HSI) inquiries. His practice has grown increasingly focused on the intersection of immigration compliance and employment law — including the complications that Equal Pay Transparency (EPT) laws create for PERM recruitment.

Mike also counsels clients in the healthcare and technology sectors, where foreign

Education

- Brooklyn Law School (J.D., 2014)
- Azusa Pacific University (Political Science, 2011)

Bar Admissions

- Minnesota
- New York

national workforce needs are acute and the margin for error in visa timing is narrow. He has worked with Fortune 100 companies managing high-volume H-1B transfers and PERM pipelines, small and mid-sized companies navigating the same system with fewer resources, and creative professionals seeking O-1 visas in fields ranging from fashion design to music.

For clients with Spanish-speaking employees or operations, Mike brings an additional dimension to those relationships through his fluency in Spanish.

Select Experience

Corporate Immigration Programs & High-Volume Operations

- Secured blanket L-1 petition for a large multinational company, enabling the transfer of hundreds of foreign national employees across borders.
- Managed transfer of more than 70 H-1B employees for a Fortune 100 company, coordinating petition preparation and USCIS filing across a large team.
- Prepared dozens of PERM labor certification applications for a Fortune 100 company, managing a high-volume pipeline under the Department of Labor's recruitment and documentation requirements.
- Represented a small Minnesota company with offices in Silicon Valley in PERM labor certification proceedings for its technology workforce.

Accolades

- *Chambers USA*, Immigration, Minnesota, 2024-2026
- *Minnesota Lawyer*, Legal 250, 2026
- *Best Lawyers® Ones to Watch in America*, Immigration Law, 2026
- *Minnesota Super Lawyers®*, "Rising Stars," 2024-2026
- *Minnesota Monthly*, "Top Lawyers in Minnesota," 2024, 2026
- MSBA, North Star Lawyer, 2023-2025
- Contributed more than 50 Diversity & Inclusion hours, 2024

Professional Affiliations

- Employment Based Track Manager, 2024 AILA MNDK / Advocates Upper Midwest Immigration Law Conference
- Advisory Committee, 2024 AILA MNDK / Advocates Upper Midwest Immigration Law Conference
- Leadership Council on Legal Diversity – Pathfinder Program (2021)
- American Immigration Lawyer's Association – Minnesota/Dakotas Chapter
 - CLE Committee (2021-present)
 - Member (2016-present)
- American Immigration Lawyer's Association – New York Chapter
 - CLE Committee (2014-2016)
 - Member (2014-2016)
- Brooklyn Law School Mentor Program

- Mentor (2023-present)
- Comunidades Latinas Unidas En Servicio (CLUES) – Youth in Action Program (YA!)
 - Mentor (2020-2024)
- Brooklyn Law Immigration Society
 - Executive Board Delegate (2012-2013)
 - Communications Director (2013-2014)
- Articles Editor, Brooklyn Journal of Corporate, Financial & Commercial Law

Languages

- Spanish

Select Presentations

- *Navigating Equal Pay Transparency Laws in PERM Practice*, AILA Minnesota Dakotas Chapter CLE Presentation (December 7, 2023)
- *Immigrants of Extraordinary Ability*, 2021 AILA Upper Midwest Immigration Law Conference, Minneapolis, MN (May 14, 2021)
- *Employment-based Permanent Residency / Immigrant Options*, 2019 AILA Upper Midwest Immigration Law Conference, Minneapolis, MN (March 15, 2019)

Insights

May 26, 2026

USCIS Announces Significant Restrictions on Adjustment of Status Processing

January 26, 2026

FY 2027 H-1B Cap Lottery: What Employers Need to Know About the Weighted Lottery and \$100,000 Fee

January 15, 2026

Issuance of Immigrant Visas for 75 Countries on Pause by the State Department

December 9, 2025

USCIS Is Placing a Processing Hold and Re-Reviewing All Immigration Benefit Applications Filed by Applicants from the 19 Travel Ban Countries and Pausing the Processing of All Pending Asylum Applications

October 23, 2025

USCIS Issues Updated Guidance on the Scope of the New \$100,000 H-1B Fee

September 26, 2025

H-1B Visa Program: Enforcement and Proposed Cap H-1B Lottery Changes

September 25, 2025

Understanding the New “Gold Card” Immigration Program

September 24, 2025

H-1B Visa Fees Will Hit Startups: Immigration Attorney

September 22, 2025

Trump's \$100,000 Fee on H-1B Visas Will Impact Tech Sector

September 22, 2025

New \$100,000 H-1B Fee: Considerations for Employers and H-1B Beneficiaries

September 20, 2025

Trump Unveils \$1 Million Gold Card for World's Wealthiest Immigrants

September 19, 2025

Trump Unveils \$100K Yearly Fee on H-1B Visas in Clampdown on Legal Immigration

July 1, 2025

Travel Ban for 19 Countries is Now in Effect; More Countries May Be Added to the List

January 31, 2025

Recent Updates to the H-1B Registration Process for FY 2026

May 14, 2024

How an Already Complex PERM Recruitment Process is Further Complicated by EPT Laws