**Industries**

Consumable Goods

Industrials

Manufacturing

**Practice Areas**

Labor & Employment

German Desk

Health Care

Immigration

International Services

**Bar Memberships**

Ohio

# Alicia M. Visse-Kroger

## Partner

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Cincinnati, OH 45202

Alicia focuses her practice on business immigration and global workforce mobility. She works closely with employers to navigate complex immigration processes and develop practical strategies that support their business objectives.

Alicia advises companies across a range of industries on temporary visa options, permanent residence sponsorship, and compliance matters. Her approach is grounded in both legal insight and real-world experience, allowing her to deliver guidance that is not only technically sound but also operationally effective.

Prior to joining FBT Gibbons, Alicia served as in-house immigration counsel for a national healthcare staffing organization, where she managed high-volume immigration programs for hundreds of foreign national employees. This experience gives her a strong understanding of the internal pressures businesses face and informs her ability to provide efficient, solutions-oriented counsel.

## Other Info About Alicia

### Experience

**Employment-Based Immigration**

- Guides employers through nonimmigrant visa processes, including H-1B, L-1, TN, O-1, and E classifications
- Oversees employment-based green card strategies, including PERM labor certification and immigrant petitions
- Advises on long-term workforce planning for employers with ongoing sponsorship needs

### Multinational Workforce Strategy

- Counsels multinational manufacturing, technology, and industrial companies on the transfer of executives, managers, and specialized knowledge employees
- Assists clients in coordinating immigration needs across global operations, including U.S. inbound workforce planning
- Provides practical guidance on timing, risk, and compliance considerations tied to international personnel movement

### Industry-Focused Experience

- Advises manufacturers on staffing and mobility solutions for production, engineering, and leadership roles
- Works with technology companies on visas for specialized talent, including software, IT, and technical professionals
- Supports companies with cross-border ownership or affiliates in navigating L-1 and E visa strategies
- Assists employers with project-based and seasonal workforce considerations where applicable

### Compliance and Enforcement

- Counsels employers on I-9 compliance, E-Verify requirements, and government enforcement trends
- Conducts internal audits and delivers training to mitigate risk and ensure compliance
- Assists clients in responding to audits, inspections, and related enforcement actions

### Ongoing Advisory Support

- Provides day-to-day guidance on evolving immigration policies and regulations
- Partners with clients to address complex or sensitive immigration scenarios with practical solutions

## Education

University of Cincinnati College of Law, J.D., 2016, *magna cum laude*
Law Review Associate Member 2014-2015

University of Louisville, B.S., Political Science, 2013, *cum laude*

**Recognition**

Recognized by *Best Lawyers: Ones to Watch® in America* – Immigration, 2024-2027

Selected to Ohio Rising Stars, 2026

*Chambers USA*, "Associates to Watch," Immigration, 2026

**Professional Affiliations**

American Immigration Lawyers Association

Cincinnati Bar Association

## Featured Articles

ICE Issues Significant Update on Form I 9 Enforcement

U.S. State Department Expands Social Media Vetting to H-1B Applicants and their H-4 Dependents

Guide to Preventing Staffing Agency Form I-9 Violations

Form I-9 Tips to Avoid Fines: A Guide to Compliance

Know Your Rights Dealing with ICE: A Compliance Guide to Immigration Enforcement

DHS Ends Automatic Work Permit Extensions: What It Means for EAD Renewals

DOJ's Expanded Whistleblower Program Targets Immigration Violations

U.S. State Department Ends Broad Interview Waivers for Visa Applicants

Best Practices for International Students Applying for F-1 Visas in 2025

End of E-Verify Alerts for Terminated Work Authorization Shifts Compliance Burden to Employers

April 2024 Immigration Updates

February 2024 Immigration Update

November 2023 Immigration Update

December 2022 Immigration Legal Update

June 2022 Immigration Legal Update

May 2022 Immigration Legal Update

February Immigration Updates Employers Need to Know

January Immigration Updates Employers Need to Know

December Immigration Updates Employers Need to Know

October Immigration Updates Employers Need to Know

United States Opening to Vaccinated International Travelers

July/August Immigration Updates Employers Need to Know

June/July Immigration Updates Employers Need to Know

May/ June Immigration Updates Employers Need to Know

March/April Immigration Updates Employers Need to Know

January/February Immigration Updates Employers Need to Know

Federal Court Strikes Down H-1B Regulatory Changes

October/November Immigration Updates Employers Need to Know

DHS Rule and H-1B Third Party Placement

President Trump Suspends Admission of Certain Temporary Workers to U.S.

President Trump Signs Executive Order Temporarily Suspending Immigration to the U.S.

New I-9 Form Required for New Hires After April 30, 2020

COVID-19 Business Disruptions and the Legal Implications for H-1B Employees

February Immigration Update: Coronavirus, fees and H-1B electronic registration

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