



Yan Xu

Managing Associate

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Practice Areas

Labor & Employment
Health Care
Immigration
International Services

Bar Memberships

Texas

Languages

English
Mandarin

Michelle provides comprehensive immigration counsel to U.S. businesses and international organizations of all sizes. She guides clients through complex immigration matters in facing a challenging landscape of U.S. immigration law.

Known for her thorough and meticulous representation, Michelle has successfully handled a wide range of employment-based nonimmigrant and immigrant visa cases, family-based petitions, and immigration compliance matters. With a deep understanding of clients' business goals and industry specific issues notably related to manufacturing, motorsports, hospitality, healthcare industries, she develops case strategies and offers practical solutions to support clients' current and future business needs. As an immigrant herself, Michelle relates to her clients on both a personal and a professional level.

Michelle truly believes that the greatest asset of America is its tradition of welcoming different cultures, ideas, and knowledge from the world. Prior to joining the firm, Michelle practiced at an immigration law firm advising business, investment, and family immigration cases, and spearheaded the immigration services in the refugee re-settlement program at a leading non-profit organization in Houston, Texas.

Other Info About Michelle

Experience

Hospitality Industry

- Represents hotel management and development companies in a broad range of business immigration matters, including nonimmigrant visa strategy, permanent residence sponsorship, and workforce planning solutions.
- Advises clients on H2B non-agricultural seasonal worker programs, guiding employers through complex regulatory requirements, labor certifications, and compliance obligations to meet fluctuating staffing needs.
- Works closely with hospitality industry clients to design and implement effective immigration strategies that align with operational demands, ensuring access to a reliable workforce while mitigating risk and maintaining full compliance with U.S. immigration laws.

Motorsports Industry

- Advises motorsports teams, organizations, and industry professionals on a wide range of business immigration matters, with depth in the fast-paced and highly specialized racing sector.
- Represents teams and individuals in the IndyCar and NASCAR series, Formula racing, and Drag racing, securing P1 visas for internationally recognized athletes and their essential support personnel.
- Counsels engineers, technical specialists, and executive leadership on O1 visas for individuals of extraordinary ability, developing tailored strategies that highlight technical innovation, leadership, and industry impact. Provides end-to-end guidance to racing organizations seeking to bring top global talent to the United States in roles critical to competitive success.

Manufacturing Industry

- Advises auto related, industrial tool, electrical, and steeling and machinery manufacturers on business immigration strategies to support highly skilled workforces.

- Represents employers in securing H1B, TN, and O1 visas for engineers, technical specialists, and executives, as well as E2 visas for U.S. expansion.
- Guides clients through PERM and permanent residence processes to build long-term workforce stability, delivering practical, compliant solutions aligned with operational and growth objectives.

Investment Visas

- Represents foreign investors and companies entering and expanding in the United States, advising on tailored immigration strategies to support cross-border investment and business operations.
- Counsels clients on E2 treaty investor visas, guiding applicants through structuring qualifying investments, and meeting ongoing compliance requirements.
- Advises on EB5 immigrant investor matters, assisting high-net worth individuals through source of funds analysis and permanent residence process.

I-9 Compliance

- Counsels to employers on complex I 9 and E Verify issues, including employee onboarding challenges, document verification, tentative nonconfirmations (TNCs), and remote hiring considerations. Trains HR personnel and management on I 9 completion, retention, and compliance best practices.
- Conducts internal I 9 audits to identify and correct deficiencies, implements remediation strategies, and develops policies and protocols to mitigate risk.

Education

University of Houston, J.D., 2015

University of Houston, Master of Science, Biochemistry, 2009

Wuhan University, Bachelor of Science, Biology, 2006

Recognition

Selected to Texas Rising Stars, 2024

Houston's Top Lawyers List, Houstonia Magazine, Immigration Law, 2022

Professional Affiliations

American Immigration Lawyer Association, National Asian Pacific American Bar Association

Firm Committees

Women's Initiative Committee, Office Representative

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