

Press Coverage | October 3, 2025

## Will Trump's H-1B Overhaul Trigger Talent Shortages in the US

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[Robert J. Lee](#)

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Robert Lee, a partner in Troutman Pepper Locke's Labor + Employment Practice Group, was quoted in the October 3, 2025 *Lexology* article, "[Will Trump's H-1B Overhaul Trigger Talent Shortages in the US.](#)"

Troutman Pepper Locke partner Robert Lee said "the volume" of H-1B visa holders working in the technology sector means the US\$100,000 fee will "hit the industry hard." However, he said larger companies will be able to "weather the storm," and that the fee will likely have a greater impact on smaller companies.

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