

Robert J. Lee

Partner

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OVERVIEW

Robert focuses on business immigration matters for managers, executives, and professional/technical personnel. He has practiced business immigration law for more than 20 years, and throughout his career, his practice has concentrated on temporary work visas and permanent residency petitions for foreign executives, managers and professionals as well as extraordinary ability workers and artists. His broad client base includes firms in the financial services industry, medical device and pharmaceuticals manufacturing, specialized chemicals manufacturing, and information technology and engineering consultants.

AWARDS

- *Best Lawyers in America*®: Immigration Law (2021-2026)
- *Chambers USA*: Immigration, Georgia (2019-2025)

TOP AREAS OF FOCUS

- [Immigration](#)
- [Labor + Employment](#)

ALL AREAS OF FOCUS

- [Global Employment Issues](#)
- [Immigration](#)
- [Labor + Employment](#)

PROFESSIONAL/COMMUNITY INVOLVEMENT

- American Immigration Lawyers Association

EDUCATION AND CERTIFICATIONS

EDUCATION

- University of Washington School of Law, J.D., 1995
- University of Virginia, B.A., 1992

BAR ADMISSIONS

- Georgia
- Washington (Inactive)

PUBLICATIONS

- Co-author, "[ICE Reclassifies Common Form I-9 Errors as Substantive Violations](#)," *Troutman Pepper Locke*, April 28, 2026.
- Co-author, "[Updated Guidance on Executive Order Restricting Entry of H-1B Employment-Based Nonimmigrants](#)," *Troutman Pepper Locke*, October 30, 2025.
- Co-author, "[Employers Beware: Prepare Now for Immigration-Focused Civil and Criminal Enforcement Priorities](#)," *Troutman Pepper Locke*, October 14, 2025.
- Co-author, "[Impact of Executive Order Restricting Entry of H-1B Employment-Based Nonimmigrants](#)," *Troutman Pepper Locke*, September 22, 2025.
- Co-author, "[Top 5 Anticipated Changes to the Immigration Landscape During Trump's New Term](#)," *Troutman Pepper Locke*, January 2, 2025.
- Podcast, "[Employing Foreign Talent: Visa Challenges and Compliance Insights. Featuring *The Proposal*](#)," *Hiring to Firing Podcast*, June 18, 2024.
- Co-author, "[Federal Government Issues Comprehensive Guidance for Employers Using Form I-9 Software Programs](#)," *Troutman Pepper*, March 1, 2024.
- Co-author, "[The Annual H-1B Cap Lottery: An Overview](#)," *Troutman Pepper*, January 22, 2024.
- Co-author, "[Changes to I-9 Documentation Review Procedure for Qualified Employers: Release of New Edition of Form I-9](#)," *Troutman Pepper*, July 31, 2023.
- Co-author, "[Extension of Temporary Changes to I-9 Completion Procedure](#)," *Troutman Pepper*, November 1, 2022.
- Co-author, "[Changes to Certain Temporary COVID-Related I-9 Rules](#)," *Troutman Pepper*, May 2, 2022.

MEDIA COMMENTARY

- Quoted, "[Will Trump's H-1B Overhaul Trigger Talent Shortages in the US](#)," *Lexology*, October 3, 2025.
- Quoted, "[Criminal Prosecution Possible for Employing Illegal Workers but Enforcement is Lax](#)," *Dive Brief*, January 6, 2025.
- Quoted, "[Employers Scramble to Get Immigration Records in Order Ahead of Trump Crackdown](#)," *Corporate Counsel*, December 9, 2024.
- Mentioned, "[Water Cooler Talk: Immigration Insights From 'The Proposal'](#)," *Law360*, August 23, 2024.