



# Krystal Alanis

## Partner

Houston

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## Overview

**Krystal Alanis** is a Partner at Reddy Neumann Brown PC and manages the firm's PERM Labor Certification Department, where she oversees all EB-2 and EB-3 employment-based green card matters. Krystal has guided clients from a variety of industries through the maze of the PERM Labor certification process and has handled thousands of PERM applications throughout her career with Reddy Neumann Brown PC. With over 12 years of immigration experience, Krystal is able to assist her clients with confidence and recognize any potential pitfalls that may arise.

Krystal also guides employers and individuals through the I-140 and Adjustment of Status process, and assists clients with temporary work visa petitions (e.g., H-1B, TN, L-1, E-2). Further, she oversees the firm's I-9 compliance team where she advises employers regarding Form I-9 Employment Eligibility Verification requirements and conducts internal audits of a company's I-9 records, processes, and procedures. Additionally, Krystal represents clients in Form I-9 U.S. Immigration and Customs Enforcement (ICE) inspections (Notice of Inspection). Krystal successfully settled a claim with ICE over Form I-9 substantive paperwork violations that led to an 88% reduction in civil fines for her client.

Krystal has been a member of the American Immigration Lawyers Association (AILA) since 2012 and currently serves as the AILA Houston Section Co-Chair. She was also a panelist at the AILA Texas Chapter Spring Conference (2022) where she discussed I-140 issues (Documenting I-140 Ability-to-Pay When Times Are Hard). Krystal has hosted multiple educational webinars regarding the Employment-Based Green Card process, PERM Labor Certification, I-9 compliance for HR Professionals, and OPT/STEM OPT compliance for F-1 students and employers. Krystal has been

a speaker at the University of Houston – Central, and the University of Houston – Clear Lake where she discussed the variety of immigration-related options available to F-1 international students beyond graduation. Additionally, Krystal was quoted in a Bloomberg Law article, where she provided insight into the effects of tech layoffs on the employment-based green card process for H-1B visa holders.

Working in this field has allowed Krystal to understand the struggle and frustration of those going through the immigration process, whether it be a corporate employer or an individual. She has come across many great and inspiring people and has learned from their stories. Through these experiences, Krystal understands that each case is unique. Her aim is to guide you through the immigration process efficiently, yet effectively by defining a plan of action and confronting any potential obstacles immediately and decisively.

Exploring Alternative Routes: Beyond H-1B and PERM

I-9 Compliance Refresh: Preparing Your Company for the New Year

Latest Updates on PERM Processing Times: Insights into Delays & Expectations

Apple to Pay \$25 Million to Resolve Citizenship Discrimination Case Stemming from its PERM Labor Certification Program

Current PERM Processing Times Continue to Exceed 10 Months

Key Highlights of the New Form I-9

Navigating PERM Processing Times: Updates and Strategies to Minimize Delays

Webinar: I-9 Updates Explained: Employers' Guide to Recent Changes and Compliance

Simplifying I-9 Verification: DHS Announces Permanent Remote Inspection Option for Employers

I-9 Compliance: Leveraging the Authorized Representative Option for Efficient In-Person Verification of Documents

Are You Ready? Steps Employers Must Take to Update I-9s That Were Completed Remotely

Understanding Concurrent H-1B Employment: Working for Multiple Employers at the Same Time

PERM Processing Times: How Long Does it Take and Tips to Avoid Further Delays

Long Wait Continues: DOL Issues Updated PERM Processing Times

Tips on Completing Form I-9: New 48 Month Green Card Extension for Certain Conditional Permanent Residents

Impacted by Big Tech Layoffs? Know Your Options: Nonimmigrant Workers & Termination of Employment

Tips for Employers Starting the PERM Labor Certification Process

What is Commonly Requested in a PERM Audit?

Options When Nearing H-1B 6th Year Limit

Qualifying for EB-2 Without an Advanced Degree: Employees with Exceptional Ability

I-9 Compliance Flexibility Extended Through April 30, 2022

Department of Labor Issues Updated PERM Processing Times

DHS Releases Increased Fines for I-9 Violations

Department of Labor Issues Updated PERM Processing Times

Employer's Discriminatory I-9 Software Leads to \$84,832 Civil Penalty

PERM Labor Certification Frequently Asked Questions

Planning Ahead to Ensure I-140 Approval

Five Common I-9 Mistakes and Tips to Avoid Them

Employers Should Strongly Consider Conducting Regular I-9 Internal Audits

May Webinar: Not Selected in the H-1B Lottery? Options and Strategies for your Employees

Minimize Your Risk of PERM Audits by Recognizing These Audit Triggers

DOL Announces Steps to Update Prevailing Wage Data in Compliance with Court Orders

Federal Judge Sets Aside DOL Wage Rule and DHS H-1B Eligibility Rule

Form I-9 Compliance Flexibility for Employers Operating Remotely Extended Until December 31st

Due to EAD Production Delays, Employers May Continue to Accept EAD Approval Notices for Form I-9 Compliance through February 01, 2021

Due to EAD Production Delays, Employers Are Allowed to Accept EAD Approval Notice for Form I-9 Compliance

I-9 Fines Increase in 2020

ICE Extends Form I-9 Compliance Flexibility for Employers Operating Remotely Due to COVID-19

Working for Multiple H-1B Employers Possible Through Concurrent H-1B Employment

New Form I-9 Must Be Used Starting May 1st

Trump Signs Executive Order Suspending Entry of Immigrants into the United States

UPDATE: Multiple Immigration Related Announcements Made in Response to the COVID-19 Pandemic

In Response to COVID-19, DHS Provides Employers Exercising “Physical Proximity Precautions” Flexibility in Form I-9 Requirements

What to Expect During a STEM OPT Site Visit – A Firsthand Look by Reddy & Neumann Attorneys

Five Common I-9 Mistakes and Tips to Avoid Them

## Education

- University of Houston Law Center (J.D., 2011)
- University of Texas at Austin (B.A. Psychology, 2006)

## Bar Admission

- State of Texas

## Practice Areas

- US Work Visas
- Permanent Residency (Green Card)
- Citizenship
- Employer Compliance
- Family-Based Immigration / Dependents