



## Strategically Representing Businesses in Employment, Labor, and Immigration Matters.

We are proud to be 100% minority-owned. Since our founding over 25 years ago, diversity and inclusion have been integral to Monty & Ramirez’s culture.

Our Firm specializes in two core areas: (1) representing employers in all employment and labor matters, and (2) providing comprehensive immigration services, including business immigration and immigration compliance, to help employers build and protect their workforces. From I-9 audits and government investigations to employment-based visa strategies and investor petitions, we guide businesses through the complex regulatory environment to remain competitive and compliant.

Our philosophy is to strategically advance our clients’ needs through innovative, forward-thinking approaches. We are dedicated to understanding each client’s unique business, industry, and legal concerns, with a constant focus on both immediate priorities and long-term goals. Our strategies always include delivering creative, cost-effective solutions.



YEAR FOUNDED **1998**



**14** TOTAL ATTORNEYS



**8** LABOR & EMPLOYMENT ATTORNEYS



**6** IMMIGRATION ATTORNEYS



HOUSTON & DALLAS OFFICES

ASSOCIATES PARTNERS

100%

HISPANIC

66%

WOMEN

100%

BILINGUAL

70%

WOMEN

60%

HISPANIC

100%

BILINGUAL

### Labor & Employment

- Litigation Defense: wrongful termination, discrimination, harassment, wage and hour claims
- Arbitration, Mediation, and Administrative Proceedings
- Government Investigations and Agency Audits (EEOC, DOL, OSHA, NLRB)
- Internal Investigations and HR Compliance Audits
- Drafting and Enforcement of Employment Contracts, Handbooks, and Policies
- Wage and Hour Counseling and Litigation Defense
- Day-to-Day HR Counseling and Management Training

### Business Immigration & Immigration Compliance

- Worksite Compliance: I-9 audits, E-Verify counseling, government investigations, and ICE/DOJ defense
- Employment-Based Immigration: H-1B, L-1, TN, O-1, and other nonimmigrant visas
- Permanent Residency Strategies: PERM labor certifications, EB-1/EB-2/EB-3 petitions, and green card sponsorship
- Corporate Immigration Programs: in-house best practices, policies, and process management to maintain compliance and efficiency
- Investor and Entrepreneur Visas: E-2, EB-5, and related immigrant and nonimmigrant petitions
- Immigration Due Diligence for Mergers, Acquisitions, and Workforce Transitions
- Training for HR Teams on Immigration Compliance and Workforce Planning



Put our experience and innovative solutions to work for you - *We Know What Works.*

| Houston | Dallas | [montyramirezlaw.com](http://montyramirezlaw.com) |