

**Ann Massey Badmus**

Shareholder

214-672-2161

abadmus@cowlesthompson.com

Practice Areas

- Immigration

Practice Emphasis

Ann Massey Badmus is a shareholder and chair of the Immigration section of Cowles & Thompson. Her practice consists primarily of employment and business related immigration matters, representing employers and their employees before the Department of Homeland Security, Department of State, Department of Labor, and various state and federal agencies with immigration oversight. Ms. Badmus has extensive experience with employment-related temporary worker petitions for H-1B professional worker visas, L-1 transfer visas, E-1/E-2 treaty investor and trader visas, O-1 extraordinary ability visas, and others. She has processed numerous two year foreign residency waiver applications for physicians, and permanent residence (green card) applications based upon labor certification, extraordinary ability, national interest waiver, outstanding researcher, and multinational managers and executives. Ms. Badmus also assists employers seeking to insure compliance with state and federal immigration rules regarding employment eligibility verification (I-9) and anti-discrimination.

Ms. Badmus is a nationally recognized immigration lawyer who has been featured prominently in numerous business publications, including an award and recognition as a 2009 Outstanding Minority Business Owner and 2012 Top 25 Women in Business in the north Texas area. She is a sought-after speaker on immigration law to such interested associations as chambers of commerce, universities, professional associations, community organizations, and other groups. She has taught continuing legal education courses for attorneys on immigration law since 1999. Ms. Badmus has written numerous published articles about immigration, has hosted a television program called "Immigration Matters," has been interviewed several times on the national and local radio, and has written a book on immigration for physicians entitled "Immigration Prescription: The Practical Guide to US Immigration for Foreign Born Physicians."

Speaking Engagements

- Nuts and Bolts of Immigration (CLE) –Delaware Bar Association – 1999
- Ethical Issues in Immigration Law (CLE)– Bench & Bar Conference, Collin County Bar Association 2004
- H-1B and Employers – The Association of Latino Professionals in Finance and Accounting (ALPFA) – 2005
- Visa Options for Foreign Students – The Association of Latino Professionals in Finance and Accounting (ALPFA) – 2005
- Immigration for Foreign Students - National Association of Black Accountants Student Conference 2005
- Ethical Issues in Immigration Law(CLE) – National Bar Association, National Conference 2005
- Strategies for Success: How to Win the Race to Secure H-1B Visas – Badmus Immigration Law Firm, P.C., Tele-seminar, February 2006
- Life after Residency – Immigration - American Association of Physicians of Indian Origin, 2006
- Immigration Prescription – Physician Teleseminar series – 2006, 2007
- Immigration Issues in Family Law – Collin County Paralegal Association, 2006
- Protecting your Practice: Immigration Pitfalls to Avoid (CLE) –Dallas Bar Association, 2006, Minority Development Program
- Immigration Issues in Construction Law – Building Workable Solutions (CLE)–Dallas Bar Association, Construction Law Section, 2006
- Critical Immigration Issues for Business (CLE) – Badmus Immigration Law Firm, 2007
- Immigration for the Construction Industry – Plumbing Heating Cooling Contractors Association of North Texas, January 2007
- Immigration and Healthcare Hiring (CLE) – Dallas Bar Association, Health Lawyers Section, 2007
- Human Rights and Immigration Panelist –Dallas Public Library, International Day, 2007

- Immigration Law: Latest Compliance Issues and Strategies for Corporate Counsel(CLE) – Dallas Bar Association, Corporate Counsel Section, 2007
- Researchers and Professors Expert Panelist (CLE) – American Immigration Lawyers Association, National Conference 2007
- I-9 Compliance Webinar for Employers, November 2007
- I-9 Rules and Social Security No-Match Letters-Employment & Labor Law Check-up Conference with Urban League of Dallas, 2008
- “How To Choose An Immigration Attorney” -Citizenship Information Meeting sponsored by Plano Multicultural Research Roundtable, May 31, 2008
- E-Verify for Immigration Compliance: Safe Harbor or Trap? seminar for employers – July 17, 2008
- Lawful Immigration Forum for Businesses – Seminar sponsored by U.S. Mexico Chamber of Commerce, October 30, 2008
- 10 Immigration Facts Every Physician Recruiter Must Know – webinar, February 4, 2009
- Panel Discussion – Revisiting H-1B visas- Hosted by Greater Dallas Indo-American Chamber of Commerce, March 17, 2009
- 10 Immigration Pitfalls To Avoid In The New Age Of Enhanced Enforcement – East Texas Human Resource Association and the Tyler & Longview Area Chambers of Commerce Symposium – Protecting the Interest of Employers in a Time of Change, April 9, 2009
- Immigration Updates Every Employment Lawyer Must Know – Dallas Bar Association CLE, Labor and Employment Law Section, May 18, 2009
- Multicultural Outreach Roundtable Citizenship Workshop, 2009, 2010, 2011
- 10 Immigration Facts for Medical Practices- webinar, July 23, 2009
- I-9 Audits and Avoiding the High Cost of Noncompliance (CLE)- hosted by Badmus Law Firm, September 16, 2009
- Immigration for Physician Recruiters teleseminar, hosted by National Coalition of Healthcare Recruiters, March 2010
- Immigration Law updates for National Association of Physician Recruiters School of Recruitment, April 2010
- What You Really Need to Know About Immigration & Citizenship in 2010! hosted by Badmus Law Firm, Saturday, August 28, 2010
- What Every Lawyer Must Know About Immigration - Northeast Tarrant County Bar Association CLE, September 22, 2010
- Overview of U.S. Immigration Laws - Urban League of Greater Dallas and North Central Texas Human Resource Checkup Conference, 2009
- 9.5 Immigration Rules You Must Know to Hire International Graduate Physicians Fast, webinar, November 9, 2010
- 9 Costly H-1B Visa Mistakes Employers Make and How to Avoid Them, Webinar, November 18, 2010
- Immigration Jeopardy! Avoiding Trouble for Your Clients and You – JL Turner Association CLE, February 22, 2011
- EB-5 Immigrant Investor Webinar, May 19, 2011
- 13th Annual African Economic Forum and Heritage Festival, Guest Panelist for Women in Business Panel, July 13, 2011
- 9 Critical Immigration Rules IMG Residents/Fellows Must Know to Practice Medicine in the U.S., July 23, 2011
- Citizenship and Legalization Workshop 2011, Hosted by Badmus Law Firm, August 13, 2011
- The Immigration Prescription: What Medical Practices & IMG Physicians Must Know about U.S. Immigration, CrossRoads in Clinical Care Conference, CME Course, August 20, 2011
- H1B and LCA Compliance Advisory for Employers, Lawline Continuing Legal Education video, September 29, 2011
- Immigration for J-1 Physicians webinar, American Academy of Neurology Career Week, October 10, 2011
- 7 Secrets You Must Know to Win a Green Card Through PERM Labor Certification - webinar, November 10, 2011.
- H-1B Visas: Proving Your Case in 2012 – webinar, January 25, 2012
- Practice Tips Panel Discussion – Continuing Legal Education course, Advanced Immigration Law, Texas Bar Association, February 2012
- Immigration Pitfalls You Must Avoid to Protect Your Client and Your Practice – Continuing Legal Education course for JL Turner Association, July 12, 2012
- North Lake Community College (South Campus), DREAMers Immigration Workshop- Deferred Action for Childhood Arrivals (DACA), October 20, 2012
- St. Philip's Episcopal Church ESL Immigration Workshop: Deferred Acton, September 26, 2012
- El Centro Community College, DREAMers Immigration Workshop- Deferred Action for Childhood Arrivals (DACA), Advance Parole, and Legalization, February 20, 2013
- Immigration Workshop – Immigration Reform, Deferred Action for Childhood Arrivals (DACA), and Family Unity Waivers, March 23, 2013 and March 27, 2013

- H-1B Compliance: 9 Costly Mistakes Employers Make webinar, June 2013
- What Employers Must Know About Immigration in 2013, ACEC, April 2013
- Immigration for Medical Recruiters webinar, NAPR, September 2013

Publications

- Author, Immigration Prescription: The Practical Guide to Immigration for Foreign Born Physicians
- Guest Columnist, Asian Beat newspaper
- Guest Columnist, Dallas/Fort Worth Construction News
- "How to Hire IMG Physicians with Ease," FOCUS Physician Recruitment Newsletter May 2011
- "J-1 Waivers for Neurologist," American Academy of Neurology Career Week September 2011
- "What Every Recruiter Needs to Know About Recruiting a Visa Candidate," National Association of Physician Recruiters Pulse Newsletter, Summer 2013 edition
- Ezinearticles.com contributor
- JDSupra.com contributor
- Lawline.com faculty

Memberships

- Member, State Bar of Texas
- Member, American Bar Association
- Member, Dallas Bar Association
- Member, American Immigration Lawyers Association
- Member, The College of the State Bar of Texas

Education and Court Admissions

- J.D., Widener University School of Law, 1989
- Bachelor of Mechanical Engineering (BME), University of Delaware, 1984
- Admitted to the State Bar of Texas, 1999
- U.S. District Court, Northern District of Texas