



Tejas Shah has the ability to take the complex and confusing nature of immigration law and simplify it for his clients. His goal is to not only help them comply with the multifaceted requirements of U.S. immigration law, but also to ensure that as clients source global talent, they thrive in environments that can be hostile to migration.

As employers increasingly seek to hire and retain talented foreign national employees to maximize competitiveness, Tejas is empathetic to their needs and offers practical immigration law advice. He is committed to guiding employers of all sizes – across a diverse cross-section of industries, including finance, banking, education, transportation, and healthcare – in efficiently and economically sponsoring workers for permanent residency in the United States through Program Electronic Record Management (PERM) labor certifications and in multiple temporary visa categories, such as H-1B, O-1, E-2, R-1, E-3, and L-1.

He also counsels employers who seek assistance and counsel on self-audits and responding to I-9 audits by the U.S. Department of Homeland Security, Social Security Administration (SSA) no-match letters, and Department of Labor wage and hour audits of H-1B workers.

Tejas represents and assists higher education institutions with a wide range of immigration issues in and outside of litigation, including advising student and faculty issues involving immigration statuses, sponsoring faculty and other professional staff for visas and permanent residency, and advising institutions on legally compliant immigration sponsorship programs. Tejas is often a resource for international student services offices as he provides guidance and counsel on complying with SEVP program regulations. Further, he has frequently presented on changes to immigration policy and litigation that could impact DACA recipients, international students from countries subject to certain Presidential Proclamations, and applicants for asylum.

In addition, Tejas maintains a healthy individual immigration practice. He works with investors, scientists, researchers, and artists on immigration strategies and represents individuals in family-based immigration and

Tejas Shah

Partner

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EDUCATION

George Washington University Law
School, (J.D.), 2006

Duke University, (B.S.), economics, 2002

BAR ADMISSIONS

Illinois

New York

COURT ADMISSIONS

U.S. Court of Appeals for the Seventh
Circuit

U.S. District Court for the Northern
District of Illinois

LANGUAGES

English

French

Gujarati

Hindi

PRACTICES

European Services

Greater China and South East Asia

Immigration and Global Mobility Services

Immigration Pathfinder Program

Japanese Services

Labor and Employment

Wage and Hour

naturalization matters, including clients in deportation proceedings, in the U visa application process, and litigation in the federal courts.

Tejas also maintains a pro bono practice assisting individuals and families through the National Immigrant Justice Center and Chicago Volunteer Legal Services.

Before joining Barnes & Thornburg, Tejas practiced at two immigration-focused law firms and a labor, employment and education firm, all in Chicago. During law school, he was a law clerk in the Office of the General Counsel for the U.S. Department of Health and Human Services in Washington, D.C.

Professional and Community Involvement

Executive board member, South Asian Bar Association of North America (SABA)

Board member, Indo-American Center of Chicago

Former chair, Illinois State Bar Association's International and Immigration Law Section Council

Former president, Indian American Bar Association of Chicago

Former chair, New Members Division for the Chicago Chapter of the American Immigration Lawyers Association

Former chair, Indo-American Clinic "Cyriac Kappil" Pro Bono Legal Clinic

Former member, Customs and Border Patrol Liaison Committee

Former Liaison Committee member, local office of the U.S. Citizenship and Immigration Service (USCIS)

Former co-chair, Immigration Committee of SABA

Former board of trustees member, SABA Foundation

Former associate board member, Indo-American Center of Chicago

Honors

Chambers USA, 2021-2023

The Best Lawyers in America, 2021-2024

Illinois Super Lawyers, 2016-2024

Nation's Best, Lawyers of Color, 2020

Most Notable Minority Lawyers, Crain's Chicago Business, 2018, 2020

Most Influential Minority Lawyers, Crain's Chicago Business, 2017

Leading Lawyer, Law Bulletin Publishing, 2017

Young Lawyer of the Year in Cook County, Illinois State Bar Association,

INDUSTRIES

Colleges and Universities

Primary and Secondary Schools

Telecommunications

2015

Cornerstone Award, South Asian Bar Association of North America, 2015

Distinguished Service Award, Chicago Volunteer Legal Services, 2010