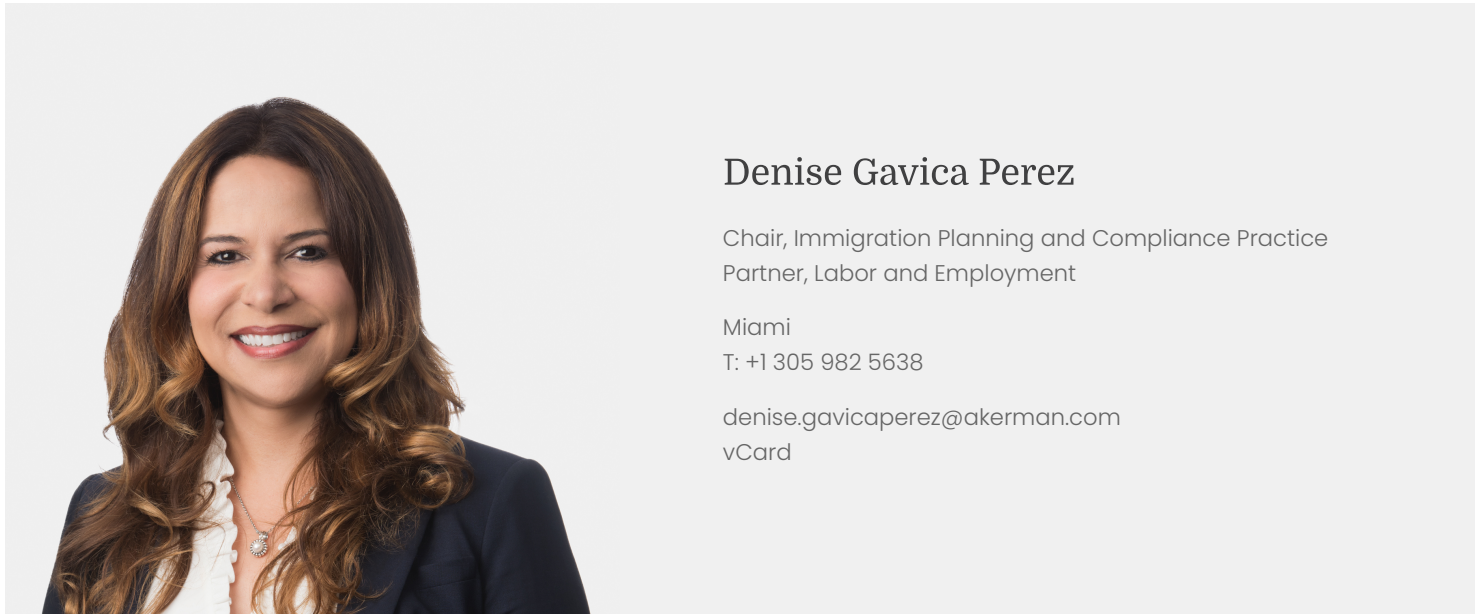


People



Denise Gavica Perez

Chair, Immigration Planning and Compliance Practice
Partner, Labor and Employment

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vCard

Denise Gavica Perez provides cutting-edge and creative legal counsel to companies and institutions throughout the U.S. She has extensive experience managing employment-based immigration cases for nonimmigrant and immigrant visas, and immigration planning and compliance programs for entities engaged in a wide range of industries, including: hospitals and healthcare institutions, construction, engineering, architecture, technology, entertainment, food service, hospitality, publishing, retail, education, financial services and banking, export and import, and other sectors. She also advises entrepreneurs and high net-worth individuals regarding investment-based U.S. immigration, including the EB-5 Immigrant Investor Program.

Denise handles a wide range of nonimmigrant visas and petitions, and also provides advanced and strategic advice to clients on a variety of immigrant visas and labor certifications (PERM) for numerous occupations. She also handles family-based cases and U.S. citizenship matters, and regularly represents companies in connection with the U.S. Department of Homeland Security (DHS), U.S. Department of Labor (DOL), U.S. Department of State (DOS), and Immigration and Customs Enforcement (ICE) Form I-9 (Employment Eligibility Verification) audits.

In addition, Denise has successfully processed many J-1 waivers, including those issued under the Conrad 30 program, and has assisted several employees worldwide in qualifying for national interest exceptions (NIE) and other exceptions at U.S. consulates and embassies abroad to travel to the U.S.

In representing several large entities nationwide, Denise always partners with and assists her clients to ensure they remain compliant with government regulations. She routinely counsels hospitals and healthcare institutions seeking to obtain nonimmigrant and immigrant visas for employees worldwide, including: physicians, residents, fellows, nurses, pharmacists, medical technologists, and other healthcare experts and professionals in all medical practices. She also represents

Areas of Experience

Health and Life Sciences
Hospitality
Hospitality Operational Matters
Hospitals and Health Systems
Immigration Planning and Compliance
Labor and Employment
Equine Law
International

Education

J.D., Nova Southeastern University, Shepard Broad Law Center, 1997
M.S., Florida International University, Criminal Justice Administration, 1993
B.B.A., Florida International University, 1990

Admissions

Bars

Florida

Languages

Spanish

Related Content

Hospital Leaders: Are You Fully Prepared For the Rising Wave of H-1B Onsite Inspections in Healthcare Systems Nationwide? Let's Ensure Your Facilities Are H-1B Compliant!
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March 06, 2025

Best Practices for Employers in Managing USCIS Administrative Onsite Inspections, ICE Raids, and Form I-9 Audits
January 23, 2025

recruitment and staffing agencies tasked with recruiting healthcare professionals.

For several years, she served as an Adjunct Professor for the paralegal program at Florida International University, and has lectured at local seminars on immigration topics.

Published Work and Lectures

- Akerman Labor & Employment Summit, “Navigating the Future: Strategies for Mastering Employment-Based Immigration Compliance in 2024-2025,” May 2, 2024
- Akerman Labor & Employment Law Virtual Summit, Breakout Co-Moderator, “Employer Strategies to Mitigate Impending Nurse Staffing Shortages,” April 22, 2021

Honors and Distinctions

- *Chambers USA*, 2022-2024, Ranked in Florida for Immigration
- *Best Lawyers*, 2022-2025, Listed in Florida for Employment Law - Management
- *The Legal 500*, 2020-2024, Recommended for Labor and Employment - Immigration

Affiliations

- *Law360*, Immigration Editorial Board, 2025
- American Bar Association, Member
- Cuban American Bar Association, Member
- South Florida Association for Financial Professionals, Member
- American Immigration Lawyers Association, Member