

People

## Denise Gavica Perez

Chair, Immigration Planning and Compliance Practice

Miami

T: +1 305 982 5638

[denise.gavicaperez@akerman.com](mailto:denise.gavicaperez@akerman.com)

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

### 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

Akerman Hosts Annual Labor and Employment Law Summit  
May 02, 2024

Akerman Appoints Denise Gavica Perez as Chair of Immigration Planning and Compliance Practice  
January 25, 2024

Record Number of Akerman Lawyers Named to *The Best Lawyers in America* 2024 Guide  
August 22, 2023

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 Law Virtual Summit, Breakout Co-Moderator, “Employer Strategies to Mitigate Impending Nurse Staffing Shortages,” April 22, 2021

## Honors and Distinctions

- *Chambers USA*, 2022-2023, Ranked in Florida for Immigration
- *The Best Lawyers in America*, 2022-2024, Listed in Florida for Employment Law - Management
- *The Legal 500*, 2020-2023, Recommended for Labor and Employment - Immigration

## Affiliations

- American Bar Association, Member
- Cuban American Bar Association, Member
- South Florida Association for Financial Professionals, Member
- American Immigration Lawyers Association, Member