

Wen-Li Zhao

Of counsel. Employer compliance: Form I-9, E-Verify, worksite inspections and H-1B public access files

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Biography

Wen-Li Zhao advises employers on the immigration rules that apply after the hire. Her work centers on Form I-9, E-Verify and the records an H-1B employer must keep.

She audits I-9 files, trains HR staff, and builds reverification calendars that a busy team can keep. When an employer receives a Notice of Inspection, she prepares the response and the corrections.

She also reviews H-1B public access files and labor condition application obligations, and supports the firm's employment team on L-1 and H-1B petitions for companies with offices in China and Taiwan.

Before joining the firm as of counsel in 2019, she spent nine years as in-house employment counsel to a New York hospital system. She consults in English and Mandarin.

Bar admissions

New York, 2006

U.S. District Court for the Southern District of New York

Education

New York University School of Law, J.D., 2005

Cornell University, B.S. in Industrial and Labor Relations, 2002

Writing

"The I-9 self-audit: a step-by-step method" (Carrow Lindqvist employer guide, 2026)

"What belongs in an H-1B public access file" (Carrow Lindqvist employer guide, 2024)

Speaking

"Reverification without discrimination" (Employer seminar at the firm, April 2026)

"When an inspection notice arrives: the first three days" (Hospital human resources roundtable, September 2025)

Professional associations

American Immigration Lawyers Association, New York Chapter (Member)

New York State Bar Association

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