



L. Mabel Arroyo

Shareholder

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L. Mabel Arroyo is part of the Firm's Global Immigration Group and assists clients with matters regarding visa applications, day-to-day operational questions and administrative proceedings.

Fluent in both English and Spanish, Ms. Arroyo understands the complexities of U.S. immigration laws and proactively helps businesses and individuals with corporate immigration issues. She assists manufacturers, health care corporations and other companies in connection with visa applications, day-to-day operational questions and administrative proceedings before the United States Citizenship and Immigration Services (USCIS), the U.S. Department of Labor and U.S. Embassies and Consulates throughout the world.

A native of Puerto Rico, she began practicing immigration law in Tennessee in 1997. Ms. Arroyo regularly lectures in the Middle Tennessee area on various immigration topics and frequently contributes immigration law articles to Hispanic newspapers and periodicals.



Representative Matters

- Assisted a food manufacturing client in a Department of Labor child labor audit, resulting in a favorable consent judgment.



Professional Honors & Activities

- Listed in *Chambers USA* as a leading Immigration lawyer in Tennessee (2025)
- Listed in *The Best Lawyers in America*® for Immigration Law since 2007
- Named a 2025 Thomson Reuters Stand-out Lawyer
- *Nashville Business Journal's* Best of the Bar (2004 – 2006)
- Member – Puerto Rico Bar Association
- Member – American Association of Immigration Attorneys (1997 – present)
- Member – Nashville Bar Association
- Member – Tennessee Hispanic Chamber of Commerce, Board of Directors



Publications

- "Sigh of Relief for Many H-1B Workers and Petitioning Employers: USCIS Issues Clarification on \$100,000 H-1B Fee" (October 2025)
- "UPDATED: Immediate Restrictions on H-1B Visa Program – Effective September 21, 2025" (September 2025)
- "Navigating the Trump Administration's Executive Orders: Key Implications for Employers and Federal Contractors," republished February 10, 2025, in *Federal News Network* (January 2025)
- "Baker's Dozen: What Are Your Best 'Balance' Tips?," *Women's Initiative Newsletter* (June 2023)
- "'Uniting for Ukraine' Humanitarian Parole Program" (April 2022)
- "Joy, Frustration Go With Arroyo's Immigration Practice," *The Nashville Ledger* (February 2014)
- "Health Care Facilities, Be Careful With Your Staffing," *Law360* (September 2013)
- "Best Practices for Form I-9 Compliance," *HR Professionals Magazine* (October 2012)



Speaking Engagements

- "2026 ELA Year in Review: US Immigration Law," Employment Law Alliance webinar (February 2026)
- "How a Business Can Stay at the Helm of The Trump Administration's Early 2025 Changes to Immigration Law," 27th Annual Urgent Legal Issues for the Modern Business (April 2025)
- "Workplace ICE Raids: Your Questions Answered," Baker Donelson webinar (February 2025)
- "Spotting Fraudulent Documents," employment agency presentation, Pigeon Forge, Tennessee (May 2024)
- "Requirements of the Tennessee Lawful Employment Act and I-9 Compliance," TN SHRM Legal Day (September 2023)
- "HospitalityTN Legal Symposium" (July 2023)
- Co-presenter – "Cultivating a Global Workforce: Immigration Options and Hiring Considerations," The Workforce Development Provider Training Series (November 2022)
- Co-presenter – "Immigration Employment Options and Hiring Considerations," Wilson Works Industry Council (August 2022)
- "Immigration Developments Affecting Health Care Companies," Nashville Council of Health Care Attorneys (March 2011)



Education

- Inter American University Law School, J.D., 1990
- University of Puerto Rico, B.A., 1987, cum laude



Admissions

- Tennessee, 1997
- Puerto Rico, 1991
- U.S. Court of Appeals for the First Circuit
- U.S. Court of Appeals for the Sixth Circuit