



ALYCIA MOSS

Director

Immigration

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Alycia Moss is a Director in Fennemore's Immigration practice group, focusing her practice on guiding businesses, families, and individuals through the complexities of U.S. immigration law. With more than a decade of immigration experience, she has represented clients before the United States Citizenship & Immigration Services (USCIS), Immigration and Customs Enforcement (ICE), Customs and Border Protection (CBP), the Executive Office of Immigration Review (EOIR), the Board of Immigration Appeals (BIA), the Administrative Appeals Office (AAO), the Board of Alien Labor Certification Appeals (BALCA), and federal courts.

Alycia assists employers across all industries with petitions, visas, immigration compliance, and labor certifications, as well as guiding entrepreneurs and advocating for individuals seeking family- and employment-based immigration solutions. Before joining Fennemore, Alycia built and managed a successful immigration practice. She is licensed to practice law in Idaho and Washington, as well as Canada, where she is a Barrister & Solicitor.

Alycia earned her law degree from the University of Idaho College of Law, where she was vice president of the student government, a law clerk for the U.S. State Department's Ambassador for War Crimes Issues, and a published author in the *Michigan State International Law Review*. She graduated magna cum laude from the University of Colorado at Denver with a degree in history, and also studied abroad at St. Petersburg State University in Russia and at Skope Law School in Macedonia.

A dedicated member of the legal and business communities, Alycia has held leadership roles with the American Immigration Lawyers Association (AILA), including serving as Chair of the Eastern Washington Committee, Chair of the Idaho Chapter, Chair of the Idaho Congressional Liaison Committee, and as a member of the AILA Board of Governors. She is also active in numerous bar associations and civic organizations.

Beyond the office, Alycia enjoys the outdoors and spending time with her daughters. If she were not practicing law, she would happily be leading trips as a backpacking guide.

EDUCATION

- J.D., University of Idaho College of Law
 - NW Institute for Dispute Resolution, Criminal & Civil Mediation Programs
- B.A., University of Colorado, *magna cum laude*

AREAS OF PRACTICE

- Immigration
- Cannabis Business

AWARDS AND HONORS

- Tribute to Women and Industry (TWIN) Award, 2025
- Denise O'Donnell Day Pro Bono Award, 2017
- Spirit of the Class Award, University of Idaho College of Law, 2005

ARTICLES AND PRESENTATIONS

- Co-Author, "[U.S. Site Visits and Employer Compliance Readiness: What to Tighten Now](#)," Fennemore Blog, June 9, 2026
- Co-Author, "[Site Visit Readiness Checklist: What HR, Managers, and Front Desk Should Do](#)," Fennemore Blog, June 9, 2026
- Co-Author, "[Immigration Onboarding Checklist for HR: The First 10 Minutes with a New Foreign National Hire](#)," Fennemore Blog, June 9, 2026
- Co-Author, "[From Access to Advancement: Mentorship and Sponsorship for Women Lawyers in Idaho](#) by Lindsey A. Morgan, Kathleen M. Carr, Alycia Moss, Catherine Renshaw, and Katie Sheffic," Idaho State Bar Magazine, June 8, 2026
- Co-Author, "[Client Alert: Federal Court Vacates \\$100K H-1B Payment Requirement](#)," Fennemore Blog, June 8, 2026
- Author, "[Client Alert: USCIS Policy Change May Require Immediate Reassessment of Adjustment of Status Strategy](#)," Fennemore Blog, May 27, 2026
- Co-Author, "["Show Me Your Papers" — Do You Have to Carry Immigration Documents?](#)," Fennemore Blog, May 27, 2026
- Co-Author, "[Fennemore's Industry Analysis of the Rescheduling of Medical Marijuana](#)," Fennemore Blog, May 21, 2026
- Co-Author, "[New Rules for H1-B Visas – Employers Take Note](#)," Greater Phoenix InBusiness Magazine, March 2026
- Co-Author, "[Fiscal Year 2027 H-1B Cap Lottery: What Employers Should Know \(Quick Guide\)](#)," Fennemore Blog, February 26, 2026
- Panelist, "Balancing Life Obligations with Your Paralegal Career," American Immigration Lawyers Association, January 30, 2026
- Co-Author, "[What Canadian Citizens Should Know Before Traveling to the United States](#)," Fennemore Blog, January 30, 2026
- Presenter, "Overview of Hernandez v. Bondi," University of Idaho, January 27, 2026

- Co-Author, "[H-1B Cap Lottery Update: Higher Wages Get More "Entries" Starting FY 2027](#)," HRO Today, January 20, 2026
- Co-Author, "[How hiring skilled foreign talent just got more complicated for employers](#)," AZ Big Media, January 19, 2026
- Co-Author, "[H-1B Cap Lottery Update: Higher Wages Get More "Entries" Starting FY 2027](#)," Fennemore Blog, January 13, 2026
- Co-Author, "[Business Immigration in 2025–2026: Key Takeaways for Employers](#)," Fennemore Blog, December 9, 2025
- Author, "[Federal Court Reverses EB-5 Fee Increases, Re-shifting the Investor Visa Landscape](#)," Fennemore Blog, December 1, 2025
- Author, "[What Employers Need to Know About the \\$100K H-1B Visa Fee](#)," Fennemore Blog, December 1, 2025
- Author, "[A Guide to the Trump Gold Card Program](#)," Fennemore Blog, November 7, 2025
- Author, "[Client Alert: What Employers Need to Know About the \\$100K H-1B Visa Fee](#)," Fennemore Blog, September 23, 2025
- Speaker/Contributor, Gonzaga Law School's Immigration Clinic
- Speaker/Contributor, University of Idaho's Immigration Clinic
- Presenter, Idaho Judicial Conference, "Crossroads of Justice: How Immigration Law Intersects with State Courts", 2025
- Presenter, SCG Legal Conference, "Coming to America: Immigration Options", 2023
- Presenter, "The Intersection of Criminal Law and Immigration", Kootenai County Public Defender's Office, 2019
- Speaker, Access to Justice Conference, Spokane, WA, 2019
- Presenter, "Human Resources regarding I-9 Compliance", Idaho Department of Labor, 2018
- Speaker, 2nd Annual AILA Idaho Chapter Annual Conference, 2018
- Presenter, "CLE Navigating Immigration Consequences and Complications", Spokane County Bar Association, 2019
- Presenter, H-2B Training, Centro de Comunidad y Justicia, 2019
- Author, "Strength in Numbers," The Inlander, July 12, 2018
- Presenter, "How to become a citizen", Idaho League of Women Voters, 2018
- Presenter, I-9 Compliance, Human Resources Network of North Idaho (HRNNI) Meeting, 2018
- Speaker, Families Together Rally, Coeur d'Alene, Idaho, 2018
- Presenter, Spokane County Bar Association CLE, 2017
- Speaker, First District Bar Association, 2017
- Presenter, Idaho Association of Criminal Defense Attorneys Conference, 2017
- Speaker, "Immigration Dilemmas in Our Backyard," Progressive Dinners, 2017
- Speaker, Kootenai County Democrat Club, 2017
- Speaker, Boundary County Farmworkers Know Your Rights Event, 2017
- Presenter, Immigration Law CLE, First District Bar Association, Coeur d'Alene, Idaho, 2017

PROFESSIONAL AND COMMUNITY ACTIVITIES

- Member, American Immigration Lawyers Association (AILA)
- Member, Washington and Idaho Regional Sections of AILA
- Member, Idaho State Bar Association
- Member, Idaho First District Bar Association
- Member, Washington State Bar Association
- Member, Kootenai County Chamber of Commerce
- Member, John P Gray Bench Bar Forum
- Member, Idaho Academy for Leadership for Lawyers (IALL), Class of 2018-2019
- Volunteer, Annual Lobbying of Congress regarding immigration laws (National Day of Action)
- Volunteer, Alternative Dispute Resolution, 2005
- Board Member, Share Our World
- Volunteer, Idaho Volunteer Lawyer's Program
- Volunteer, Idaho State Bar Professional Conduct Board
- Idaho State Bar Exam Grader
- Committee Chair, AILA Eastern Washington
- Member, AILA Washington Congressional Liaison Committee
- Chair, AILA Idaho
- Co-Chair, AILA Idaho Congressional Liaison Committee
- Co-Chair, AILA Idaho's Conference Committee
- Member, AILA Board of Governors
- Volunteer, Annual Citizenship Days, Washington and Idaho

ADMISSIONS

- Idaho
- Washington
- Idaho Federal District Court
- 9th Circuit Court of Appeals
- U.S. Supreme Court
- Canada, Barrister & Solicitor