



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 almost two decades 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 with petitions, visas, immigration compliance, and labor certifications, as well as guiding entrepreneurs and advocating for individuals seeking family- and employment-based immigration solutions. Alycia regularly serves as outside general counsel to leadership and human resources teams, providing practical, business-aligned legal guidance. 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.

In her practice, she actively represents clients in industries, including:

Agriculture and Food Processing: Assisting farms, ranches, dairies, food processors, packing houses, agricultural employers, and companies throughout the food supply chain.

Biotechnology and Life Sciences: Assisting biotechnology companies, pharmaceutical companies, medical device companies, laboratories, research organizations, and life sciences startups with visa and permanent residence strategies, risk management, and compliance.

Construction and Skilled Trades: Providing counsel for construction companies, contractors, subcontractors, developers, specialty trades, and employers managing project-based labor needs.

Consulting and Professional Services: Supporting consulting firms, law firms, accounting firms, architecture firms, marketing agencies, management companies, and other professional services employers.

Energy, Oil and Gas, and Renewables: Providing support for traditional energy companies, oil and gas operators, renewable energy developers, utilities, EPC contractors, and suppliers with project-based and technical workforce needs.

Engineering and Manufacturing: Providing guidance to engineering firms, manufacturers, industrial companies, suppliers, automation companies, and employers with technical and production-related workforce needs.

Entertainment, Media, and Sports: Providing guidance on visa strategy and planning, work authorization, and compliance for entertainment companies, production teams, media organizations, athletes, coaches, artists, performers, influencers, and supporting personnel.

Finance and Banking: Assisting banks, financial institutions, investment firms, fintech companies, accounting firms, wealth management companies, and financial services employers.

Health Care: Counseling hospitals, clinics, physician groups, dental practices, long-term care providers, behavioral health providers, and other health care employers recruiting and retaining foreign national professionals.

Hospitality and Tourism: Serving hotels, resorts, restaurants, event venues, tourism companies, seasonal employers, and hospitality management groups.

Mining: Serving mining companies, engineering, procurement, and construction (EPC) contractors, site operators, multinational parent companies, and their HR, mobility, and legal teams running projects, cross-border crews, seasonal camps, and multi-jurisdictional operations.

Nonprofits and Religious Organizations: Supporting nonprofits, churches, religious organizations, ministries, charities, schools, and mission-driven institutions.

Retail and E-Commerce: Counseling retailers, e-commerce companies, consumer product companies, distribution businesses, franchisors, and foreign-owned brands expanding into the United States.

Technology and Software: Serving software companies, technology startups, SaaS businesses, IT service providers, cybersecurity companies, AI-focused companies, and technical employers competing for global talent.

Transportation and Logistics: Providing guidance to transportation companies, logistics providers, warehousing operations, freight companies, supply chain businesses, and distribution employers.

Universities and Research Institutions: Supporting universities, colleges, laboratories, research centers, academic departments, faculty members, researchers, scholars, and institutional HR teams.

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 Meditation 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, "[Public Charge Is Changing Again: The New Bond Pilot and the September 18th Rule](#)," Fennemore Blog, August 7, 2026

Co-Author, "[DHS Finalizes End of "Duration of Status" for F, J, and I Visa Categories](#)," Fennemore Blog, July 24, 2026

Co-Author, "[The New Reality of Consular Visa Processing: More Data, More Screening, and the Need for Better Preparation](#)," Fennemore Blog, July 10, 2026

Co-Author, "[Proposed EB-5 Changes: What Investors and Regional Centers Should Know Now](#)," Fennemore Blog, July 9, 2026

Co-Author, "[Supreme Court Immigration Update: Border Asylum Access, TPS for Haiti and Syria, and Employer Next Steps](#)," Fennemore Blog, July 2, 2026

Co-Author, "[What should HR do when immigration enforcement knocks on the door?](#)," AZ Big Media, July 1, 2026

Co-Author, "[DHS Clarifies Green Card Processing: Adjustment of Status Remains Available, but Discretion Matters](#)," Fennemore Blog, June 30, 2026

Co-Presenter, "Building a Stronger Workforce: Employment and Immigration Insights for Colorado Employers," Fennemore Colorado Webinar Series, June 25, 2026

Co-Author, "[Immigration Site Visits: What Your Team Needs to Know](#)," Greater Phoenix inBusiness Magazine, June 12, 2026

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 Sheftic," 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

Co-Author, "[Mukherji v. Miller Raises New Questions About the Kazarian-Based EB-1A “Final Merits” Step](#)," Fennemore Blog, February 10, 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, "[Hiring Skilled Foreign Talent Just Got More Complicated for Arizona Employers](#)," Greater Phoenix Chamber, January 16, 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