



## **D. Earl Baggett**

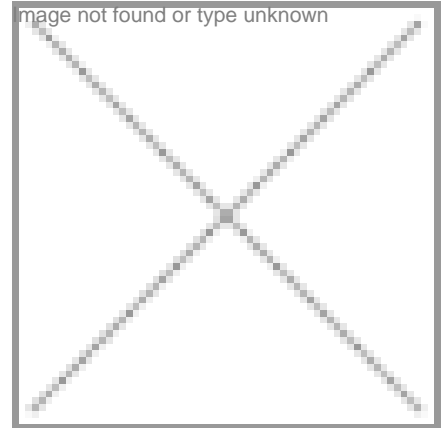
### **Partner**

Richmond, VA

P: 804.420.6478

F: 804.420.6507

[ebaggett@williamsmullen.com](mailto:ebaggett@williamsmullen.com)



Earl Baggett focuses his practice on general labor and employment law and employment litigation. He counsels employers in connection with Title VII compliance, the Fair Labor Standards Act, the Americans with Disabilities Act, the Age Discrimination in Employment Act, the Family Medical Leave Act and various other federal and state laws. Earl serves as vice chair of the Labor, Employment and Immigration Section. He regularly provides ongoing counseling in all areas of human resource management, including employment agreements, employment handbooks, covenants not to compete, personnel practices and I-9 compliance issues.

He also practices business immigration law, advising clients in connection with their business and individual immigration matters. He assists clients with the cross-border movement of personnel and staffing needs. He is experienced in assisting his clients with obtaining nonimmigrant visas, such as H-1Bs, L-1As, L-1Bs, Blanket L-1s, TNs, E-2s, E-3s, etc., as well as assisting his clients in obtaining U.S. permanent residence through employment or through family relationships. In addition, Earl's combined business, employment and immigration experience enables him to represent non-U.S. clients with the planning and implementation of their inbound investment activities throughout the United States. In addition, he counsels clients as well as criminal attorneys on the effects of potential criminal convictions on a foreign national's lawful status in the United States.

He also represents clients in I-9 audits conducted by Immigration and Customs Enforcement and has successfully represented clients before the Executive Office for Immigration Review, Office of the Chief Administrative Officer. Earl utilizes his knowledge and experience in the arenas of immigration and employment law to effectively counsel clients on a variety of I-9 issues.

Earl is listed in *Virginia Super Lawyers* magazine (2014-present) for Employment & Labor and is also

been listed in *The Best Lawyers in America*® (2016-present) in Employment Law-Management. He's also listed among the "Legal Elite" from *Virginia Business* magazine 2019-present. He is a member of the Virginia State Bar and the American and Richmond bar associations, as well as the Asian Pacific American Bar Association. He is active in the American Immigration Lawyers Association and as a member of the Society for Human Resource Management.

He received his Bachelor of Science degree in chemistry, *cum laude*, from Hampden-Sydney College, where he was a member of the Phi Beta Kappa Society. He received his Master of Science degree in forensic chemistry from Virginia Commonwealth University. Earl received his Juris Doctor degree, *cum laude*, from the University of Richmond School of Law. While in law school, he served as a member of the Moot Court Board and as an editorial board member of the *University of Richmond Law Review*.

## Practice Areas

- Immigration
- International Trade and Business
- Labor, Employment & Immigration
- Worksite Enforcement & Immigration Compliance
- Insurance Brokerage Transactions
- Economic Development
- Trade Secrets, Employee Mobility and Restrictive Covenants
- Emerging Technology
- Emerging Companies
- Physicians & Physician Groups
- Artificial Intelligence & Machine Learning

## Education

- University of Richmond School of Law (J.D.), 2003  
*cum laude*
- Virginia Commonwealth University (M.S.), 1997
- Hampden-Sydney College (B.S.), 1995  
*cum laude*

## Professional Affiliations

- American Bar Association
- Asian Pacific American Bar Association
- American Immigration Lawyers Association
- Richmond Bar Association
- Society for Human Resource Management

## Awards

- *Virginia Business* - "Legal Elite," Immigration Law (2019-present)
- Named a "Super Lawyer" by *Virginia Super Lawyers* magazine - Employment & Labor (2014-present)
- *The Best Lawyers in America*®, Employment Law - Management (2016-present)
- Named a "Rising Star" by *Virginia Super Lawyers* magazine - Employment & Labor (2010-2013)
- *University of Richmond Law Review*, Editorial Board
- Moot Court Board
- Phi Beta Kappa