

Leo C. Peng

Principal

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With more than 25 years of experience, Leo has built a practice dedicated to addressing the diverse needs of businesses and individuals in U.S. immigration law. He brings a deep understanding of the complexities involved in securing immigration benefits for executives, professionals, families and individuals, ensuring each case is handled with precision and care.

Leo's work spans the full spectrum of employment-based immigration, assisting businesses of all sizes in securing the necessary employment authorization for their employees. From preparing and filing petitions for various employment-based visas to guiding clients through the PERM process and I-140 petitions for permanent residency, Leo ensures that each step aligns with his clients' business objectives and provides concise guidance each step of the way.

In the health care sector, Leo has played a crucial role in obtaining visas and permanent residency for essential medical staff, including doctors and nurses. He has also successfully secured waivers for foreign residence requirements and facilitated placements in medically underserved areas, helping to ensure that critical healthcare services are maintained.

Leo's practice also extends to family-based immigration, where he helps clients reunite with loved ones in the United States. He manages family-based processes, such as Adjustment of Status

Services

Labor, Employment &
Immigration
Immigration
Real Estate
Transportation & Logistics

Admissions

Washington, 1995

and Consular Processing, with meticulous attention to detail, ensuring that all documentation is accurate and complete to avoid delays.

Beyond these services, Leo provides clients with timely advice on regulatory compliance and legislative developments, helping them anticipate and respond to potential legal challenges. His proactive approach includes regular updates on U.S. immigration laws and effective representation before key government agencies, such as United States Citizenship and Immigration Services (USCIS) and the U.S. Department of Labor.

As the former managing director of the firm's representative office in Beijing, China, Leo has wide-ranging experiences representing both foreign investors in China and Chinese enterprises investing abroad. He speaks fluent Mandarin Chinese, and more importantly, understands the values of Chinese and Western cultures and systems. He has developed cross-cultural sensitivities and an intelligent understanding of the environments and the challenges our clients face in their business ventures.

Education

J.D., University of Hawaii at Manoa, W.S. Richardson School of Law, 1994

B.A., University of California Berkeley, Economics, 1991

Professional Activities

AILA Bangkok District (APAC) Chapter

- Treasurer, 2013-2014
- Interim Treasurer, 2012-2013

American Immigration Lawyers Association, Member

The American Chamber of Commerce, PRC, Member

Washington State Bar Association, Member

Community Activities

Beijing International Christian Fellowship (BICF), Member, 2007-2023

Bread of Life Christian Church, Board Chair, 1998-1999

Christ L.O.V.E., Director, 1998-2002

News

Meet Leo C. Peng, A Trusted Advisor in Immigration Law
Foster Garvey Newsroom, 9.6.24

Speaking Engagements

"Employer Protocols for Managing Immigration Enforcement Visits," Cascade Employers Association
Speaking Engagement
11.13.25

"Immigration Considerations for Hiring Foreign Physicians," Washington State Bar Association Health Law Meets Labor and Employment Seminar
Speaking Engagement
8.27.25

"Know Your Rights: Protecting Yourself & Your Community"
Speaking Engagement
Portland, OR, 3.19.25

"Understanding DACA & Temporary Protected Status (TPS)," Immigration Insights Forum
Speaking Engagement
3.12.25

43rd Annual Civil Service Conference
Event
October 1-2, 2024

Investing in the West Coast of the United States - The Fifth Largest Economy in the World
Investment Seminars in China
Beijing / Fuzhou / Shenzhen, China, 5.22.17 | 5.24.17 | 5.26.17

"Cultural Considerations of Conducting Business in Asian Regions," Panelist, Globalaw
Speaking Engagement
Tokyo, Japan, 4.24.15

"Legal Issues Regarding U.S. Investment Immigration (EB-5)," U.S.-China Business Seminar
Seminar
Garvey Schubert Barer, Beijing, PRC, 1.21.10

"Immigration and Visa Issues for Chinese Companies Doing Business in the U.S.," U.S.-China Business Seminar
Seminar
Garvey Schubert Barer, Beijing, PRC, 11.26.09

How to Effectively Navigate the U.S. Immigration System for Chinese Citizens / Visa Categories to China
Seminar
Garvey Schubert Barer, Seattle, WA, 10.18.07

Legal Alerts

Preparing for the 2026 H-1B Cap Registration Season
2.26.26

New H-1B Visa Restrictions: What Employers Need to Know
9.22.25

Border Searches of Personal Electronic Devices: What International Travelers Should Know
8.18.25

Employer Guide to the 2025 H-1B Cap Registration Process
2.7.25

Employer Protocols for Managing Immigration Enforcement Visits
1.29.25

Form I-9 Practice Alert: End of COVID-19 Flexibility for Virtual Document Reviews
7.28.23

H-1B Filing Season Is Almost Here – 3 FAQs for Employers
2.10.21

Publications

Health Law Year in Review for 2025
2.9.26

The Government's New Oversight of Real Estate Deals With Foreigners: A Roadmap for Applying the CFIUS Rules
2.24.20

U.S. Sanctions Laws Reach as far as China
Garvey Schubert Barer News Alert, 11.3.14