

# Leo C. Peng

Principal | Seattle

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## Overview

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 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.

## Areas of Focus

- [Labor, Employment & Immigration](#)
- [Health Care](#)
- [Immigration](#)
- [Real Estate](#)
- [Transportation](#)

## Admissions

- Washington, 1995

## Education

- J.D., University of Hawaii at Manoa, W.S. Richardson School of Law, 1994
- B.A., University of California Berkeley, Economics, 1991

## Honors & Recognition

- *Chambers USA* (Washington), Leading Individual, Immigration, 2026

## Languages

- Mandarin Chinese

## 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 & Insights

### News

[Foster Garvey Recognized Among Nation's Top Firms in 2026 Chambers USA Guide: 34 Attorneys and 15 Practices Ranked](#)

[06.04.26](#)

[Meet Leo C. Peng, A Trusted Advisor in Immigration Law](#)

[09.06.24](#)

### Events

["Employer Protocols for Managing Immigration Enforcement Visits," Cascade Employers Association](#)

[11.13.25](#)

["Immigration Considerations for Hiring Foreign Physicians," Washington State Bar Association Health Law Meets Labor and Employment Seminar](#)

[08.27.25](#)

["Know Your Rights: Protecting Yourself & Your Community"](#)

[03.19.25](#)

["Understanding DACA & Temporary Protected Status \(TPS\)," Immigration Insights Forum](#)

[03.12.25](#)

[43rd Annual Civil Service Conference](#)

[10.01-10.02.2024](#)

[Investing in the West Coast of the United States – The Fifth Largest Economy in the World](#)

[5.22.17 | 5.24.17 | 5.26.17](#)

["Cultural Considerations of Conducting Business in Asian Regions," Panelist, Globalaw](#)

[04.24.15](#)

[“Legal Issues Regarding U.S. Investment Immigration \(EB-5\),” U.S.-China Business Seminar](#)

[01.21.10](#)

[“Immigration and Visa Issues for Chinese Companies Doing Business in the U.S.,” U.S.-China Business Seminar](#)

[11.26.09](#)

[How to Effectively Navigate the U.S. Immigration System for Chinese Citizens / Visa Categories to China](#)

[10.18.07](#)

## Legal Alerts

[Preparing for the 2026 H-1B Cap Registration Season](#)

[02.26.26](#)

[New H-1B Visa Restrictions: What Employers Need to Know](#)

[09.22.25](#)

[Border Searches of Personal Electronic Devices: What International Travelers Should Know](#)

[08.18.25](#)

[Employer Guide to the 2025 H-1B Cap Registration Process](#)

[02.07.25](#)

[Employer Protocols for Managing Immigration Enforcement Visits](#)

[01.29.25](#)

[Form I-9 Practice Alert: End of COVID-19 Flexibility for Virtual Document Reviews](#)

[07.28.23](#)

[H-1B Filing Season Is Almost Here - 3 FAQs for Employers](#)

[02.10.21](#)

## Publications

[Health Law Year in Review for 2025](#)

[02.09.26](#)

[The Government's New Oversight of Real Estate Deals With Foreigners: A Roadmap for Applying the CFIUS Rules](#)

[02.24.20](#)

[U.S. Sanctions Laws Reach as far as China](#)

[11.03.14](#)

## Connect with Leo

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