



Megan R. Naughton

Partner

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Megan R. Naughton, co-chair of our firm's Immigration group, has more than two decades of experience successfully handling U.S. business immigration matters. She represents a wide range of clients, from start-up to Fortune 500 companies, in a variety of industries, including financial services, insurance, technology, manufacturing, and higher education.

U.S. Business Immigration Advice

Megan advises employers on the best way to employ candidates and retain employees who need U.S. immigration sponsorship. She guides clients through an assessment of temporary and permanent options, and issues involving timing and cost. She also provides advice regarding employee pay and benefits, promotion, relocation, travel, and termination related to employees requiring sponsorship. Megan has developed best practices for employers regarding immigration sponsorship.

Preparation + Filing of U.S. Immigration Cases

Megan prepares visa petitions and business immigration cases for submission to government agencies, such as the U.S. Department of Labor, the U.S. Citizenship and Immigration Services, and the U.S. Department of State. These cases include, but are not limited to, petitions and applications for temporary business visitors, temporary employment visas, and exchange visitors, as well as Program Electronic Review Management (PERM) applications and employment-based immigrant petitions, including outstanding researchers and extraordinary ability cases. As a Six Sigma Green Belt, Megan has overseen the efficient preparation and filing of thousands of successful cases.

Immigration Compliance

Megan counsels employers on the Immigration Reform and Control Act and related issues, including I-9 and worksite enforcement issues. She provides training to employers on their I-9 obligations, and responds to government audits and site visits regarding sponsored employees. She also has provided immigration compliance training to human resources professionals, recruiters, executives and managers, business owners, and in-house counsel for a variety of clients and business organizations, including one of the world's largest chemical and pharmaceutical companies, as well as one of the largest insurance companies in the U.S.

Immigration Strategies for U.S. Start-ups

Megan assesses visa options for new companies in the United States, and prepares and files applications in highly scrutinized immigration categories on behalf of start-ups. She successfully assisted many British, Canadian, Danish, French, German and Italian -owned companies in their efforts to bring employees to the United States in E-2 status as managers and essential workers.

Pro Bono

Megan regularly provides immigration assistance on a pro bono basis. She helped a diplomat from the Democratic Republic of the Congo obtain asylum in the United States. She routinely represents children in special juvenile immigrant visa petitions, enabling them to obtain U.S. permanent resident status.

A frequent author on pressing topics shaping immigration law, Megan most recently wrote "The H-1B Quagmire: Colleges and Universities Develop Programs to Combat H-1B Gridlock," and "Foreign-Born Entrepreneurs Have Visa Options," both published in the *Connecticut Law Tribune*. She served as a peer editor for the treatise *Business Immigration Law & Practice*, published by the American Immigration Lawyers Association.

Megan has served as a faculty member for Sterling Educational Services' immigration series. She frequently speaks for the Connecticut Business & Industry Association, as well as the Connecticut Bar Association, on immigration-related topics.

Services

- Labor, Employment, Benefits + Immigration
- Immigration

Industries

- Manufacturing
- Tax-Exempt Organizations

Education

- University of Connecticut School of Law (Juris Doctor, *with honors*)
- Syracuse University (Bachelors, *magna cum laude*)
 - B.A., English
 - B.S., Writing for Television, Radio, and Film

Admissions

- State of Connecticut

Recognitions

Named a Thomson Reuters Stand-out Lawyer for 2025 and 2024

Selected to the Connecticut *Super Lawyers* list from 2013 to 2015

Selected as a Rising Star in the Connecticut *Super Lawyers* list for 2011 and 2012

Joseph F. Noonan Award for Outstanding Legal Scholarship

Fleming James Jr. Award for Excellence in the Area of Labor Law

Connecticut Law Tribune, 2010, recognized in *Women in the Law: High Achievers* yearbook

Connecticut Center for Children's Advocacy, 2010 Champion of Children Award

Selected by her peers for inclusion in *The Best Lawyers in America*® in the area of Immigration Law since 2016

Leadership + Memberships

American Bar Association (1998 - present)

Connecticut Bar Association (1998 - present)

American Immigration Lawyers Association (1999 - present)

American Immigration Lawyers Association, Connecticut Chapter
Past Chair of Technology Committee (1999 - present)

National Association of College and University Attorneys (2010 - present)

National Association of Foreign Student Advisors (2010 - present)

World Affairs Council of Connecticut
Board Member

Center for Children's Advocacy at the University of Connecticut School of Law
Board of Directors (2024)
Outside Immigration Counsel

Statewide Legal Services of Connecticut, Inc.
Board of Directors (2015 - 2020)