



Najia S. Khalid

PARTNER

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Najia is a business immigration lawyer dedicated to helping employers mobilize global talent. An immigrant herself, Najia is the firm's first attorney focusing entirely on immigration law. She leads Wiggin and Dana's [Business Immigration and Compliance Practice](#) and is a member of [wiggin\(x\)](#), the firm's division focused on emerging entities and entrepreneurs. Najia also serves as Co-Chair of the [Diversity, Equity and Inclusion Committee](#), a role through which she works to ensure all firm professionals receive equitable access to meaningful work opportunities and mentorship.

Najia is often regarded as "in-house" immigration counsel for sophisticated employers seeking to navigate U.S. business immigration laws and the intersection of related employment, tax, corporate, and other regulatory areas. She partners with clients and offers holistic solutions to meet the international workforce needs of employers across industries, with particular attention to multinational entities, emerging companies, franchisors, and research/educational institutions.

With strong acumen for short-term and long-term strategy from a compliance lens, Najia is known for her ability to successfully advise clients through the establishment of new entities and immigration sponsorship policies; the recruiting and onboarding work authorization analysis for employment candidates; I-9 and E-Verify processes; due diligence, immigration liability valuation, and pre- and post-closing compliance for M&A transactions; and the global transfer of both executives and employees. She represents employers in connection with nonimmigrant and immigrant visa petitions and labor certification applications, and she provides counsel for adjustment of status and citizenship applications, consular processing and immigration interviews, and government requests for evidence/audits. Najia assists with limited private client services (e.g., international citizenship, family-based cases, traveler benefits/redress).

Najia is a James W. Cooper Fellow of the Connecticut Bar Foundation, a *Benchmark Litigation* Labor and Employment Star, and a *National Law Review* Go-To Thought Leader. She completed the inaugural TerraLex Leadership Program as a Wiggin and Dana representative in the global legal referral network. She was also recognized by the *Connecticut Law Tribune* for its inaugural Diversity Initiative Legal Award and named to the

Lawyers of Color Hot List for 2022.

A sought-after speaker, Najia has been a featured panelist at the American Immigration Lawyers Association annual national conference. She presents at Wiggins and Dana's in-house events and at client workshops. Najia participates in student outreach and entrepreneurial initiatives through PowerBridgeNY and FWD.org at educational institutions such as New York University and Columbia University. She also speaks to affinity groups and clients about inclusion, diversity, and equity; ethno-racial and religious identities; and her perspectives as a lawyer parent.

Najia is a member of the American Immigration Lawyers Association and serves on committees for its New York and Connecticut Chapters, including being Founder and Chair of the Connecticut Corporate Practice Committee. She is a member of the Connecticut Bar Association and serves on several of its committees; the South Asian Bar Association of Connecticut (Board of Directors 2015-2020); the South Asian Bar Association of New York; and the Muslim Bar Association of New York.

Najia obtained her law degree from Elisabeth Haub School of Law at Pace University (formerly Pace University School of Law). While in law school, Najia devoted time to the Immigration Justice Clinic and represented indigent immigrants in complex removal proceedings, including immigration raid detainees, women with claims under the Violence Against Women Act, and asylees seeking immigration relief in the United States. She continues similar work on a pro bono basis. She was also employed by the world's largest immigration firm prior to attending and during law school, where she gained significant experience in business immigration matters that laid the foundation for building her practice.

Najia obtained her undergraduate degree from the University of Michigan – Ann Arbor. She is fluent in spoken Hindi and Urdu.

Education

- Elisabeth Haub School of Law at Pace University, formerly known as Pace University School of Law (J.D., 2009)
 - Honor Board; Honor Roll
- University of Michigan (B.A., 2003)
 - University Honors

Bar Admissions

- Connecticut
- New York

Distinctions

- *Benchmark Litigation Labor & Employment Star*
- *Connecticut Bar Foundation James W. Cooper Fellow*
- *Connecticut Law Tribune's Diversity Initiative Legal Award*
- *Lawyers of Color Hot List 2022*
- *National Law Review Go To Thought Leader*
- *TerraLex Leadership Program Graduate*

Memberships and Affiliations

- American Immigration Lawyers Association (AILA)
 - Annual Conference Speaker
- AILA New York Chapter
 - Has served as a member of the following committees: Advocacy & Media, Corporate Practice, I-9 and Workplace Compliance Committee, Law Student Liaison, and Pro Bono
- AILA Connecticut Chapter
 - Founder and Chair, Corporate Practice Committee, serving since 2014
 - Diversity & Inclusion Committee, serving since 2020
- Connecticut Bar Association
 - Awards Committee (2015-2017), Diversity and Inclusion Committee (2017-2018), and Immigration Law Committee since 2017
- Lawyers Collaborative for Diversity Mentor
- Muslim Bar Association of New York
- Practicing Attorneys for Law Students Program, Inc. (PALS) Mentor
- South Asian Bar Association of Connecticut (SABAC)
 - Board of Directors (2015-2020), Banquet Committee Co-chair 2016, Community Service Co-chair (2017-2020)
- South Asian Bar Association of New York (SABANY)
- Women's Business Development Council Volunteer

Languages

- Hindi
- Urdu

Publications

November 5, 2025

Business Immigration and Compliance Briefing: Weighted System Change Proposed for Annual Fiscal Year H-1B Visa Quota Selection Process

November 5, 2025

Business Immigration and Compliance Briefing: New Guidance on \$100,000 H-1B Fee

October 2, 2025

Business Immigration and Compliance Briefing: Government Shutdown Impact on Work Authorization, Travel, and Other Services

September 26, 2025

Business Immigration and Compliance Briefing: Presidential Proclamation Targets H-1B Employers

February 21, 2025

2024 M&A Year-End Report

April 4, 2024

Business Immigration and Compliance Briefing: USCIS Fee Increases & New Forms

February 15, 2024

2023 M&A Year-End Report

February 10, 2023

2022 M&A End Year Report

May 3, 2021

Immigration and Compliance Briefing: India Added to COVID-19 Geographic Travel Ban

March 1, 2021

Immigration and Compliance Briefing: FY 2022 H-1B Visa Season

January 11, 2021

Immigration and Compliance Briefing: Tax Law Considerations Related to U.S. Immigration Status

August 28, 2020

“Immigration and Compliance Briefing: COVID I-9 Compliance Flexibility Extended, I-9 Compliance Audits and Work Site Raids” Published by The National Law Review

The National Law Review

May 12, 2020

Wiggin and Dana “Public Charge Rule” Immigration and Compliance Briefing Published in The National Law Review

The National Law Review

May 6, 2020

Wiggin and Dana Immigration and Compliance Briefing Picked up by The National Law Review

The National Law Review

April 23, 2020

Wiggin and Dana COVID-19 Immigration and Compliance Briefing Published by The National Law Review

The National Law Review

September 30, 2019

Labor, Employment and Benefits Attorneys Author Chambers USA 2019 Regional Employment Guide

Chambers USA Regional Employment 2019 Second Edition Guide

April 29, 2019

E-Visas Available for Israeli Nationals Beginning May 2019

November 28, 2018

AILA’s Immigration Practice Toolbox, 6th Ed.

August 31, 2018

Hiring U.S. Citizens Only For ITAR Compliance Can Violate The Immigration and Nationality Act

May 3, 2017

Immigration Briefing: What Educational Institutions, Faculty/Staff and Students Need to Know

April 24, 2017

Immigration Briefing: What Employers Need to Know Now

January 31, 2017

Immigration Briefing: What You Need to Know Now

December 20, 2016

Employment Law 2016 – Year In Review

November 23, 2016

Federal Court Issues Nationwide Injunction Putting New Overtime Regulations On Hold

September 7, 2016

Proposed Immigration Rule for Entrepreneurs with Emerging Companies

February 5, 2016

Important Regulatory Changes on the Horizon

January 29, 2016

U.S. Department of Labor Expansively Defines FLSA Joint Employment in New Guidance

January 4, 2016

IRS Extends the Due Dates for 2015 Information Reporting Under Sections 6055 and 6056 In IRS Notice 2016-4

December 28, 2015

Employment Law 2015 – Year In Review

March 10, 2015

Higher Ed Legal Update, March 2015

February 25, 2015

H-1B Visa Season (And Employment Authorization For Certain H-4 Spouses) Is Here!

November 24, 2014

Immigration and Nationality Law and Compliance Year-End Newsletter

February 3, 2014

2014 – 2015 H-1B Visa Cap Season Soon Approaching

December 20, 2013

Holiday Season to 2014 – 2015 H-1B Visa Cap Season

October 30, 2013

U.S. Employers Beware: The Do's and Don'ts for Business Visitors

June 1, 2013

Compilation of sample documents and resources for immigration practitioners
American Immigration Lawyers Association's Immigration Practice Toolbox, 4th Ed.

May 10, 2013

Possible Changes May Impact Indian Outsourcing Companies

March 20, 2013

U.S Citizenship and Immigration Services Issues Revised Form I-9

March 18, 2013

Fiscal Year 2014 H-1B Visa CAP Season Opens April 1, 2013