

Flavia Santos Lloyd, Esq.
Certified Specialist in Immigration and Nationality Law by the State Bar of California

Attorney / Law Professor

Accomplished Immigration Attorney with a successful practice working with individuals, businesses, and families seeking visas or residency in the United States. Oversees a team of 55 attorneys and staff and manages complex immigration cases requiring coordination with embassies, foreign governments, U.S. court systems, and immigration administrators. Her expertise and passion for law extends to the classroom and non-profit organizations as an educator, counselor, and subject matter expert (SME).

Areas of Expertise

- Immigration Law
- Immigration Policy
- Immigrant Petitions
- Nonimmigrant Petitions
- Client Engagement
- Legal Research
- Curriculum Development
- Arts, Entertainment, Sports Immigration
- Mentoring & Coaching
- Caseload Management
- Team Leadership
- Practice Management

Professional Experience

SANTOS LLOYD LAW FIRM, P.C., Newport Beach, CA

07/2016 - Present

Managing Partner

Built and currently manages a high-volume practice and oversees a team of 55+ attorneys and support staff. Prepares and files immigrant and non-immigrant petitions with appropriate agencies for adjustment of status, asylum, waivers, change of status, business immigration, investment visas, intracompany transfers, etc.

- Manage various immigrant and nonimmigrant cases such as EB-1, EB-2, EB-3, EB-5, E-2, F, L, H-1, O, P, Q, among others
- Focus on O, P, EB-1A and EB-2 NIW
- Prepare clients for interviews and provide counsel at administrative agencies and immigration courts.
- Ensure client satisfaction and success by providing regular updates and directions to ensure cases move forward.
- Mentor and supervise associate attorneys
- Manage day to day business operations of a growing law firm.

FLEMING'S FUNDAMENTALS OF LAW, Lake Forest, CA

03/2014 – 02/2016

Immigration Attorney

Provided legal counsel for immigrant and non-immigrant clients requiring petitions with appropriate agencies for adjustment of status, asylum, waivers, U-visas, change of status, and business immigration. Attended interviews with clients at administrative agencies and immigration courts.

- Performed all legal activities required for clients seeking immigration services or navigating residency in the United States.

NICASTRO PISCOPO, APLC, Costa Mesa, CA

05/2002 – 08/2014

Supervising Immigration Paralegal

Trained new and current staff on immigration law and office procedures to efficiently manage an immigration legal practice for two attorneys.

- Drafted legal memoranda using case law, statutes, and appropriate precedents.
- Contributed to criminal cases associated with removal representation matters.
- Prepared clients for interviews and hearings with the Immigration Court, DOS, and USCIS.
- Provided case updates to attorneys and clients and calendared cases for followup on adjudication and status.
- Processed immigrant visa cases including preparation of I-601 and I-212 waivers at administrative and consular levels.
- Managed removal defense cases from beginning to end of proceedings and monitored files during litigation.
- Oversaw the performance outcomes of paralegals and law clerks.

Teaching Experience

JFK SCHOOL OF LAW AT NATIONAL UNIVERSITY, Online

01/2026 - Present

Adjunct Law Professor

Provided instruction and advisory to students in Legal Methods A and Immigration Law.

ST. FRANCIS SCHOOL OF LAW, Online

01/2026- Present

Adjunct Law Professor

Developed Law Practice Management Course.

BARBRI

04/2024 - Present

Essay Grader

FLEMING'S FUNDAMENTALS OF LAW, Lake Forest, CA

03/2014 - Present

Instructor/Law Professor

- Lead Legal Writing Workshop seminar over two days to focus on legal writing techniques and skills.
- Lead Performance Workshop a seminar over two weekends focused on the Performance portion of the California bar examination.

WESTCLIFF UNIVERSITY

07/2016 - 2018

Assistant Professor College of Business

Led classroom instruction in the College of Business including Introduction to Business Law and International Relations.

IRVINE UNIVERSITY COLLEGE OF LAW, Irvine, CA

03/2015 -2018

Assistant Professor of Law

Provided instruction and advisory to students in Torts I, Torts II, and Immigration Law during summer sessions. Led criminal law review seminars and first year law school examination review.

INTERNATIONAL AMERICAN UNIVERSITY, Los Angeles, CA

02/2015 - 2018

Adjunct Professor – School of Management and Administration

Provided classroom instruction for business courses in hybrid and online formats including Business Law for Managers and Business Law.

ABRAHAM LINCOLN UNIVERSITY SCHOOL OF LAW, Los Angeles, CA

05/2014 - 2018

Adjunct Faculty

Taught California Community Property Law and served as a Teaching Assistant for Constitutional Law courses. Graded assignment and taught exam techniques. Taught torts to first year law students and graded assignments for various courses including the Uniform Commercial Code, Criminal Law, Professional Responsibility, Civil Procedure.

FLEMING'S FUNDAMENTALS OF LAW, Lake Forest, CA

03/2014 - 12/2022

Instructor/Law Professor

Recruited to tutor students attending law school and preparing to take the California Bar Exam. Developed and delivered lessons and study materials on rules of law, essay writing skills and exam techniques.

- Led Legal Writing Workshop seminar over two days to focus on legal writing techniques and skills.
- Led Performance Workshop a seminar over two weekends focused on the Performance portion of the California bar examination.
- Led Performance Workshop seminar at Trinity Law School every semester.
- Provided students with resources for studying, tutors and other general law school support to promote successful completion of First Year Law School Examination, Bar Exam, and general law school coursework.
- Assisted students with study schedules, study plans, and strategies for academic success.
- Worked with foreign trained lawyers to navigate the California bar exam

PORTAL LANGUAGES, Costa Mesa, CA

01/2012 – 05/2014

Portuguese Instructor

Taught Portuguese for beginners and developed a course for independent study.

Education and Credentials

Executive LLM (expected 2027)

London School of Economics and Political Science - Department of Law
Concentration: Human Rights and Constitutional Law

Juris Doctor, 2013

Abraham Lincoln University, Los Angeles, CA
Dean's Scholar Award, Contemporary Ethical Issues
Dean's Scholar Award, Products Liability Litigation
Dean's Scholar Award, First Amendment

Master of Arts, International Relations, 2013

American Public University, Charles Town, WV
Graduated with Honors

Bachelor of Science, Communications, 2011

University of Phoenix, Phoenix, AZ
Graduated with Honors

Associate Degree in Paralegal Studies, 2004

Platt College, Cerritos, CA

Language and Literature Studies in Portuguese and Russian (non-degree), 1999

University of Sao Paulo, Sao Paulo, Brazil

Certificate, 2025

Student-Athlete Insights - NIL Education and Consulting
Name Image and Likeness (NIL)/MBA

Certificate, 2025

London School of Economics and Political Science
MBA Essentials

Harvard Law School Executive Education

Women's Leadership Initiative (2024)

Leadership in Law Firms (2023)

Program on Negotiation (2022)

Certificate, 2021

University of California, Berkeley, School of Law
Leadership in the Legal Profession

Startalk Portuguese Teacher Training, 2012

Boston University
Scholarship Recipient

California State Bar – License #298207
Current member in good standing
Certified Specialist in Immigration and Nationality Law

Affiliations

Legal Associations

American Immigration Lawyers Association
American Bar Association
Federal Bar Association
Hispanic Bar Association
International Bar Association
Los Angeles County Bar Association
Orange County Bar Association
Orange County Women Lawyers Association
Thurgood Marshall Bar Association

Academic Associations

American Society of International Law
International Political Science Association
International Studies Association
Law and Society Association

Professional Activities

Bar and Legal Organization Leadership

- Elected Director, Board of Governors, American Immigration Lawyers Association - AILA (2025-2028)
- Board Member, Thurgood Marshall Bar Association (2025)
- Board Member, Orange County Women Lawyers Association (2026)
- Chair, Immigration Section, Orange County Bar Association (2025)
- Chair-Elect, Immigration Section, Orange County Bar Association (2024)
- Secretary / Treasurer, Immigration Section, Orange County Bar Association (2023)

Committees and Editorial Roles

- Member, Legal Specialization Working Group (Immigration and Nationality Law), State Bar of California (2025–2027)
- Fundamentals Track Chair, 2026 AILA's Annual Conference Planning Committee (2025-2026)
- Member, AILA's Innovation and Technology Committee (2025-2026)
- Committee Member, AILA RDC-EMEA Chapter, Distance Learning Committee (2025-2026)
- Editorial Board Member, Law360 Immigration (2024-2025)
- Committee Member, AILA RDC-EMEA Chapter (2024–2025)
- Conference Chair, AILA Paralegal Conference (2024–2025)
- Program Committee Member, AILA Fall Conference ACES Track (2022–2023)

Advocacy and Public Engagement

- Southern California Liaison, AILA National Day of Action (2024–2025)
- Liaison, ABA Immigration Section, Young Lawyers Division (2016–2017)

Judging and Academic Service

- Judge, Federal Bar Association Thurgood Marshall Moot Court Competition, Washington, DC (March 2024)
- Judge, UC Irvine Mock Trial Tournament (2024–2025)

Pro Bono and Community Involvement

- Pro Bono Attorney, LACBA Immigration Legal Assistance Project (2013)
- Co-Chair, Immigration Section, Orange County Paralegal Association (2004–2005)
- Editor and Writer, Sigma Iota Rho Gamma Omega Honor Society Newsletter (2013–2014)

Publications and Presentations

Lloyd, F. S. (2025). [*Navigating the intersection of NIL and immigration law: an overview*](#). *Orange County Lawyer*, 67(8).

Lloyd, F. S. (2025). [*The evolving landscape of immigration law: A call for adaptability and resilience*](#). *Immigration Lawyers Toolbox® Magazine*, 9, 24–27.

Whittenburg, F., & Lloyd, F. S. (2024). O-1B nonimmigrants. In [*Navigating the Fundamentals of Immigration Law: Guidance and Tips for Successful Practice*](#) (2024–2025 ed., Nonimmigrant Visas, pp. 227–246). American Immigration Lawyers Association.

Lloyd, F. S. (2026). K visa processing 101. In [*The Consular Practice Handbook*](#) (pp. 183–190). American Immigration Lawyers Association.

Lloyd, F. S. (2026). B-1 Business Visitors. In [*The Consular Practice Handbook*](#) (pp. 125-144). American Immigration Lawyers Association.

2026

American Immigration Lawyers Association (AILA) - AILA Chicago Midwest Regional Conference - Panelist - “Thriving in Immigration Law: Tools for Well-Being and Resilience” (March 2026)

American Immigration Lawyers Association (AILA) – 47th Annual AILA S. Florida Immigration Law Update – Panelist - “Spotlight on the Extraordinary - Os and Ps” (February 2026)

American Immigration Lawyers Association (AILA) - Canada Chapter - “Ps and Os for Canadians - Where to Begin” (February 2026)

2025

American Immigration Lawyers Association (AILA) - Rome EMEA Distance Learning Committee - Panelist - “Extraordinary Problems: Trends in Adjudications of O's and EB-1A's,” (December 2025)

American Immigration Lawyers Association (AILA) – California Chapters Conference – Panelist – “Words Matter: Advocating for Justice by Confronting Bias” (November 2025)

Harvard Law School, Legal Profession Class, Professor Wilkins, “Immigration Lawyering,” Panelist (November 2025)

California Women Lawyers Association - “Keeping Up with Immigration Change: Tools for the Non-Immigration Attorney,”(October 2025)

Federal Bar Association (FBA) Annual Conference - “Borders, Rights, and the Rule of Law: Immigration Law as a Human Rights Issue” (September 2025)

American Immigration Lawyers Association (AILA) Paralegal Conference - "Detailed View of EB-1A and National Interest Waiver Cases," (July 2025)

American Immigration Lawyers Association (AILA) Annual AILA National Conference - Panelist - "Through the Glass Ceiling: Struggles and Opportunities for Women in Immigration Law" (June 2025)

American Immigration Lawyers Association (AILA) Annual AILA National Conference - Moderator - "Paralegals Panel: Strategies for Staying Ahead of the Details" (June 2025)

American Immigration Lawyers Association (AILA) Annual Global Migration Section Conference - Panelist - "Let Me Entertain You: Options for Creative Professionals Traveling into Your Jurisdiction" (June 2025)

MyLawCLE and Federal Bar Association, "Mandatory Alien Registration: Navigating DHS' New Requirements for All Noncitizens" (May 2025)

American Immigration Lawyers Association (AILA), Central Florida Chapter - Panelist - "Working with the Extraordinary Client" (May 2025)

Brazil Conference at Harvard and MIT, "Law: Beyond the Traditional - Business, Branding, and Impact" (April 2025)

Harvard Law School, VI Brazilian Legal Symposium, "Race and Inequality in Brazil and the United States," (March 2025)

MyLawCLE and Federal Bar Association, "The Intersection of Immigration Law and Name, Image, Likeness Policy," (March 2025)

MyLawCLE and Federal Bar Association, "Work Authorization for Asylum Seekers: Legal Strategies and Best Practices," (March 2025)

Pincus Professional Education - Immigration 101: The Nuts and Bolts "Employment Based Immigration Visas and Employment Enforcement," (March 2025)

Pincus Professional Education - Immigration 101: The Nuts and Bolts "Opening Your Practice," (March 2025)

Continuing Education of the Bar (CEB) - "Introduction to EB-1A Visas: How to Work with the Extraordinary," (February 2025)

American Immigration Lawyers Association (AILA) – 46th Annual AILA S. Florida Immigration Law Update – Panelist - "Emerging Professions and Trends in Cases for Extraordinary and Exceptional Individuals" (February 2025)

Harvard Law School (La Alianza), "Afro-Latina Voices: Celebrating Identity, Contributions, and Impact in Law and Beyond," (February 2025)

Thurgood Marshall Bar Association and NAACP Orange County, "Let's Talk about President Executive Orders," (February 2025)

Continuing Education of the Bar (CEB) - “Navigating the Impact of Trump's Executive Orders,” (February 2025)

Southwestern Law School, American Immigration Lawyers Association (Southern California Chapter), “Immigration Lawyering,” Panelist (February 2025)

MyLawCLE and Federal Bar Association, “Navigating the Impact of Trump's Immigration Executive Orders: Lessons for Immigration Attorneys” (January 2025)

2024

Faculty Participant, [*Leigh Steinberg Series for the Protection of Athletes*](#) Berkeley Center for Law & Technology, **UC Berkeley School of Law** (December 2024)

Harvard Law School, Legal Profession Class, Professor Wilkins, “Immigration Lawyering,” Panelist (November 2024)

American Immigration Lawyers Association (AILA) – California Chapters Conference – Panelist – “The O-1: Unlocking Opportunities for Those with Unique Talents” (November 2024)

Continuing Education of the Bar (CEB) - “Out of Bounds: NIL and Immigration Issues,” (October 2024)

American Immigration Lawyers Association (AILA) - Rome EMEA Distance Learning Committee - Panelist - “Weird and Wonderful B's,” (September 2024)

American Immigration Lawyers Association (AILA) - Paralegal Conference - Discussion Leader - "NIV and IV Options for Extraordinary / Exceptional Individuals: Creative Approaches for the Exceedingly Talented," (August 2024)

Continuing Education of the Bar (CEB) - “O and P Visas: Visa Options for Foreign Talents and Athletes,” (July 2024)

American Immigration Lawyers Association (AILA) - Annual AILA National Conference - Panelist - "Unauthorized Employment in Immigration: NIL, Influencers, Student Athletes” (June 2024)

American Immigration Lawyers Association (AILA) - CLE - “Unlocking EB-1A Success: Strategic Filing Approaches and Best Practices” (May 2024)

Orange County Bar Association (OCBA) - “EB-2 NIW Updates: Current Trends and Strategies” (January 2024)

American Immigration Lawyers Association (AILA) - Canada Chapter - “Talent Visas - Practical Considerations for O-1 and EB-2 NIW” (January 2024)

2023

American Immigration Lawyers Association (AILA) - Latin America and Caribbean Chapter - Discussion Leader “O’s and P’s” (November 2023)

American Immigration Lawyers Association (AILA) - Chicago Conference - Panelist - “Winning Strategies for the First Preference” (October 2023)

American Immigration Lawyers Association (AILA) - Fall Conference - Discussion Leader - "Taboo, Uncommon, and Unusual Occupations: Guess What? That's extraordinary talent too!" (September 2023)

American Immigration Lawyers Association (AILA) - Annual AILA National Conference - Panelist - "O-1A and O-1B: Extraordinary Ability and Entertainers" (June 2023)

American Immigration Lawyers Association (AILA) - Paralegal Conference - Panelist - "Role of the Paralegal," (June 2023)

Immigration Lawyers Toolbox Postgraduate Training "O-1 Visa Workshop for Lawyers,"(February 2023)

American Immigration Lawyers Association (AILA) – Midwinter Conference – Panelist – “O-1 Trends: Extraordinary Hurdles Still Remain and New Ones Emerge” (January 2023)

2022

American Immigration Lawyers Association (AILA) – California Chapters Conference – Panelist – “Permissible Business Activities for Nonimmigrants: Employees, Entrepreneurs, and Visitors” (November 2022)

Global Gab – Rattlestick Theater, NY – “EB-1 a.k.a. The Artist Green Card” – Panelist (September 2022)

American Immigration Lawyers Association (AILA) – Sports Immigration Law Conference – Panelist – “National Interest Waivers and Other Creative Options for Athletes, Coaches, and Sports Industry Professionals” (September 2022)

Bremplex - Speaker - “How to Internationalize your Company into the U.S.” Germany (June 2022)

American Immigration Lawyers Association (AILA) – Annual AILA National Conference – Panelist – “Strategies for Athletes, Artists, Entertainers and Other Extraordinary Individuals” (June 2022)

American Immigration Lawyers Association (AILA) – 43rd Annual AILA S. Florida Immigration Law Update – Panelist - “Strategies for Successful NIWs” (April 2022)

2021

American Immigration Lawyers Association (AILA) – Athletics, Culture, Entertainment and Science (ACES) conference - Panelist - “EB-1 vs. EB-2 NIW: Creative Ways to Use *Matter of Dhanasar*” (October 2021)

American Immigration Lawyers Association (AILA) – Sports Immigration Law Conference - Panelist - “Structuring P-1A and P-1S Petitions for Athletes” (September 2021)

American Immigration Lawyers Association (AILA) - Panelist – “Highly Skilled Individuals: A Discussion on Nonimmigrant and Immigrant Visa Petitioner for ‘Talented’ Foreign Nationals” (August 2021)

2020

Brazil California Chamber of Commerce - Panelist - “Media and Entertainment - Expanding Business in the United States” (November 2020)

American Immigration Lawyers Association (AILA) - Panelist - “O-1A How Extraordinary is Extraordinary” (October 2020)

ProLawCLE - Presenter - “Non-Immigrant Visas and the Challenges of Today’s Environment” (September 2020)

Webinar – Presenter - "Imigração e Negócios nos EUA: mídia, entretenimento e tecnologia,"
(March 2020)

University of California, Irvine, Paralegal Program – Presenter - “Paralegal and Lawyer” Irvine, CA. (February 2020)

2019

Bremplex - Presenter - “How to Internationalize your Company into the U.S.” Berlin, Germany.
(August 2019)

ESANC – Speaker - “Immigration Law in the United States” Santos, Brazil. (April 2019)

Catholic University of Santos - Speaker - “Immigration Law in the United States” Santos, Brazil. (April 2019)

Santa Cecilia University - Speaker - “Immigration Law in the United States” Santos, Brazil (April 2019)

Bremplex - Speaker - “Becoming an Entrepreneur in the U.S.” Dusseldorf, Germany (March 2019)

2018

LABRFF - Speaker - “Arts in the United States - What you need to know from an immigration standpoint”
(December 2018)

El Aviso Magazine – Interview about Investment Options (December 2018)

LawPro CLE - Presenter - “Immigrant and Nonimmigrant Options for Foreign Investors” (November 2018)

LawPro CLE - Presenter - “Immigration Options for Artists, Entertainments and Athletes” (June 2018)

El Aviso Magazine – Interview about Deportation (2018)

Orange County Paralegal Association - Presenter - “Ethics for the Immigration Paralegal” Irvine, CA (April 2018)

University of California - Presenter - “Paralegal and Lawyer” Irvine, CA (March 2018)

2017

Foreigner Hiring Foreigners: What You Need to Know, Irvine, CA (November 2017)

Panelist at Human Trafficking Panel, Orange, CA (November 2017)

University of California Irvine - Presenter - “Paralegal and Lawyer” Irvine, CA (July 2017)

826LA - Speaker - “Know Your Rights” Los Angeles, CA (April 2017)

826LA – Speaker - “Know Your Rights” Los Angeles, CA (March 2017)

Brazilian Consulate - Presenter - “Know Your Rights” Beverly Hills, CA. (March 2017)

2016

Brazil California Chamber of Commerce - Presenter - “Visa Options for Small Business” Beverly Hills, CA. (July 2016)

2014

Language is power.” An analysis of Brazil's use of language and culture as tools for global success”, Presenter - University of California, Los Angeles, Second Heritage Language Conference (March 2014)

Brazilian foreign policy post-1985: Regional challenges and global ambitions. Presenter - International Political Science Association World Congress, Montreal, (July 2014)