

U.S. NONIMMIGRANT VISA CHART¹

TYPE OF VISA	GENERAL PURPOSE FOR ENTRY	REQUIREMENTS AND RESTRICTIONS	PERMISSIBLE ACTIVITIES UNDER VISA CATEGORY	WHERE TO FILE PETITION OR APPLICATION	VISA STAMP PERIOD OF VALIDITY	MAXIMUM ALLOWABLE PERIOD OF STAY FOR EACH ENTRY	MAXIMUM TOTAL ALLOWABLE PERIOD FOR U.S. STAY
B-1 VISITOR VISA For short term business purposes.	To enter the U.S. temporarily in order to conduct business in the U.S. on behalf of an employer abroad.	<ul style="list-style-type: none"> •Principal place of employment and actual accrual of salary or profits are abroad. •Employer abroad should continue to pay employee's salary. •B-1 visitor should maintain his/her residence abroad during his/her stay in the U.S. •Should be used instead of visa waiver where expected stay will be longer than 90 days or if there is a possibility that the employee will change to another visa classification. 	<ul style="list-style-type: none"> •Short term business purposes, for example: <ul style="list-style-type: none"> -Business negotiations; -Business conferences; -Making arrangements for a contract; -Plant tour; - Market research; -Attending a meeting, including an academic meeting; -Inspection; -Short term training. 	U.S. Embassy or Consulate abroad. ²	<ul style="list-style-type: none"> •Controlled by Visa Reciprocity which depends on the reciprocal agreement between U.S. and foreign national's country of birth or citizenship. •May be issued for up to ten (10) years. 	Typically six (6) months.	Up to six (6) months on initial entry, with extension of six (6) months each on a showing of business need.

¹ This presentation is for informational purposes only, and is not intended as legal advice.

² If the beneficiary is physically present in the United States, he/she may also obtain classification by petitioning U.S. Citizenship & Immigration Services for a change of status.

TYPE OF VISA	GENERAL PURPOSE FOR ENTRY	REQUIREMENTS AND RESTRICTIONS	PERMISSIBLE ACTIVITIES UNDER VISA CATEGORY	WHERE TO FILE PETITION OR APPLICATION	VISA STAMP PERIOD OF VALIDITY	MAXIMUM ALLOWABLE PERIOD OF STAY FOR EACH ENTRY	MAXIMUM TOTAL ALLOWABLE PERIOD FOR U.S. STAY
B-2 VISITOR VISA Visitor for pleasure.	To enter the U.S. temporarily in order to engage in activities for pleasure.	<ul style="list-style-type: none"> •Visitor is not authorized to work in the U.S. •B-2 visitor should maintain his/her residence abroad during his/her stay in the U.S. •Should be used instead of visa waiver where expected stay will be longer than 90 days or if there is a possibility that the employee will change to another visa classification. 	<ul style="list-style-type: none"> •Tour; •Visit friends and family; -Participate in social events; -Receive medical attention; •Plan for or complete personal, family- related business matters; •Temporarily accompany family member who is in another visa category. (Can be used for cohabitating partners or elderly parents or other “dependents”.) 	U.S. Embassy or Consulate abroad. ¹ *Domestic servants accompanying U.S. Citizens or nonimmigrant visa holders (H, L, O, E, etc.) may get up to one year. (A separate application for employment authorization must be approved.).	<ul style="list-style-type: none"> •Controlled by Visa Reciprocity which depends on the reciprocal agreement between U.S. and foreign national's country of birth or citizenship. •May be issued for up to ten (10) years. 	Typically six (6) months but may get up to one year based on evidence of confirmed travel plans.	Up to six (6) months on initial entry, with extensions of six months each on a showing of need.

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B-1/B-2 VISA WAIVER Also known as "ESTA" or "Visa Waiver Program (VWP)." 38 Visa Waiver Countries as of October 20, 2014 include: Andorra, Australia, Austria, Belgium, Brunei, Chile, Czech Republic, Denmark, Estonia, Finland, France, Germany Greece, Hungary, Iceland, Ireland, Italy, Japan, Latvia, Liechtenstein, Lithuania, Luxembourg, Malta, Monaco, the Netherlands, New Zealand, Norway, Portugal, San Marino, Singapore, Slovak Republic, Slovenia, South Korea, Spain, Sweden, Switzerland, Taiwan, United Kingdom.	To enter the United States temporarily in order to conduct B-1 business in the U.S. on behalf of an employer abroad, or to engage in B-2 activities for pleasure.	<ul style="list-style-type: none"> •In addition to the requirements for B-1 or B-2 (see above), the following conditions must be met: •Must be a national of a country which the U.S. has approved as a "visa waiver" country. •Period of stay may not exceed 90 days. •Foreign national should have a round trip air ticket on approved airline for travel back to home country or ticket for onward travel outside U.S., Mexico, Canada or adjacent islands in the Caribbean. •Must waive right to procedural safeguards regarding entry into U.S. •May not obtain an extension of stay or a change of status from the visa waiver program to any other visa status in the U.S. However may adjust status to lawful permanent resident through marriage to a U.S. citizen. 	See those listed for B-1 and B-2 above.	Not applicable, but ESTA authorization required. ²	No visa is required.	90 days. Generally, extensions of stay or changes of status are not permitted by law. A very limited exception is made for international patients and accompanying family members that have made pre-arrangements for medical care which would exceed the 90 day period.	90 days (extensions of stay or changes of status are not permitted by law).

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E-1 VISA For traders and key employees under the Treaty of Friendship, Commerce and Navigation between the U.S. and foreign country.	To work as an executive, supervisory / managerial or essential skills employee of a company which trades in goods or services principally between the U.S. and foreign country that is a party to the treaty.	<ul style="list-style-type: none"> •50% or more of the trading company's stock must be traded primarily on a foreign treaty country stock exchange or owned by foreign treaty country nationals (who are not U.S. permanent residents). •Employee entering the U.S. must have same nationality as foreign company (family members need not be from same treaty country). •Foreign national should be employed by the U.S. company in a supervisory/managerial or executive capacity or in a capacity involving specialized skill or knowledge essential to operate the U.S. business. •The trading company must be engaged in substantial trade of goods or services, more than 50% of the international trade must be between the U.S. and foreign country. 	<ul style="list-style-type: none"> •Performing services as an: •Executive; or •Supervisor/Manager (Duties include management of either personnel or critical function); or •Specialist with essential skills. •Dependent spouse may apply for employment authorization. 	<ul style="list-style-type: none"> •Initial visa application at U.S. Embassy or Consulate abroad.¹ Company must apply at a U.S. Consulate or Embassy abroad for designation ("registration") as an E-1 entity prior to first application by individual employee. -Also, U.S. company can file a petition with the U.S. Citizenship and Immigration Services. -Foreign nationals must then apply for visa stamp at U.S. Embassy or Consulate abroad once company is registered as E visa entity. 	Controlled by Visa Reciprocity which depends on the reciprocal agreement between U.S. and foreign national's country of birth or citizenship. May be issued for up to five (5) years.	<ul style="list-style-type: none"> •Two (2) years upon entry. •Two (2) years upon approval of extension application. •Family gets extension only for a period of principal worker's authorized stay as indicated on the I-94 Arrival/Departure card. 	Virtually no limit as long as foreign national is prepared to leave the U.S. when job is over, or the requirements for E-1 are no longer met.

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E-2 VISA For investors and key employees under the Treaty of Friendship, Commerce and Navigation between the U.S. and foreign country.	To direct and develop one's investment in a U.S. business or to be an executive, supervisor /managerial or essential-skills employee of an organization which has made a substantial investment in a U.S. business.	<ul style="list-style-type: none"> •Treaty-country foreign national or his/her foreign treaty-country employer should have made, or be actively in the process of making, a substantial amount of investment in the U. S. (The amount is subject to variation among industries, but may, in appropriate cases, range from as little as \$50,000 to \$1 million or more). •50% or more of the treaty-investment company's stock must be traded primarily on a foreign country stock exchange or be owned by foreign country nationals (who are not U.S. permanent residents). •Employee entering the U.S. must have same nationality as foreign company (family members need not be from same treaty country). •Foreign national should be employed by the U.S. company in a supervisory/managerial or executive capacity or in a capacity involving specialized skill or knowledge essential to operate the business. U.S. company in the U.S. may be required to show that it will train U.S. worker to impart essential skills. 	<ul style="list-style-type: none"> •Performing services as an: •Executive; or Supervisor/Manager (Duties include management of either personnel or critical functions); or •Specialist with essential skills, which may include a "Start-Up" or temporary-duty ("TDY") worker, for example: trainer for plant start-up, quality control, or vehicle model changes. •Dependent spouse may apply for employment authorization. 	<ul style="list-style-type: none"> •Initial visa application at U.S. Embassy or Consulate abroad.¹ •Company must apply for designation ("registration") at a U.S. Embassy or Consulate abroad as an E-2 entity prior to first application by individual employee. -Also, U.S. company can file a petition with the U.S. Citizenship and Immigration Services. •Foreign nationals must then apply for visa stamp at U.S. Embassy or Consulate abroad once company is registered as an E visa entity. 	Controlled by Visa Reciprocity which depends on the reciprocal agreement between U.S. and foreign national's country of birth or citizenship. May be issued for up to five (5) years (except for one year for "Start-up" or "TDY" workers).	<ul style="list-style-type: none"> •Two (2) years upon entry. •Two (2) years upon approval of extension application. •Family gets extension only for period of principal worker's authorized stay as on the I-94 Arrival/ Departure card. 	<ul style="list-style-type: none"> •Virtually no limit as long as foreign national is prepared to leave the U.S. when job is over or the U.S. investment ends. •Exception for "Start-up" or "TDY" employees, who may be required to leave after one (1) year or when operation is established and U.S. workers are trained.

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E-3 VISA For temporary Australian workers in a specialty occupation.	To work in a "specialty occupation" i.e., an occupation requiring the theoretical and practical application of a body of highly specialized knowledge, which requires a minimum of a bachelor's degree for entry into the occupation.	<ul style="list-style-type: none"> •Principal beneficiary must be an Australian National. (Dependents need not be Australian to qualify for derivative status.) •Must possess at least a bachelor's degree, or the equivalent in education and experience, in a field related to the proposed U.S. job. •Job in the U.S. must require an employee with a relevant four-year bachelor's or higher degree or equivalent in education and experience. •No prior work experience required for persons holding a relevant bachelor's degree. •No prior work experience at related foreign company is necessary. •U.S. company must post and file a Labor Condition Application ("LCA") with the U.S. Department of Labor making certain attestations regarding wages and working conditions; fines and penalties for violations of LCA attestations. •Employer must pay worker in accordance with pay stated on E-3 petition even if "benched" due to employer's decision (e.g., lack of work). •Annual cap of 10,500 per fiscal year. •Cap limits do not apply to those seeking to extend employment with the <i>same</i> E-3 employer. Where a petition has been filed to change E-3 employers or to apply for a new E-3 visa at the Consulate, the petition will be subject to the E-3 numerical limit for that year. Dependents are not counted against the cap. 	<ul style="list-style-type: none"> •May work full or part time. •Dependent spouse may apply for employment authorization. •An application for initial admission, change of status, or extension of stay in E-3 status may not be denied solely on the basis of an approved PERM or a filed or approved immigrant visa petition. 	Initial visa application at U.S Embassy or Consulate in Australia (Sydney, Melbourne and Perth). ¹ •Other U.S. Embassies or Consulates abroad may accept E-3 applications at their discretion. •U.S. company can file a petition with the U.S. Citizenship and Immigration Services. •Foreign national must then apply for visa stamp at U.S. Embassy or Consulate abroad. •Petition for E-3 classification may not be filed utilizing premium processing.	May be issued for up to two (2) years.	<ul style="list-style-type: none"> •Two (2) years upon entry. •Two (2) years upon approval of extension application. •Family gets extension only for period of principal worker's authorized stay as indicated on I-94 Arrival/Departure card 	•Virtually no limit as long as foreign national is prepared to leave the U.S. when job is over.

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F-1 VISA Student Visa.	To study at an academic (non-vocational) institution (high school, college, university, or language school).	<ul style="list-style-type: none"> •Curricular Practical Training ("CPT") - May work part time (20 hours per week) during school, or full-time during vacation periods, in an area related to course work. (Work authorization is provided by a designated school official. No employment authorization document "EAD" required. I-20 must be annotated with approved period of CPT.) •Post Completion Optional Practical Training ("OPT") - After graduation, may be eligible to work full-time for up to 12 months in an area related to degree. •Graduates in Science, Technology, Engineering, and Math (STEM) fields may be eligible for a 17-month extension of OPT. To be eligible, STEM graduate must be employed by a business enrolled in the E-Verify program. •F-1 visa holder must apply for employment authorization document ("EAD") with USCIS in order to work full-time for up to 12 months (or 29 months, in the case of eligible STEM degree graduates) in an area related to degree. •Can only work after receipt of physical EAD card. •Other type of work is permissible under limited circumstances. •Foreign national must be proficient in English language or receive training to become proficient. School may explain, where appropriate, why English proficiency is not required. Student must have foreign residence which he/she has no intention of abandoning. May be required to show ties to home country or country of last residence. 	Study; also may work in area related to study, but only after proper approval from the school or USCIS.	•Student receives Form I-20 Certificate of Eligibility from school. Student then applies for visa stamp at U.S. Embassy or Consulate abroad. ¹	Controlled by Visa Reciprocity which depends on the reciprocal agreement between U.S. and foreign national's country of birth or citizenship. Period of time is usually based on time which school estimates is necessary to complete studies.	"Duration of Status" -period of time estimated by school, which is necessary to complete studies.	"Duration of Status" -period of time estimated by school as necessary to complete studies, plus up to one year for "post-completion optional practical training" (OPT), i.e. work in field related to area of study. - Graduates in Science, Technology, Engineering, and Math (STEM) fields may be eligible for a 17-month extension of OPT. To be eligible STEM graduate must be employed by a business enrolled in the E-Verify program.

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H-1B VISA For temporary workers in a specialty occupation.	To work in a "specialty occupation" i.e., an occupation requiring the theoretical and practical application of a body of highly specialized knowledge, which requires a minimum of a bachelor's degree for entry into the occupation.	<ul style="list-style-type: none"> •Must possess at least a bachelor's degree, or the equivalent in education and/or experience, in a field related to the proposed U.S. job. •Job in the U.S. must require an employee with a relevant four-year bachelor's or higher degree or equivalent in education and experience. •No prior work experience required for persons holding a relevant bachelor's degree. •No prior work experience at related foreign company is necessary. •U.S. company must post and file a Labor Condition Application ("LCA") making certain attestations regarding wages and working conditions; fines and penalties for violations of LCA attestations. •Employer must pay worker in accordance with pay stated on H-1B petition even if "benched" due to employer's decision (e.g. lack of work). •Cap of 65,000 for foreign nationals with a minimum of a Bachelor's degree.¹ •First 20,000 petitions for H-1B workers who have a master's degree or higher from a U.S. institution of higher learning are exempted from the annual cap. •Dual Intent Visa. Foreign national cannot be denied visa, change of status, or extension of stay solely because of a filed or approved PERM or immigrant visa petition. 	<ul style="list-style-type: none"> •May work full or part time. •May be employed in more than one H-1B occupation as long as H-1B petition is approved for each specialty occupation. 	<ul style="list-style-type: none"> •First, U.S. company must file a petition with the U.S. Citizenship and Immigration Services. •Foreign national must then apply for visa stamp at U.S. Embassy or Consulate abroad.² 	Controlled by Visa Reciprocity which depends on the reciprocal agreement between U.S. and foreign national's country of birth or citizenship. May be issued for up to three years.	<ul style="list-style-type: none"> •Initially up to three years with a three-year extension available. •One-year / three-year extensions may be available after six years (see next column). 	<ul style="list-style-type: none"> •Six years. •Thereafter: <ul style="list-style-type: none"> -One-year extensions available if labor certification or I-140 was filed more than 365 days prior to 6th year anniversary in H-1B status; OR -Three-year extensions past the 6th year in H-1B status if (a) foreign national has approved I-140, and (b) cannot file Adjustment of Status application because Priority Date is not current.

¹ Certain employers, including institutions of higher education, nonprofits affiliated with institutions of higher education, and nonprofit and governmental research organizations are exempt from the H-1B cap. Workers employed by other employers who work at these exempt organizations may also be exempt.

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H-1B1 VISA For temporary Chilean and Singaporean workers in a specialty occupation.	To work in a "specialty occupation" i.e., an occupation requiring the theoretical and practical application of a body of highly specialized knowledge, which requires a minimum of a bachelor's degree for entry into the occupation.	<ul style="list-style-type: none"> •Must be a National of Chile or Singapore. •Must possess at least a bachelor's degree, or the equivalent in education and/or experience in a field related to the proposed U.S. job. •Job in the U.S. must require an employee with a relevant four-year bachelor's or higher degree or equivalent in education and experience. •U.S. company must post and file a Labor Condition Application ("LCA") with U.S. Department of Labor making certain attestations regarding wages and working conditions; fines and penalties for violations of LCA attestations. •Employer must pay worker in accordance with pay stated on H-1B1 petition even if "benched" due to employer's decision (e.g. lack of work). •Unlike H-1B visas, the doctrine of dual intent does not extend to H-1B1 classification. •Annual cap of 1,400 Chilean nationals and 5,400 Singaporean citizens. •H-1B1 annual caps count against the overall 65,000 H-1B visa annual cap. -After five consecutive extensions, any subsequent extension will count against the H-1B1 cap. 	<ul style="list-style-type: none"> •Visa classification is also available to those who do not possess a postsecondary degree or its equivalent, but will engage in the following professions: (1) Chilean nationals, agricultural managers, and physical therapists; and (2) Singaporean and Chilean nationals, in the profession of relief claim adjusters. Additionally, Management Consultants who possess degrees in areas other than their specialty area may present documentation of their experience in the specialty area in order to seek admission in the H-1B1 category. 	<ul style="list-style-type: none"> •Initial visa application at U.S. Embassy or Consulate abroad. •Also, U.S. company may file a petition with the U.S. Citizenship and Immigration Service. •Foreign national must then apply for visa stamp at U.S. Embassy or Consulate abroad.¹ 	Controlled by Visa Reciprocity which depends on the reciprocal agreement between U.S. and foreign national's country of birth or citizenship. May be issued for eighteen (18) to twenty-four (24) months.	Admission for a one-year period which may be extended in one-year increments.	<ul style="list-style-type: none"> •May apply for up to five extensions. •After five consecutive extensions, any subsequent extension will count against the overall H-1B.

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H-3 VISA Temporary Trainee.	To enter the U.S. temporarily to participate in a formal company training program.	<ul style="list-style-type: none"> •Petitioning company must demonstrate to U.S. Citizenship and Immigration Services: <ul style="list-style-type: none"> -Detailed training program exists; -Major portion of trainee's time is spent receiving instruction; little or no time spent in productive "on- the-job" employment, and -Similar training is not available in trainee's home country. •The trainee cannot displace a U.S. worker. •Training cannot be conducted with the intention to eventually employ foreign national in the U.S. •Benefits of the training must be utilized in a foreign country. •After trainee has stayed in the U.S. in H-3 classification for two years, he or she must be physically present outside the U.S. for at least six months prior to re-entering in H or L classification. Trainee may not already possess substantial training and experience in the field of proposed training. 	<ul style="list-style-type: none"> •Engaging in an established training program. •Receiving instruction. 	<ul style="list-style-type: none"> •First, U.S. company must file a petition with the U.S. Citizenship and Immigration Services. •Foreign national must then apply for visa stamp at U.S. Embassy or Consulate abroad.¹ 	Controlled by Visa Reciprocity which depends on the reciprocal agreement between U.S. and foreign national's country of birth or citizenship. Determined by the documented length of the training program, or reciprocity, up to two years.	Determined by the documented length of the training program and as shown on petition approval notice; up to two years.	Two (2) years.

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J-1 VISA Trainee	Exchange visitors entering the U.S. in order to receive training and enhance their skills and expertise in their academic or occupational fields through participation in structured and guided work-based training programs.	<ul style="list-style-type: none"> •For individuals who have either a degree or professional certificate from a post-secondary academic institution abroad and at least one year of related work experience acquired outside of the U.S.; or •For individuals with five (5) years of work experience abroad in their occupational field; <u>and</u> -Enter the U.S. to participate in a structured and guided work-based training program in their specific occupational field. -Sponsor must be a U.S. company, agency, non-profit foundation, or organization. -Foreign national may enter to participate in either the U.S. company's approved program or be sponsored by an affiliated program. -Exchange visitor must be proficient in the English language to undertake program. -Exchange visitor must have sufficient funds to cover expenses or have made other arrangements to provide for expenses. -Host organization must cover trainee under worker's compensation insurance. -Trainee may not be placed in unskilled or casual labor positions, positions involving more than 20 percent clerical work, or positions requiring trainees to provide therapy, medication or other clinical or medical care. Trainees cannot be placed in a position that will displace full or part-time, temporary or permanent American workers or serve to fill a labor need. -Certain J-1 trainees, depending on nationality and type of training program, are restricted from applying for other nonimmigrant visas until the J-1 visa holders have resided and been physically present outside the U.S. for at least two years after departing the U.S. ("two-year home residence requirement" or "212 (e) requirement"). 	Training program must be in the applicant's specific occupational field.	<ul style="list-style-type: none"> •U.S. company may file application for approved program with the U.S. Department of State ("U.S. DOS") or utilize another U.S. DOS-approved program sponsor that charges a fee for its sponsorship. •Foreign national files application with approved program sponsor (either U.S. company or already-established program). Training placement plans must be detailed on Form DS-7002. •Sponsor approves foreign national's participation in training program on Form DS-2019. *Foreign national must then apply for visa stamp at U.S. Embassy or Consulate abroad.¹ 	Controlled by Visa Reciprocity which depends on the reciprocal agreement between U.S. and Foreign national's country of birth or citizenship.	Duration of Status - Period of time estimated by program sponsor necessary to complete training.	<ul style="list-style-type: none"> •Up to a maximum of eighteen (18) months. Exceptions: - Hospitality and Tourism Training Programs are limited to twelve (12) months. - Agricultural programs not containing at least six months of classroom study are limited to twelve (12) months. •Extensions based on repeat participation are allowed provided at least two years outside of the U.S. between programs and otherwise meet the eligibility requirements.
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J-1 VISA General	Temporary visitor to participate in approved exchange visitor program to teach, study, observe, conduct research, consult, or demonstrate special skills.	<p>Exchange Visitor Sponsorship Program must be approved by U.S. Department of State ("U.S. DOS"). Once approved, the sponsor organization can provide the exchange visitor with the required DS-2019 Certificate of Eligibility needed to apply for a J-1 visa abroad.</p> <p>-Sponsor must be a U.S. company, agency, non-profit foundation, or organization. Sponsor's program shall have no less than five exchange visitors per calendar year. DOS may exercise discretion to reduce this requirement.</p> <p>-Host organization is the U.S. entity where the exchange visitor will train, teach, intern, study, observe, conduct research, or consult pursuant to the approved exchange visitor program. The host organization conducts exchange visitor programs on behalf of the designated program sponsors who are overseen by the Office of Education and Cultural Affairs ("ECA").</p> <p>-Host organizations that have not successfully participated in the J visa sponsor's exchange visitor programs must be visited by a representative of the visa sponsor prior to approval of a DS-2019. Companies with 25 or more employees or with at least three million dollars in annual revenue are exempt from the mandatory visit.</p> <p>•Host organization must cover the exchange visitor under workers' compensation insurance.</p> <p>•Host organization must be able to provide a Dun and Bradstreet Identification Number and Employer Identification Number ("EIN").</p> <p>-Host companies must agree to contact the visa sponsor immediately in the event of an emergency involving exchange visitor.</p> <p>-Sponsors are required to interview every applicant either in-person or by videoconference or web camera. ECA has verbally agreed that telephone interviews are a permissible means of screening.</p> <p>*Exchange visitor must have sufficient knowledge of the English language to undertake program.</p> <p>*Exchange visitor must have sufficient funds to cover expenses or have made other arrangements to provide for expenses.</p>	<ul style="list-style-type: none"> •Training. •Interning. •Teaching. •Studying or observing. •Conducting research. •Consulting. •Consulting on, or demonstrating special skills ("special skills" are similar to skills of a worker in a "specialty occupation" as set forth in H-1B above). •Attending school. 	<ul style="list-style-type: none"> •U.S. company may file application (DS-3036) for approved program with the U.S. Department of State ("U.S. DOS") or utilize another U.S. DOS-approved program sponsor that charges a fee for its sponsorship. •Foreign national files application with approved program sponsor (either U.S. company or already-established program). -Sponsor approves foreign national's participation in training program on Form DS-2019. Foreign national must then apply for visa stamp at U.S. Embassy or Consulate abroad.¹ 	Controlled by Visa Reciprocity which depends on the reciprocal agreement between U.S. and foreign national's country of birth or citizenship.	Duration of status — Period of time estimated by program sponsor necessary to complete program objectives. Extensions available if participation in program is extended. However, exchange visitor allowed to remain in the U.S. only so long as necessary to satisfy his/her stated exchange program objectives in coming to the U.S.	<ul style="list-style-type: none"> •Determined by type of program: •Short-term scholar not to exceed six months. •Trainee program up to 18 months •Internship up to 12 months •"Specialist"-up to one year. •Professors/researchers at educational institution up to five years. •Teachers up to three years. •Undergraduate and pre-doctoral student - not to exceed 18 months inclusive of prior academic training OR period of full course study in the U.S., whichever is less. •Post-doctoral training - Not to exceed thirty-six (36) months inclusive of any prior academic training OR period of full course study in the U.S., whichever is less.

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TYPE OF VISA	GENERAL PURPOSE FOR ENTRY	REQUIREMENTS AND RESTRICTIONS	PERMISSIBLE ACTIVITIES UNDER VISA CATEGORY	WHERE TO FILE PETITION OR APPLICATION	VISA STAMP PERIOD OF VALIDITY	MAXIMUM ALLOWABLE PERIOD OF STAY FOR EACH ENTRY	MAXIMUM TOTAL ALLOWABLE PERIOD FOR U.S. STAY
J-1 VISA Intern.	Exchange visitors entering the U.S. in order to participate in structured and guided work-based internship programs.	<ul style="list-style-type: none"> •For individuals who are either currently enrolled in and pursuing academic studies abroad or who have graduated from an institution abroad no more than 12 months prior to the start date of his or her exchange visitor program. •Foreign nationals with degrees from the U.S. will normally not qualify for the internship category. -Sponsor must be a U.S. company, agency, non-profit foundation or organization. -Exchange visitor must have sufficient knowledge of the English language to undertake program. •Exchange visitor must have sufficient funds to cover expenses or has made other arrangements to provide for expenses. •Host organization must cover trainee under worker's compensation insurance. -Interns may not be placed in unskilled or casual labor positions, positions involving more than 20 percent clerical work, or positions requiring interns to provide therapy, medication or other clinical or medical care. Interns cannot be placed in a position that will displace full or part-time, temporary or permanent American workers or serve to fill a labor need. -Certain J-1 interns, depending on nationality and type of internship, are restricted from applying for other nonimmigrant visas until the J-1 visa holders have resided and been physically present outside the U.S. for at least two years after departing the U.S. ("two-year home residence requirement" or "212 (e) requirement"). 	Internship must be in intern's specific academic field.	U.S. company may file application for approved program with the U.S. Department of State ("U.S. DOS") or utilize another U.S. DOS- approved program sponsor that charges a fee for its sponsorship. •Foreign national files application with approved program sponsor (either U.S. company or already-established program). •Internship placement plans must be detailed on Form DS-7002. •Sponsor approves foreign national's participation in training program on Form DS-2019. •Foreign national must then apply for visa stamp at U.S. Embassy or Consulate. ¹	Controlled by Visa Reciprocity which depends on the reciprocal agreement between U.S. and foreign national's country of birth or citizenship. Determined by the documented length of the training program (up to a maximum of twelve months).	Duration of Status- Period of time estimated by program sponsor necessary to complete internship.	<ul style="list-style-type: none"> •Up to a maximum of twelve (12) months. •Extensions based on repeat participation are allowed provided that applicants maintain their student status and otherwise meet the eligibility requirements.

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TYPE OF VISA	GENERAL PURPOSE FOR ENTRY	REQUIREMENTS AND RESTRICTIONS	PERMISSIBLE ACTIVITIES UNDER VISA CATEGORY	WHERE TO FILE PETITION OR APPLICATION	VISA STAMP PERIOD OF VALIDITY	MAXIMUM ALLOWABLE PERIOD OF STAY FOR EACH ENTRY	MAXIMUM TOTAL ALLOWABLE PERIOD FOR U.S. STAY
L-1 BLANKET For intra-company transferees including transfers to subsidiaries or affiliates.	To work as an executive, manager, or specialized knowledge worker in a U.S. office that is the parent, subsidiary, affiliate, or representative office of the foreign national's employer abroad.	<ul style="list-style-type: none"> •U.S. company must obtain U.S. Citizenship and Immigration Services' approval of Blanket L-1 Program. •Company is eligible for L-1 Blanket approval if: <ul style="list-style-type: none"> (A) All qualifying organizations within the international structure of the petitioning employer are engaged in commercial trade or services; (B) The petitioning employer has an office in the U.S. that has been doing business for at least one year; and (C) The petitioning employer has at least three domestic or foreign branches, subsidiaries, or affiliates. •In addition, among all of the qualifying organizations within the petitioning employer's organization, <u>one</u> of the following conditions must exist: <ul style="list-style-type: none"> (1) At least ten L-1 approvals in the past year for executives, managers, or professionals with specialized knowledge; OR (2) U.S. sales of at least \$25,000,000; OR U.S. work force of at least 1,000 employees. 	<ul style="list-style-type: none"> •See specifics of L-1A and L-1B below. •Note: Foreign Nationals applying for Blanket L-1B must have a U.S. Bachelor's degree or the equivalent in order to meet the blanket requirement. 	<ul style="list-style-type: none"> •Foreign national must submit visa application at U.S. Embassy or Consulate abroad. •Canadians w/ an approved L-1 Blanket petition may submit required documents at US/Canada border to US Customs & Border Protection (CBP). 	Controlled by Visa Reciprocity which depends on the reciprocal agreement between U.S. and foreign national's country of birth or citizenship. See specifics of L-1A and L-1B below.	See specifics of L-1A and L-1B below.	See specifics of L-1A and L-1B below.

TYPE OF VISA	GENERAL PURPOSE FOR ENTRY	REQUIREMENTS AND RESTRICTIONS	PERMISSIBLE ACTIVITIES UNDER VISA CATEGORY	WHERE TO FILE PETITION OR APPLICATION	VISA STAMP PERIOD OF VALIDITY	MAXIMUM ALLOWABLE PERIOD OF STAY FOR EACH ENTRY	MAXIMUM TOTAL ALLOWABLE PERIOD FOR U.S. STAY
L-1A VISA Executive / Managerial intra-company transferee	To work as an executive and/or manager in a U.S. office which is the parent, subsidiary, affiliate, or representative office of the foreign national's foreign employer.	<ul style="list-style-type: none"> • Foreign national will be employed in the U.S. by the same company or a parent, subsidiary or affiliate (requires at least 50% common ownership or actual control) of his/her foreign employer. • U.S. job must be in a managerial or executive capacity. • Foreign national must have been employed by the parent company, or a subsidiary or affiliate outside the U.S. in a managerial, executive or specialized knowledge capacity for one year or longer in the three years immediately before admission to the U.S. • No university education required. • "Managerial" may include managing an essential function within the organization or a department or subdivision of the organization. (However, a first-line supervisor is not normally considered a manager.) • "Start-up L-1" for New Offices: Classification allows a foreign company which does not have an affiliate office in the US to establish a new one. Foreign employers sending an employee as an Executive/Manager to establish a new office may apply for a "12 month start up L-1 visa" and must also show sufficient physical premises for housing a new office. The Executive/Manager must have at least one (1) year of prior managerial/executive experience at the related entity abroad and show the office's expansion/progress to qualify for an extension. 	<p>Performing services as an:</p> <ul style="list-style-type: none"> • <u>Executive</u> –May include either (a) traditional executives, (e.g. President, Vice President, Corporate Secretary, or Treasurer), or (b) senior project manager who is not required to manage personnel. • <u>Manager</u> –Must manage professional personnel (including authority to recommend or make such decisions as hiring, promotion or termination), or manage an essential function of the company. • Dependent spouse may apply for employment authorization. 	<ul style="list-style-type: none"> • First, U.S. company must file a petition with the U.S. Citizenship and Immigration Services. • Foreign national must then apply for visa stamp at U.S. Embassy or Consulate abroad.¹ • If Canadian, can apply directly at port of entry (land border or pre-flight inspection at airport). Canadians are visa exempt and can therefore enter US once application is approved. 	<ul style="list-style-type: none"> • Controlled by Visa Reciprocity which depends on the reciprocal agreement between U.S. and foreign national's country of birth or citizenship. May be issued for up to three (3) years. • No stamp required for Canadians. 	<ul style="list-style-type: none"> • Initially up to three years, with two two-year extensions available. • "Start- up L-1 for new office" – approval is issued for one (1) year. 	<ul style="list-style-type: none"> • Seven (7) years. • May be eligible for indefinite / intermittent L-1A visa if physically present in the U.S. for less than six (6) months in a twelve (12) month period on a regular basis.

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TYPE OF VISA	GENERAL PURPOSE FOR ENTRY	REQUIREMENTS AND RESTRICTIONS	PERMISSIBLE ACTIVITIES UNDER VISA CATEGORY	WHERE TO FILE PETITION OR APPLICATION	VISA STAMP PERIOD OF VALIDITY	MAXIMUM ALLOWABLE PERIOD OF STAY FOR EACH ENTRY	MAXIMUM TOTAL ALLOWABLE PERIOD FOR U.S. STAY
L-1B VISA Specialized Knowledge intra-company transferee.	To work utilizing Specialized knowledge at a U.S. office which is the parent, subsidiary, affiliate, or representative office of foreign national's employer abroad.	<ul style="list-style-type: none"> Foreign national will be employed in the U.S. by the same company or a parent, subsidiary or affiliate (requires at least 50% common ownership or actual control) of his/her foreign employer. U.S. job must be a capacity involving "specialized knowledge." Foreign national must have been employed by the parent company, or a subsidiary or affiliate outside the U.S. in a managerial, executive or specialized knowledge capacity for one year or longer in the three years immediately before admission to the U.S. "Specialized knowledge" refers to knowledge of the petitioning organization's product, service, research, equipment, techniques, management, or other interests, and its application in international markets, or an advanced level of knowledge or expertise in the organization's processes and procedures. No university education required. 	<ul style="list-style-type: none"> Those with specialized knowledge as defined in the previous column. 	<ul style="list-style-type: none"> First, U.S. company must file a petition with the U.S. Citizenship and Immigration Service. Foreign national must then apply for visa stamp at U.S. Embassy or Consulate abroad.¹ If Canadian, can file application directly at port of entry (land border or pre-flight inspection at airport). Canadians are visa exempt and can therefore enter US once application is approved. 	<ul style="list-style-type: none"> Controlled by Visa Reciprocity which depends on the reciprocal agreement between U.S. and foreign national's country of birth or citizenship. May be issued for up to three (3) years. No stamp required for Canadians. 	Initially up to three years with one two-year extension available.	<ul style="list-style-type: none"> Five years. May be eligible for indefinite /intermittent L-1B visa if physically present in the U.S. for less than six months in a twelve (12) month period on a regular basis.

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TYPE OF VISA	GENERAL PURPOSE FOR ENTRY	REQUIREMENTS AND RESTRICTIONS	PERMISSIBLE ACTIVITIES UNDER VISA CATEGORY	WHERE TO FILE PETITION OR APPLICATION	VISA STAMP PERIOD OF VALIDITY	MAXIMUM ALLOWABLE PERIOD OF STAY FOR EACH ENTRY	MAXIMUM TOTAL ALLOWABLE PERIOD FOR U.S. STAY
O VISA Extraordinary ability	To perform services relating to an event or events	<ul style="list-style-type: none"> • Must possess extraordinary ability in the sciences, arts, education, business or athletics OR have a demonstrated record of achievement in the motion picture or television industry. • Extraordinary Ability in Science, Education, Business or Athletics. • A level of expertise indicating that the person is one of a small percentage who has risen to the very top of their field of endeavor. • <u>Extraordinary Ability in the Arts:</u> <ul style="list-style-type: none"> - Arts include any field of creative activity or endeavors such as, but not limited to, fine arts, visual arts, culinary arts, and performing arts. - To prove extraordinary ability in the arts, the U.S. Citizenship and Immigration Services requires "distinction". Distinction is defined as "a high level of achievement in the field of arts evidenced by a degree of skill and recognition substantially above that ordinarily encountered" or as "prominence" in the field of endeavor. • Must obtain "consultation" from appropriate peer group, labor, or management organization. • "Petitioner" may be U.S. employer or agent. • "Event" is defined as an activity such as a scientific project, conference, convention, lecture series, tour, exhibit, business project, academic year, or engagement. In the case of an O-1 athlete, the event could be the entire season or the foreign national's contract, if longer than the season. 	<ul style="list-style-type: none"> • Perform services in the area of extraordinary ability or achievement. • May work for more than one employer as long as either a separate O petition is approved for each employer or each project has been approved by U.S. Citizenship and Immigration Services. 	<ul style="list-style-type: none"> • First, employer or agent files petition with U.S. Citizenship and Immigration Services. Foreign national must then apply for visa stamp at U.S. Embassy or Consulate abroad.¹ 	Controlled by Visa Reciprocity which depends on the reciprocal agreement between U.S. and foreign national's country of birth or citizenship. May be issued for up to three years.	Initially up to three (3) years, with one-year extensions available, subject to USCIS' discretion in determining the time necessary to accomplish the event/activity.	No specified limit but must demonstrate that services will relate to a specific event or project.

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TYPE OF VISA	GENERAL PURPOSE FOR ENTRY	REQUIREMENTS AND RESTRICTIONS	PERMISSIBLE ACTIVITIES UNDER VISA CATEGORY	WHERE TO FILE PETITION OR APPLICATION	VISA STAMP PERIOD OF VALIDITY	MAXIMUM ALLOWABLE PERIOD OF STAY FOR EACH ENTRY	MAXIMUM TOTAL ALLOWABLE PERIOD FOR U.S. STAY
Q VISA For cultural exchange programs.	To participate in an international cultural exchange program that allows employment authorization.	<ul style="list-style-type: none"> •Cultural component of program must be designed to explain the attitude, customs, history, heritage, philosophy, or traditions of foreign national's home country. •Work component of program must not be independent of the cultural component. •Essential element of work or training must be to provide an opportunity for American public to learn about foreign cultures. •Foreign national who has been admitted to the U.S. in Q status may not be readmitted in Q status unless the foreign national has been physically present outside of the U.S. for one year. •Change to other nonimmigrant classifications is permissible. •Foreign national must have foreign residence. There is no provision for derivative entry by family members. Nevertheless, family members ordinarily may enter the U.S. in B-2 status. 	<ul style="list-style-type: none"> •Work or receive training. •Examples of cultural component of programs include: <ul style="list-style-type: none"> -Lecture series; -Seminars; -Courses; -Demonstrations; and, -Other forms of public outreach. 	<ul style="list-style-type: none"> •File petition with the U.S. Citizenship and Immigration Services, which includes application for Q program approval and petition for foreign national. •Foreign national must then apply for visa stamp at U.S. Embassy or Consulate abroad).¹ 	Controlled by Visa Reciprocity which depends on the reciprocal agreement between U.S. and foreign national's country of birth or citizenship. May be issued for up to fifteen (15) months.	Duration of program, up to fifteen (15) months.	Fifteen (15) months.

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TYPE OF VISA	GENERAL PURPOSE FOR ENTRY	REQUIREMENTS AND RESTRICTIONS	PERMISSIBLE ACTIVITIES UNDER VISA CATEGORY	WHERE TO FILE PETITION OR APPLICATION	VISA STAMP PERIOD OF VALIDITY	MAXIMUM ALLOWABLE PERIOD OF STAY FOR EACH ENTRY	MAXIMUM TOTAL ALLOWABLE PERIOD FOR U.S. STAY
TN VISA For Canadians and Mexicans	To engage in business activities at a professional level.	<ul style="list-style-type: none"> •Business activity must be in a profession listed in Appendix 1603.D.1 to the North American Free Trade Agreement ("NAFTA"). •Generally, a minimum of a Bachelor's degree or foreign equivalent in relevant field is required. Three notable exceptions to this are: <ol style="list-style-type: none"> 1) Computer Systems Analyst. <ul style="list-style-type: none"> -Post secondary certificate, plus 3 years' experience is acceptable. 1) Management Consultant. <ul style="list-style-type: none"> -5 years' experience as Management Consultant or in field of specialty relating to consulting agreement. 3)Scientific Technician/Technologist. <ul style="list-style-type: none"> -Must demonstrate possession of theoretical knowledge in specified discipline (e.g. engineering) and ability to solve practical problems in discipline. 	May be employed in more than one TN occupation as long as a TN petition is approved for each occupation.	<p>US company has different filing choices depending upon nationality of employee and jurisdiction:</p> <p>1-File with USCIS: US company may file for Canadian or Mexican national, who is outside the US.</p> <p>2- If Canadian, can file application directly at port of entry (land border or pre-flight inspection at airport). Canadians are visa exempt and can therefore enter US once application is approved.¹</p> <p>3- If Mexican, can file application directly at US Embassy/Consulate abroad, but must obtain visa stamp to enter US. ¹</p> <p>Extensions can be filed by U.S. employer with USCIS.</p>	<ul style="list-style-type: none"> •No visa stamp required for Canadians. •Up to three (3) years for Mexicans. 	Initially up to three (3) years, with extensions available in three (3) year increments.	No specified limit, but foreign national must be able to continue to prove nonimmigrant intent and continuance of permanent residence outside the U.S.

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