

Visa Type	Who is eligible?	Duration	Employer requirements	May the foreign workers bring their spouses and children under 21?	USCIS Fees	Green Card Availability
L-1A & L-1B	Managers or specialists working for a U.S. affiliate of a foreign company.	1 year for new office. 3 years for existing office. Extended up to 7 years (L-1A) and up to 5 years (L-1B).	No requirements regarding adverse effects, wages, housing, etc.	Spouses and children under 21 may enter on an L-2 visa, and spouses are allowed to work.	\$460 filing fee. Employers may be required to pay an additional anti-fraud fee of \$500. Employers who have at least 50 employees, more than half of whom are in H-1B or L-1 status, may be required to pay an additional fee of \$4,500	YES

O-1A	Individuals with extraordinary ability in science, education, business, or sports who can demonstrate extraordinary ability by prizes, awards, membership in organizations, publications, work as member of jury, high positions, etc.	1 year with extensions up to total 3 years.	Agent may act as employer under some circumstances.	Yes		YES
O-1B	Individuals with extraordinary ability or achievement in movies or television industry.	1 year with extensions up to total 3 years.		Yes		YES
EB-1 Multinational Manager of executive	U.S. corporation must be doing business for at least 1 year, employed outside U.S. for at least 1 year out of preceding 3 years, employer must demonstrate ability to pay wage.					YES
EB-1 Outstanding Professors And researchers	You achieved international recognition for your outstanding achievement in your					YES

	<p>field. Need 3 year experience in teaching or research. Entering U.S. for teaching or research at University or similar. 2 of 6 criteria, offer from employer needed. Employer must have 3 full-time researchers. Labor Certification no needed.</p> <ol style="list-style-type: none"> 1) Major Award 2) Membership in association of high achievement 3) Published materials 4) Judged work of others 5) Original scholarly work 6) Authorship 					
<p>EB-1 Extraordinary Ability</p>	<p>Meet 3 of 10 criteria:</p> <ol style="list-style-type: none"> 1) International awards, 2) Association of members with high achievement 3) Published materials about you 					<p>YES</p>

	<p>4) Judge of work of others</p> <p>5) Original contributions to your field</p> <p>6) Scholarly or publications</p> <p>7) Artistic exhibitions</p> <p>8) Role in distinguished organizations</p> <p>9) high salary</p> <p>10) Commercial success</p>					
EB-2 Exceptional Ability	Exceptional Ability – degree of expertise significantly above ordinary – in business, arts or science.	1 year – must apply for a Green Card within 1 year	May self-petition			YES
EB-2 National Interest Waiver	Exceptional ability whose work in U.S. would greatly benefit U.S.	1 year – must apply for a Green Card within 1 year	May self-petition			YES
EB-2 Advanced Degree	Individuals with Advanced Degree plus 5 year experience.	1 year – must apply for a Green Card within 1 year	May self-petition			YES
EB-3	Workers with or without degrees.	1 year – must apply for a Green	May self-petition			YES

		Card within 1 year				
P-1A Athlete	<p>Athlete coming to U.S. for purpose of performing at a specific competitions as</p> <ul style="list-style-type: none"> -individual athlete, part of group or team -amateur athlete at international level of performance as part of team or group at international level of performance -professional athlete -amateur athlete or coach as part of club located in U.S. or member of foreign league or club. 	Initial stay up to 5 years. May be extended up to 10 years.				
P-3	Artists or entertainer coming to perform, teach or coach individually or as a part of group under cultural unique program – such as folk, ethnic or cultural performance.	1 year with extensions of 1 year for as long as needed to complete event.				

H-1B	Professionals in “specialty occupations.” (typically bachelors or higher)	Initially admitted for a period of up to 3 years; may be extended for up to 6 years total.	Employer must attest that employment of the H-1B worker will not adversely affect the wages and working conditions of similarly employed U.S. workers. Employers must comply with wage requirements. DOL agents may act as employers under some circumstances.	Yes	\$460 filing fee. An additional anti-fraud fee of \$500. Employers with 50 employees, more than 50% in H-1B or L-1, may pay fee of \$4,000, fee of \$750, or \$1,500.	YES
H-2A	Temporary agricultural workers from certain countries.					YES
H-2B	“Seasonal” non-agricultural temporary workers.	1 year; may be renewed 2 times for a total of 3 years.	The employer must attest that no qualified U.S. workers who can fill the position are available. Employers must comply with wage, housing, transportation, and other requirements.	Spouses and children under 21 may enter on an H-4 visa but may not work.	\$460 filing fee plus \$150 anti-fraud fee.	YES