

- A-1 and A-2** Individual in the U.S. as employees of a foreign government. Authorized to work for sponsoring organization only. Dependents are also issued A-1/A-2 visas. Dependents may be authorized to engage in full time study or work. EAD required.
- A-3** Personal employee of a foreign government official
- B-1** Temporary visa for business. May not be employed. Alien may accept payment and associated incidental expenses for a usual academic activity as long as the following conditions are met:
- \*Activity must last no longer than 9 days at any single institution
  - \*Payment is offered by an institution or organization described in INA 212 (p)
  - \*The honorarium is for services conducted for the benefit of the institution or entity
  - \*The alien has not accepted such payment or expenses from more than five institutions or organizations over the last six months.
- VWB** Individual permitted to enter the U.S. for business without a visa. Laws regarding employment are generally the same as those for a B-1 visa holder. Refer to website for list of countries :  
[http://travel.state.gov/visa/temp/without/without\\_1990.html#countries](http://travel.state.gov/visa/temp/without/without_1990.html#countries)
- B-2** Temporary visitor for pleasure. May not be employed. Alien may accept payment and associated incidental expenses for a usual academic activity as long as the following conditions are met:
- \*Activity must last no longer than 9 days at any single institution
  - \*Payment is offered by an institution or organization described in INA 212 (p)
  - \*The honorarium is for services conducted for the benefit of the institution or entity
  - \*The alien has not accepted such payment or expenses from more than five institutions or organizations over the last six months.
- VWT** Individual permitted to enter the U.S. for pleasure without a visa. Laws regarding activities and payment are generally the same as those for a B-2 visa holder. Refer to website for list of countries :  
[http://travel.state.gov/visa/temp/without/without\\_1990.html#countries](http://travel.state.gov/visa/temp/without/without_1990.html#countries)
- C-1** Individual in transit through the U.S. on stopover.
- D-1/D-2** Crewmen employed on a ship or aircraft on stopover in the U.S.
- E-1** Treaty trader. Work authorized for the sponsoring employer. Dependents also enter on E-1 visa. E-1 spouse may work for up to two years with an EAD. Dependents may engage in full-time study but only spouses may work.

- E-2** Treaty investor. Work authorized for the sponsoring employer. . Dependents also enter on E-2 visa. E-2 spouses may work for up to two years with an EAD. Dependents may engage in full-time study but only spouses may work.
- E-3** Individual in U.S. to perform services in a specialty occupation. Work authorized for the sponsoring employer. E-3 spouses may work with an EAD. Dependents may engage in full-time study but only spouses may work. Currently only applies to nationals of Australia.
- F-1** Students. Work authorized under very limited circumstances.
- F-2** Dependents of F-1 students. No work authorization.
- G-1/G-2/G-3/G-4** Individual in the U.S. as a representative of an international organization such as the United Nations. Work authorized for the sponsoring employer. Dependents are also issued these visas. Dependents may be authorized to engage in full-time study or work. EAD required.
- G-5** Personal employee of a G-1 through G-4.
- H-1B** Individual in U.S. to perform professional services. Work authorized for the sponsoring employer.
- H-1C** Individual in U.S. to perform professional nursing services. Work authorized for the sponsoring employer.
- H-2A** Individual in U.S. to perform temporary agricultural work.
- H-2B** Individual in U.S. in a temporary position for which a shortage exists in the U.S.
- H-3** Individual in U.S. to participate in a training program provided by the sponsoring employer.
- H-4** Dependents of H visa holders. May engage in full or part-time study. No work authorized.
- I-1** Foreign Journalists. Work authorized for the sponsoring employer. Dependents are not authorized to work.
- J-1** Exchange Visitors including students, scholars and trainees. Work authorized under certain circumstances.
- J-2** Dependents of J-1. Work authorized under certain circumstances. EAD required.
- K-1** Fiancé of US citizen. Work authorized. EAD required.
- K-2** Dependent of K-1
- K-3** Spouse of a U.S. Citizen
- K-4** Child of a K-3
- L-1A** Intra-company executive or managerial transferee. Work authorized for the sponsoring employer.

- L-1B** Intra-company specialized knowledge transferee. Work authorized for the sponsoring employer.
- L-2** Dependents of L-1 transferee. May work up to 2 years with EAD or may engage in full or part-time study.
- M-1** Vocational Student. Work authorized under certain circumstances. EAD required.
- M-2** Dependents of M-1 Visa holder. No work authorization.
- O-1** Individual of Extraordinary Ability in the sciences, education, business, athletics or the arts. Work authorized for the sponsoring employer.
- O-2** Accompanying O-1 Visa holder. Work authorized for the sponsoring employer.
- O-3** Dependents of O Visa Holder. No work authorization. May engage in full-time study.
- P-1** Internationally known athletes and entertainment groups. Work authorized for the sponsoring employer.
- P-2** Performing artists or entertainer under a reciprocal exchange program. Work authorized for the sponsoring employer.
- P-3** Culturally unique entertainers. Work authorized for the sponsoring employer.
- P-4** Dependents of P Visa holder. No work authorization. May engage in full-time study.
- Q-1** International Cultural Exchange. Work authorized for the sponsoring employer.
- Q-2** Irish Peace Process Cultural and Training Program (Walsh Visas)
- Q-3** Dependents of Q-2 Visa holder.
- R-1** Religious Workers. Work authorized for the sponsoring employer.
- R-2** Dependents of R Visa holder. No work authorization. May engage in full-time study.
- TC** Canadian citizen with TC-1 classification temporarily engaging in business activities at a professional level (often researchers)
- TN** Citizen of Canada or Mexico under NAFTA. Work authorized for the sponsoring employer.
- TD** Dependents of TN Visa holder. No work authorization. . May engage in full-time study.
- V-1** Spouse of a U.S. lawful permanent resident. Authorized to work based on status.
- V-2** Child of a U.S. lawful permanent resident. Authorized to work based on

status.

**V-3** Child of a V-1 or V-2 status individual. Authorized to work based on status.

**IM** **Payroll System Use Only** - individuals who have become permanent residents (green card holders).

**SP** **Payroll System Use Only** - individuals who are waiting for their permanent residence card.