

SELECT JUMBO - VISA CLASSIFICATION / ELIGIBILITY

| CLASSIFICATIONS | PROGRAM ELIGIBILITY | DESCRIPTION | EMPLOYMENT |
|-----------------|---------------------------|--|--|
| A-1 | Ineligible | A diplomat and foreign government official such as an ambassador, public minister, career diplomat or consular officer and family. | Principal A-1 visa holder may be employed by foreign government entity only. Non-principal A-1 visa holder may be employed with a valid EAD only. |
| A-2 | Ineligible | Other foreign government officials or employees and their families | Principal A-2 visa holder may be employed by a foreign government entity only. Non-principal A-2 visa holder may be employed with a valid EAD only. |
| A-3 | Ineligible | Attendants, servants, or personal employees of A-1 and A-2 visa holders and their families | Authorized to work for the foreign government official only |
| B-1* | NR – Not permitted | Temporary visitors for business who may engage in limited business activities such as attending conferences or consulting with business partners. | Not eligible to work in the U.S. |
| B-2* | NR – Not permitted | Temporary visitors for pleasure including visiting family, tourism or medical treatment. | Not eligible to work in the U.S. |
| C-1 / C-2 / C-3 | Ineligible | Individuals in continuous transit through the U.S. or in transit to the United Nations. | Not eligible to work in the U.S. |
| CR-1 | All Select Jumbo | Family-based Green Card in the immediate relative category (a.k.a., the Spouse Green Card). The CR-1 Visa enables the spouse of a U.S. Citizen to join their partner in the United States as a lawful permanent resident. If the couple has been married for less than 2 years, the foreign spouse is granted a CR-1 Visa. | Eligible to work in the U.S. immediately upon entry without a work permit. |
| D-1 | Ineligible | Crewmember | May be employed by vessel or aircraft only. |
| E-1 | NPR NR – Not permitted | Treaty traders and their spouses and children. The principal E-1 is an individual who is in the U.S. to conduct trade under a treaty between his/her country and the U.S. | Principal E-1 may be employed by the qualifying company through which he/she obtained status. Non-principal E-1 spouse may be employed with a valid EAD only. |
| E-2 | NPR NR – Not permitted | Treaty investors and their spouses and children. The principal E-2 is an individual who is in the U.S. to develop or direct the operations of an enterprise in which he/she has made a substantial investment. | Principal E-2 may be employed by the qualifying company through which he/she obtained status. Non-principal E-2 Dependent may be employed with a valid EAD only. |

Permanent Resident Alien (PR): An individual who is not a U.S. citizen and who resides in the U.S. as a lawful permanent resident or green card holder. **Non-Permanent Resident Alien (NPR):** An individual who is not a U.S. citizen or permanent resident and who may or may not be authorized to work in the U.S. **Non-Resident Alien (NR):** An individual who has been granted the right to enter the U.S. on a temporary basis, but generally is not authorized to live or work in the U.S. *A Border Crossing Card (BCC) is a document card that may be given to Mexican Citizens who want to enter the U.S. and not only works as a BCC but also as the B1/B2 Visitor's Visa.

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| E-3 | NPR | National of Australia in a specialty occupation. | Eligible to work for sponsoring employer only. |
| E-3D | NPR NR – Not permitted | Spouse and children of E-3 visa holder. | E-3D spouse may be employed with a valid EAD. |
| F-1 | NPR NR – Not permitted | Academic student | May be employed in area related to field of study with authorization by school (optional practical training or curricular practical training). Optional Practical Training - F-1 Student participating in employment directly related to the field of study by obtaining practical training authorization. OPT Employment is during or after completion of studies. The total period of employment may not exceed 12 months. Curricular Practical Training - F-1 Student participating in employment directly related to the field of study by obtaining practical training authorization. CPT Employment is an integral part of an established curriculum. |
| F-2 | NPR NR – Not permitted | Spouse and children of F-1 visa holder. | Not eligible to work in the U.S. |
| G-1 through G-4 | NPR NR – Not permitted | Principal or other representative of designated international organization, organization employees and immediate family members. | Principal employed by the qualifying foreign government or international organization only. With approval by the U.S. Department of State, spouse may be employed with a valid EAD. |
| H-1B | NPR | Worker in a specialty occupation | Eligible to work for sponsoring employer only. |
| H-1B1 | NPR | Chilean or the Singaporean nationals working in a specialty occupation. | Eligible to work for sponsoring employer only. |
| H-1C | NPR | Registered nurse in health shortage area | Eligible to work for sponsoring employer only. |
| H-2A / H-2B | NPR | Agricultural worker / nonagricultural worker | Eligible to work for sponsoring employer only. |
| H-3 | NPR | Trainee | Eligible to engage in training with the sponsoring employer only. |

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| H-4 | NPR- if H-1B visa holder is also on the loan. NR – Not permitted | Spouses and children principal H visa holder. | Generally not eligible to work in the U.S. except under limited circumstances. |
| I-1 | NPR | Foreign media representatives and journalists. | Eligible to work for sponsoring employer only. |
| IR-1 | All Select Jumbo | Family-based Green Card in the immediate relative category (a.k.a., the Spouse Green Card). The IR-1 Visa enables the spouse of a U.S. Citizen to join their partner in the United States as a lawful permanent resident. If the couple has been married for more than 2 years, the foreign spouse receives the IR-1 Visa. | Eligible to work in the U.S. immediately upon entry without a work permit. |
| J-1 | NR – Not permitted | Exchange visitor sponsored by an exchange visitor program or academic institution. | Limited work experience associated with training or curriculum only. |
| J-2 | NR – Not permitted | Spouse and children of J-1 visa holder. | May be employed with a valid EAD only. |
| K-1 | All Select Jumbo ONLY if US citizen is also on loan. If not-NR, which is not permitted. | Fiancée of a U.S. Citizen | Generally unable to secure work authorization due to brief visa period. |
| K-2 / K-3 / K-4 | All Select Jumbo ONLY if US citizen is also on loan. If not-NR, which is not permitted. | K-2: Child of a K-1 Fiancé/Fiancée K-3: Non-immigrant spouse of a U.S. Citizen K-4: Child of a K-3 | Generally unable to secure work authorization due to brief visa period. |
| L-1A / L-1B | NPR | An individual who has transferred from a subsidiary, affiliate, or branch office to work in an executive, managerial, or specialized knowledge capacity. | Eligible to work for sponsoring employer only. |

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| L-2 | NPR NR – Not permitted | Spouse and children of principal L-1 visa holder. | L-2 spouse may be employed with a valid EAD only. |
| M-1 | NR – Not permitted | Vocational Student | Following completion of studies, may be employed for practical training for a limited period. |
| M-2 | NR – Not permitted | Spouse and children of M-1 visa holder | Not eligible to work in the U.S. |
| NATO 1-7 | NR – Not permitted | Dependents, staff members, attendants, servants, and personal employees of NATO personnel. | Eligible to work with a valid EAD only |
| N-8 | NPR | Parent of international organization employee granted permanent residence. | Eligible to work with a valid EAD only. |
| N-9 | NPR | Dependent Child of international organization employee granted permanent residence. | Eligible to work with a valid EAD only. |
| O-1 | NPR | An individual of extraordinary ability in the field of science, art, education, business or athletics. | Eligible to work for sponsoring employer only. |
| O-3 | NPR if O-1 visa holder is also on loan. If not -NR, which is not permitted. | Spouse and children of O-1 visa holder. | Not eligible to work in the U.S. |
| P-1 / P-2 / P-3 | NPR | Performing athlete, artist or entertainer | Eligible to work for the P-1 sponsor only. |
| P-4 | NPR if P-1, P-2, or P-3 visa holder is also on the loan. If not - NR, which is not permitted. | Spouse or dependent of a P-1, P-2 or P-3 visa holder. | Not eligible to work in the U.S. |

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| R-1 | NPR | Workers in religious occupations | Eligible to work for sponsoring employer only. |
| R-2 | NPR if R-1 visa holder is also on loan. If not-NR, which is not permitted. | Spouse and children of R-1 visa holder | Not eligible to work in the U.S. |
| T-1 | NPR | Non-immigrant (victims of severe form of trafficking) | Eligible to work with a valid EAD only. |
| T-2 / T-3 / T-4 | NPR NR – Not permitted | <ul style="list-style-type: none"> • T-2 Spouse of T-1, victim of trafficking • T-3 Child of T-1 • T-4 Parent of T-1 (if T-1 is under age 21) | Eligible to work with a valid EAD only. |
| TN | NPR | A Canadian or Mexican national who will perform professional services pursuant to the United States - Mexico - Canada Agreement (USMCA) | Eligible to work for sponsoring employer only. |
| TD | NPR if TN visa holder is also on loan. If not- NR, which is not permitted. | Spouse and children of TD visa holder. | Not eligible to work in the U.S. |
| U-1 | NPR NR – Not permitted | Victim of certain crimes | Eligible to work with a valid EAD only. |
| V-1 / V-2 / V-3 | NPR | <ul style="list-style-type: none"> • V-1 Spouse of Lawful Permanent Resident • V-2 Minor unmarried child of Lawful Permanent Resident • V-3 Minor unmarried child of V-1 or V-2 | Eligible to work with a valid EAD only. |

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