

Visa Types

The Information You Want to Know



	J-1	H-1B	TN	O-1	E-3	Permanent Residency
Primary Purpose	Cultural Exchange	Temporary Employment	Temporary Employment for Canadian and Mexican citizens	Temporary Employment	Temporary Employment for Australian citizens	Permanent Employment
Duration	Scholar/Professor 3 weeks-5 years Short-term Scholar: 6 months or less	Maximum of 6 years. Granted in up to 3-year increments. Can be extended beyond 6 years reclaiming time spent outside of the U.S. and/or by timely filed green card application	Indefinite. Requested in 3-year increments	Requested initially for 3 years and can extend in 1-year increments as long as business need continues and nonimmigrant intent is maintained	Indefinite, as long as nonimmigrant intent is maintained. Requested in 2-year increments	Indefinite
Min. Wage Req	No	Yes, must pay higher of the prevailing wage or actual wage	No	No	Yes, must pay higher of the prevailing or actual wage	No
Documents That Identify the Status	DS-2019 issued by Exchange Visitor Services + I-94	I-94	I-94	I-94	I-94	Permanent Resident Card
Dependent Status	J-2	H-4	TD	O-3	E-3D	N/A
Dependent Work Authorization	Spouse: Yes Children: No	Spouse: No except once H-1B is in certain stage of permanent residency process Children: No	Spouse: No Children: No	Spouse: No Children: No	Spouse: Yes Children: No	N/A
Eligible to Continue Employment While Timely Filed Extension is Pending	No	Up to 240 days beyond I-94 expiration date, not to exceed remaining H-1B time or a denial	Up to 240 days beyond I-94 expiration date, not to exceed amount of time requested or a denial	Up to 240 days beyond I-94 expiration date, not to exceed amount of time requested or a denial	Up to 240 days beyond I-94 expiration date, not to exceed amount of time requested or a denial	Never expires
Ways to Extend	J-1 program extensions are reflected via DS-2019s	Employer files petition with USCIS	Employer file petition with USCIS or directly through consulate processing if Mexican citizen or at port of entry or pre-flight inspection if Canadian citizen	Employer files petition with USCIS	Employer files petition with USCIS or employee applies at consulate	Must file to renew permanent resident card every 10 years
Eligibility to Continue Employment While Amendment is Pending	Yes (so long as amendment is timely filled and DS2019 form has not expired)	Employee can begin the new working conditions once the petition is received by USCIS and the requested start date reflected on the petition	Employee can begin the new working conditions once the petition is approved by USCIS and by the requested start date reflected on the petition	Employee can begin the new working conditions once the petition is approved by USCIS and the requested start date reflected on the petition	Employee can begin the new working conditions once the petition is approved by USCIS and the requested start date reflected on the petition	N/A

	J-1	H-1B	TN	O-1	E-3	Permanent Residency
Valid Visa Stamp Needed to Enter	Yes (except Canadians who are visa exempt)	Yes (except Canadians who are visa exempt)	Mexican Citizens: Yes Canadian Citizens: No	Yes (except Canadians who are visa exempt)	Yes (except Canadians who are visa exempt)	Yes, or valid green card or reentry permit
Accept Payments Outside of Elon	Yes, occasional lectures or consulting, and travel reimbursement. Needs prior, written, authorization from Exchange Visitor Service	May not be paid honorariums. Can receive reimbursement for travel expenses associated with occasional speeches, lectures, or conferences. No payments outside of Elon unless associated with activities performed outside of the U.S.	May not be paid honorariums or reimbursement for travel expenses associated with occasional speeches, lectures, or conferences. No payments outside of Elon unless associated with activities performed outside of the U.S.	May not be paid honorariums. Can receive reimbursement for travel expenses associated with occasional speeches, lectures, or conferences. No payments outside of Elon unless associated with activities performed outside of the U.S.	May not be paid honorariums. Can receive reimbursement for travel expenses associated with occasional speeches, lectures, or conferences. No payments outside of Elon unless associated with activities performed outside of the U.S.	Yes