

Work Authorization for Non-Immigrants

CLASS	Description	Employment Eligibility
A-1	Ambassador, public minister, career, diplomatic or consular officer, and immediate family	Employer-specific; Certain dependents are eligible for EAD incident to status; other dependents must apply for employment authorization.
A-2	Other foreign government official or employee and immediate family	Employer-specific; Certain dependents from countries with special bilateral agreements are eligible for EAD incident to status; other dependents must apply for employment authorization
A-3	Personal employee of A-1, A-2, and immediate family.	Employer-specific; Dependents are not eligible for employment
B-1	Temporary Visitor for Business	Not eligible for employment
B-2	Temporary Visitor for Pleasure	Not eligible for employment
C-1	Not eligible for employment	Not eligible for employment
C-2	Alien in transit to United Nations Headquarters.	Employer-specific
C-3	Foreign government official, immediate family, or personal employee in transit	Employer-specific
C-4	Transit without visa (see also TWOV)	Not eligible for employment
D-1	Crewmember	Employer-specific
D-2	Crewmember departing by means other than arriving vessel.	Employer-specific
E-1	Treaty Trader and employees, spouse, and children.	Employer-specific; Spouses in same classification are eligible for EAD incident to status; children are not eligible for employment
E-2	Treaty Investor and employees, spouse, and children	Employer-specific; Spouses in same classification are eligible for EAD incident to status; children are not eligible for employment.
E-3	Australian national	Employer-specific
F-1	Academic Student	Eligible for on campus employment and curricular practical training incident to status (no separate EAD necessary). Must apply for employment authorization for optional practical training or to work off-campus.
F-2	Spouse or child of F-1	Not eligible for employment
G-1	Principal resident representative of recognized foreign member government to international organization, staff, and immediate family	Employer-specific; Certain dependents from countries with special bilateral agreements must apply for employment authorization.
G-2	Other representative of recognized foreign member government to international organization, and immediate family	Employer-specific; Dependents are not eligible for employment.
G-3	Representative of non-recognized or non-member government to international organization, and immediate family	Employer-specific; Certain dependents from countries with special bilateral agreements must apply for employment authorization.
G-4	International organization officer or employee, and immediate family	Employer-specific; Dependents must apply for employment authorization

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G-5	Attendant, servant, or personal employee of G-1, G-2, G-3, G-4, and immediate family	Employer-specific; Dependents are not eligible for employment.
H-1B	Alien in Specialty Occupation (profession)	Employer-specific
H-1C	Registered Nurse serving in underserved area	Employer-specific
H-2A	Temporary worker performing <u>Agricultural Services</u> unavailable in the United States	Employer-specific
H-2B	Temporary worker performing other services unavailable in the United States	Employer-specific
H-3	Trainee	Employer-specific
H-4	Spouse or child of H-1, H-2, or H-3	Not eligible for employment
I	Information Media Representatives and immediate family.	Employer-specific; dependents are not eligible for employment.
J-1	Exchange Visitor	Employer-specific
J-2	Spouse or child of J-1	Must apply for employment authorization
K-1	Fiancé (e)	Eligible for EAD incident to status
K-2	Minor child of K-1	Eligible for EAD incident to status
K-3	Spouse of US citizen	Eligible for EAD incident to status
K-4	Child of K-3	Eligible for EAD incident to status
L-1A	Intracompany Transferee (manager or executive)	Employer-specific
L-1B	Intracompany Transferee (specialized knowledge alien)	Employer-specific
L-2	Spouse or child of L-1	Spouses of L-1s are eligible for EAD incident to status
M-1	Non-academic student	Must apply for employment authorization for post-completion optional practical training.
M-2	Spouse or child of M-1	Not eligible for employment
N-8	Parent of an SK-3 Special Immigrant	Eligible for EAD incident to status
N-9	Child of N-8, SK-1, SK-2 or SK-4 Special Immigrant	Eligible for EAD incident to status
NATO-1	Principal Permanent Representative of Member State to NATO, official staff, and immediate family.	Employer-specific; Certain dependents from countries with special bilateral agreements must apply for employment authorization.
NATO-2	Other Representative of Member State to NATO and immediate family;	Employer-specific; Certain dependents from countries with special bilateral agreements must apply for employment authorization
NATO-3	Official clerical staff accompanying representative of member state to NATO and immediate family.	Employer-specific; Certain dependents from countries with special bilateral agreements must apply for employment authorization
NATO-4	NATO official other than those qualified as NATO-1 and immediate family	Employer-specific; Certain dependents from countries with special bilateral agreements must apply for employment authorization

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NATO-5	NATO expert other than those qualified as NATO-4 employed in NATO missions and immediate family.	Employer-specific; Certain dependents from countries with special bilateral agreements must apply for employment authorization
NATO-6	Member of civilian component accompanying a force entering in accordance with NATO Status-of-Forces Agreement or attached to Allied Headquarters	Employer-specific; Certain dependents from countries with special bilateral agreements must apply for employment authorization
NATO-7	Personal employee of NATO-1, NATO-2, NATO-3, NATO-4, NATO-5, and NATO-6, and immediate family.	Employer-specific; Certain dependents from countries with special bilateral agreements must apply for employment authorization
O-1	Alien with Extraordinary Ability in sciences, arts, education, business, or athletics	Employer-specific
O-2	Aliens accompanying/assisting O-1 performers or athletes	Employer-specific
O-3	Spouse or child of O-1 or O-2	Not eligible for employment under this category
P-1	Individual or Team Athletes, and Group Entertainers.	Employer-specific
P-2	Individual/Group Artist/ Entertainer under Reciprocal Exchange Program	Employer-specific
P-3	Artist or Entertainer in Culturally Unique Program.	Employer-specific
P-4	Spouse or child of P-1, P-2, or P-3	Not eligible for employment under this category
Q-1	International Cultural Exchange Visitor	Employer-specific
Q-2	Irish Peace Process Cultural and Training Program (Walsh visas)	Employer-specific
Q-3	Spouse or child of Q-2	Not eligible for employment
R-1	Religious Worker	Employer-specific
R-2	Spouse or child of R-1	Not eligible for employment
S-5	Witness or informant regarding criminal organization	Must apply for employment authorization
S-6	Witness or informant regarding terrorism	Must apply for employment authorization
S-7	Spouse, children, or parent of S-5 or S-6	Must apply for employment authorization
T-1	Victim of a severe form of trafficking in persons.	Eligible for EAD incident to status
T-2	Spouse of trafficking victim	Must apply for employment authorization
T-3	Child of trafficking victim	Must apply for employment authorization
T-4	Parent of trafficking victim under 21	Must apply for employment authorization
TN-1	Canadian NAFTA Professional	Employer-specific
TN-2	Mexican NAFTA Professional	Employer-specific
TD	Spouse or child of TN-1 or TN-2	Not eligible for employment

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TWOV	Transit without a visa (Passenger or crew admitted temporarily) (see also C-4)	Not eligible for employment
U-1	Victim of certain criminal activity	Eligible for EAD incident to status
U-2	Spouse of U-1 victim	Must apply for employment authorization
U-3	Child of U-1 victim	Must apply for employment authorization
U-4	Parent of U-1 victim under 21	Must apply for employment authorization
V-1	Spouse of Lawful Permanent Resident who is the principal beneficiary of a family-based petition.	Eligible for EAD incident to status
V-2	Child of Lawful Permanent Resident who is the principal beneficiary of a family-based petition.	Eligible for EAD incident to status
V-3	Derivative child of a V-1 or V-2	Eligible for EAD incident to status

Employment Eligibility Terms

- **Eligible for Employment Authorization Document (EAD) incident to status**

Employment of the alien is authorized without restriction as to location or type of employment as a condition of the alien's specific immigration status. The alien must submit Form I-765 to the USCIS to obtain an EAD (Form I-688B or I-766) evidencing employment authorization.

- **Employer Specific**

The alien may only be employed by the specific employer and subject to the restrictions indicated as a condition of his or her admission or immigration status by the USCIS. The alien is not issued a separate EAD by the USCIS.

- **Must apply for employment authorization**

Alien must submit Form I-765 to the USCIS for adjudication. If approved, the USCIS will issue an EAD valid for a specific period.

- **Not eligible for employment** by a United States employer