

COMMON VISA CATEGORIES AND PAYMENT ELIGIBILITY GUIDELINES

| U.S. Visa / Immigration Status | Primary Purpose | Independent Contractor / Consulting | Honorarium Payment | Performance Fee | Travel Expense Reimbursements |
|--------------------------------|---|-------------------------------------|--------------------|-----------------|-------------------------------|
| B-1 | Visitor/Business | No | Yes* | No | Yes* |
| B-2 | Visitor/Pleasure | No | Yes* | No | Yes* |
| F-1 | Student | No | No | No | Yes |
| F-2 | Dependent of Student | No | No | No | No |
| H-1B | Temporary Worker | No | No | No | Yes |
| J-1 | Student | No | No | No | Yes |
| J-1 | Professor/Researcher | Yes** | Yes** | No | Yes** |
| J-1 | Short-Term Scholar | Yes** | Yes** | No | Yes** |
| O-1 | Extraordinary Ability | No | No | Yes | Yes |
| P-1 | Athlete/Entertainer Group | No | No | Yes | Yes |
| P-2 | Athlete/Entertainer Under Reciprocal Exchange Program | No | No | Yes | Yes |
| TN | Trade NAFTA | Yes*** | No | No | Yes*** |
| WB | Visa Waiver for Business | No | Yes* | No | Yes* |
| WT | Visa Waiver for Tourist | No | Yes* | No | Yes* |

*If engaged in an academic activity lasting no more than 9 days and the individual has not received more than 5 payments from other institutions in past 6 months. Refer to <https://www.uvm.edu/oie/b1b2> for documentary requirements.

**Requires written permission from Responsible Officer of sponsoring organization's designated (J-1) program, in advance of activity, in the form of a "J-1 permission letter. Refer to <https://www.uvm.edu/oie/j1other> for documentary requirements.

***Consultation with the Office of International Education required to develop TN support letter for Department of Homeland Security before individual enters the U.S. Refer to <https://www.uvm.edu/oie/tn> for Trade NAFTA description.

Note: If foreign national holds a US visa other than the categories listed above, please consult with Office of International Education before engaging the individual. Refer to <https://www.uvm.edu/oie/bringing>

| U.S. Immigration Status | Immigration Description |
|--|---|
| B-1 | Foreign nationals present in the U.S. on a B-1 visitor for business visa may be paid honorarium and reimbursed travel expenses if engaged in a usual academic activity lasting no more than 9 days and the person has not received payments from more than 5 other institutions in previous 6 months. |
| B-2 | Foreign nationals present in the U.S. on a B-2 visitor for tourism visa may be paid honorarium and reimbursed travel expenses if engaged in a usual academic activity lasting no more than 9 days and the person has not received payments from more than 5 other institutions in previous 6 months. |
| F-1 | While maintaining valid F-1 status, may be employed on the campus of the school they are authorized to attend for a maximum of 20 hours per week while classes are in session. Part-time, on-campus employment is authorized by the school, and prior USCIS approval is not needed. During school vacations, students may work on campus full-time if otherwise eligible and intending to enroll for the next term. |
| F-2 | Not permitted to work in the US under any circumstances. May accept Scholarship/tuition waivers, IF no service is required |
| H-1B | Employment permitted only with the sponsoring institution that obtained USCIS approval for the visa classification. Prohibited from receiving payments from other organizations. However, individuals may receive USCIS approval to work in H-1B status for more than one employer. Each employer must petition USCIS and receive approval for the employment. USCIS Form I-797A authorizes employment. EAD is not required. Only reimbursement of expenses for non-University H1Bs. |
| J-1 Professor/ Research Scholar | Eligible to receive payment from the organization listed on SEVIS Form DS 2019 as the source of funds and/or the Designated Program Sponsor for the period of validity as stated on the DS-2019. Under limited circumstances, may receive compensation from other institutions provided prior written authorization from the Responsible Officer of their Designated Program has been secured in the form of a "J-1 permission letter." F+2orm DS2019 authorizes employment. EAD is not required. |
| J-1 Short Term | Eligible to receive payment from the organization listed on SEVIS Form DS 2019 as the source of funds and/or the Designated Program Sponsor for the period of validity as stated on the DS-2019. Under limited circumstances, may receive compensation from other institutions provided prior written authorization from the Responsible Officer of their Designated Program has been secured, in the form of a "J-1 permission letter." Form DS2019 authorizes employment. EAD is not required. |
| J-1 Student | May be employed on the campus of the school in which they are enrolled to a maximum of 20 hours per week with prior written authorization from the Responsible Officer of their Designated Program. May work off campus under limited circumstances provided they have obtained prior written authorization from the Responsible Officer. Employment does not require additional permission from USCIS or an EAD. Eligible for 18 months of academic training following completion of their program (36 months for postdoctoral training). |
| J-2 | A non-immigrant visa issued by a consular official at a U.S. embassy or consulate for spouses and dependents (unmarried children under the age of 21) of J-1 exchange visitors who accompany or later join the J-1 holder in the United States. In most cases a J-2 Visa holder can seek employment. To work, a J-2 Visa holder must obtain an Employment Authorization Document from the Department of Homeland Security, U.S. Citizenship and Immigration Services. Money earned by a J-2 cannot be used to support the principal J-1 Visa holder. They may only remain in the United States as long as the principal J-1 Visa holder has valid J-1 status. |
| O-1 | May be employed and compensated only by the petitioning employer or agency through whom the status was obtained. USCIS Form I-797A authorizes employment. EAD card is not required. |
| P-1 | May be employed and compensated only by the petitioning employer or agency through whom the status was obtained. If a member of a group, may not perform services apart from the entertainment group. USCIS Form I-797A authorizes employment. EAD card is not required. |
| P-2 | May be employed and compensated only by the petitioning employer or agency through whom the status was obtained. USCIS Form I-797A authorizes employment. EAD is not required. |
| TN | May be employed and compensated only by the sponsoring employer through whom the status was obtained. Require only an I 94 card as employment authorization, or USCIS Form I 797, naming the University as employer/payer. EAD is not required. Consult with Office of International Education to develop TN support letter in advance. |
| WB | Laws regarding study and employment for holders of WB or WT visa waivers for business and tourism are identical to their B-1/B-2 visa counterparts. Visa holders may not extend length of stay or change immigration status. |
| WT | Laws regarding study and employment for holders of WB or WT visa waivers for business and tourism are identical to their B-1/B-2 visa counterparts. Visa holders may not extend length of stay or change immigration status. |

Key: USCIS: United States Citizenship and Immigration Services
EAD Card: Employment Authorization Document, or work permit