

Nonimmigrant Employment Visas provide employers the ability to hire foreign employees seeking temporary work status in the United States. Employers may file a petition with the U.S. Citizenship and Immigration Services for a variety of temporary work visas pursuant to the employee’s skillset and circumstances. Below is a comprehensive summary of the most common Nonimmigrant Employment Visas.

For more information on Galloway’s immigration practice, [click here](#).

Visa category	General description - About an individual in this category:	Link
E-1: Treaty Traders	The E-1 nonimmigrant classification allows a national of a treaty country (a country with which the United States maintains a treaty of commerce and navigation, or which the United States maintains a qualifying international agreement, or which has been deemed a qualifying country by legislation) to be admitted to the United States solely to engage in international trade on his or her own behalf. Certain employees of such a person or of a qualifying organization may also be eligible for this classification.	<a href="https://www.uscis.gov/working-in-the-united-states/temporary-workers/e-1-treaty-traders">https://www.uscis.gov/working-in-the-united-states/temporary-workers/e-1-treaty-traders</a>
E-2: Treaty Investors	The E-2 nonimmigrant classification allows a national of a treaty country (a country with which the United States maintains a treaty of commerce and navigation, or with which the United States maintains a qualifying international agreement, or which has been deemed a qualifying country by legislation) to be admitted to the United States when investing a substantial amount of capital in a U.S. business. Certain employees of such a person or of a qualifying organization may also be eligible for this classification.	<a href="https://www.uscis.gov/working-in-the-united-states/temporary-workers/e-2-treaty-investors">https://www.uscis.gov/working-in-the-united-states/temporary-workers/e-2-treaty-investors</a>

<p><b>E-3:</b> Specialty Occupation Workers from Australia</p>	<p>The E-3 classification applies only to nationals of Australia. You must be coming to the United States solely to perform services in a specialty occupation. The specialty occupation requires theoretical and practical application of a body of highly specialized knowledge and the attainment of a bachelor's or higher degree in the specific specialty, or its equivalent, as a minimum for entry into the occupation in the United States.</p>	<p><a href="https://www.uscis.gov/working-in-the-united-states/temporary-workers/e-3-specialty-occupation-workers-from-australia">https://www.uscis.gov/working-in-the-united-states/temporary-workers/e-3-specialty-occupation-workers-from-australia</a></p>
<p><b>H-1B:</b> Person in Specialty Occupation</p>	<p>To work in a specialty occupation. Requires a higher education degree or its equivalent. Includes fashion models of distinguished merit and ability and government-to-government research and development, or co-production projects administered by the Department of Defense.</p> <p>[U.S. employer submits labor certification application to DOL then submits I-129, Petition for Nonimmigrant Worker]</p>	<p><a href="https://www.uscis.gov/working-in-the-united-states/temporary-workers/h-1b-specialty-occupations-dod-cooperative-research-and-development-project-workers-and-fashion">https://www.uscis.gov/working-in-the-united-states/temporary-workers/h-1b-specialty-occupations-dod-cooperative-research-and-development-project-workers-and-fashion</a></p>
<p><b>H-2A:</b> Temporary Agricultural Worker</p>	<p>For temporary or seasonal agricultural work. Limited to citizens or nationals of designated countries, with limited exceptions, if determined to be in the United States interest.</p> <p>[U.S. employer submits temporary labor certification application to DOL then submits I-129, Petition for Nonimmigrant Worker]</p>	<p><a href="https://www.uscis.gov/working-in-the-united-states/temporary-workers/h-2a-temporary-agricultural-workers">https://www.uscis.gov/working-in-the-united-states/temporary-workers/h-2a-temporary-agricultural-workers</a></p>
<p><b>H-2B:</b> Temporary</p>	<p>For temporary or seasonal non-agricultural work. Limited to citizens or nationals of</p>	<p><a href="https://www.uscis.gov/working-in-the-united-states/temporary-">https://www.uscis.gov/working-in-the-united-states/temporary-</a></p>

<p>Non-agricultural Worker</p>	<p>designated countries, with limited exceptions, if determined to be in the United States interest.</p> <p>[U.S. employer submits temporary labor certification application to DOL then submits I-129, Petition for Nonimmigrant Worker]</p>	<p><a href="https://www.dhs.gov/workers/h-2b-temporary-non-agricultural-workers">workers/h-2b-temporary-non-agricultural-workers</a></p>
<p>H-3: Trainee or Special Education visitor</p>	<p>To receive training, other than graduate medical or academic, that is not available in the trainee’s home country or practical training programs in the education of children with mental, physical, or emotional disabilities.</p> <p>[U.S. employer files I-129, Petition for Nonimmigrant Worker]</p>	<p><a href="https://www.uscis.gov/working-in-the-united-states/temporary-workers/h-3-nonimmigrant-trainee-or-special-education-exchange-visitor">https://www.uscis.gov/working-in-the-united-states/temporary-workers/h-3-nonimmigrant-trainee-or-special-education-exchange-visitor</a></p>
<p>L: Intracompany Transferee</p>	<p>To work at a branch, parent, affiliate, or subsidiary of the current U.S. employer in a managerial or executive capacity, or in a position requiring specialized knowledge. Individual must have been employed by the same employer abroad continuously for 1 year within the three preceding years.</p> <p>[U.S. employer files I-129, Petition for Nonimmigrant Worker]</p>	<p><a href="https://www.uscis.gov/working-in-the-united-states/temporary-workers/l-1b-intracompany-transferee-specialized-knowledge">https://www.uscis.gov/working-in-the-united-states/temporary-workers/l-1b-intracompany-transferee-specialized-knowledge</a></p>
<p>O: Individual with Extraordinary Ability or Achievement</p>	<p>For persons with extraordinary ability or achievement in the sciences, arts, education, business, athletics, or extraordinary recognized achievements in the motion picture and television fields, demonstrated by sustained national or international</p>	<p><a href="https://www.uscis.gov/working-in-the-united-states/temporary-workers/o-1-visa-individuals-with-extraordinary-ability-or-achievement">https://www.uscis.gov/working-in-the-united-states/temporary-workers/o-1-visa-individuals-with-extraordinary-ability-or-achievement</a></p>

	<p>acclaim, to work in their field of expertise. Includes persons providing essential services in support of the above individual.</p> <p>[U.S. employer files I-129, Petition for Nonimmigrant Worker, with supporting evidence to establish essentiality, critical skills, and experience]</p>	
<p><b>P-1:</b> Individual or Team Athlete, or Member of an Entertainment Group</p>	<p>To perform at a specific athletic competition as an athlete or as a member of an entertainment group. Requires an internationally recognized level of sustained performance. Includes persons providing essential services in support of the above individual.</p> <p>[U.S. employer files I-129, Petition for Nonimmigrant Worker, with supporting evidence and written consultation from an appropriate labor organization]</p>	<p><a href="https://www.uscis.gov/working-in-the-united-states/temporary-workers/p-1a-athlete">https://www.uscis.gov/working-in-the-united-states/temporary-workers/p-1a-athlete</a></p> <p><a href="https://www.uscis.gov/working-in-the-united-states/temporary-workers/p-1b-a-member-of-an-internationally-recognized-entertainment-group">https://www.uscis.gov/working-in-the-united-states/temporary-workers/p-1b-a-member-of-an-internationally-recognized-entertainment-group</a></p>
<p><b>P-2:</b> Artist or Entertainer (Individual or Group)</p>	<p>For performance under a reciprocal exchange program between an organization in the United States and an organization in another country. Includes persons providing essential services in support of the above individual.</p> <p>[U.S. employer files I-129, Petition for Nonimmigrant Worker, with supporting evidence and written consultation from an appropriate labor organization]</p>	<p><a href="https://www.uscis.gov/working-in-the-united-states/temporary-workers/p-2-individual-performer-or-part-of-a-group-entering-to-perform-under-a-reciprocal-exchange-program">https://www.uscis.gov/working-in-the-united-states/temporary-workers/p-2-individual-performer-or-part-of-a-group-entering-to-perform-under-a-reciprocal-exchange-program</a></p>
<p><b>P-3:</b> Artist or Entertainer</p>	<p>To perform, teach or coach under a program that is culturally unique or a traditional</p>	<p><a href="https://www.uscis.gov/working-in-the-united-states/temporary-">https://www.uscis.gov/working-in-the-united-states/temporary-</a></p>

(Individual or Group)	<p>ethnic, folk, cultural, musical, theatrical, or artistic performance or presentation. Includes persons providing essential services in support of the above individual.</p> <p>[U.S. employer files I-129, Petition for Nonimmigrant Worker, with supporting evidence and written consultation from an appropriate labor organization]</p>	<p><a href="https://www.uscis.gov/working-in-the-united-states/temporary-workers/p-3-artist-or-entertainer-coming-to-be-part-of-a-culturally-unique-program">workers/p-3-artist-or-entertainer-coming-to-be-part-of-a-culturally-unique-program</a></p>
<p><b>Q-1:</b> Participant in an International Cultural Exchange Program</p>	<p>For practical training and employment and for sharing of the history, culture, and traditions of your home country through participation in an international cultural exchange program.</p>	<p><a href="https://www.uscis.gov/working-in-the-united-states/temporary-workers/q-cultural-exchange">https://www.uscis.gov/working-in-the-united-states/temporary-workers/q-cultural-exchange</a></p>
<p><b>TN:</b> NAFTA Professionals</p>	<p>For Canadian and Mexican professionals, in qualifying professions, to engage in business activities at a professional level</p>	<p><a href="https://www.uscis.gov/working-in-the-united-states/temporary-workers/tn-nafta-professionals">https://www.uscis.gov/working-in-the-united-states/temporary-workers/tn-nafta-professionals</a></p>

This material is provided for informational purposes only. It is not intended to constitute legal advice nor does it create a client- lawyer relationship between Galloway and any recipient. Recipients should consult with counsel before taking any actions based on the information contained within this material. This material may be considered attorney advertising in some jurisdictions.

**Doris Bobadilla, Director**  
dbobadilla@gallowaylawfirm.com

**Jennifer Buckingham, Director**  
jbuckingham@gallowaylawfirm.com

**Ryan O'Connor, Associate**  
roconnor@gallowaylawfirm.com

**Katie Wattigny, Director**  
kwattigny@gallowaylawfirm.com