Visa Types	Immigration Status	Employment	Scholarship/Fellowship	Inependent Contractor	Honoraruim	Reimbursement
A-1	Foreign Diplomat Personnel	NO	NO	NO	NO	YES *Permitted to Diplomat as long as no profit made.
A-1	To eigh Diplomat Fersonner	NO	INO	-	NO	remitted to Diplomat as long as no profit made.
A-2	Dependent of diplomat	*YES with work authorization	NO	*YES with work authorization	*YES with work authorization	YES
		NO		NO	NO	
A-3	Servant of A1	*YES with work authorization	NO	*YES with work authorization	*YES with work authorization	YES
	Visitors for temporary business,			YES if: Activity does not exceed 9 days at one institution. Visa holder cannot accept payment from more than 5		
	cannot perform any productive			institutions in a 6 month period.		YES  *Work-related expenses can be reimbursed with substantiation
B-1	services	NO	NO	modulation in a company period.		
				YES if: Activity does not exceed 9 days at one institution. Visa holder cannot accept payment from more than 5		of visa status
	Visitors for Pleasure or a Prospective	luo.		institutions in a 6 month period.		
B-2	Student	NO	NO		T	
C-1	Visitors in transit	NO	NO	NO	NO	NO
D-1	Foreign crewman	NO	NO	NO	NO	NO
E-1	Treaty Traders and families	NO	NO	NO	NO	NO
		NO	NO.	NO	NO.	Work-related expenses can be reimbursed with substantiation
E-2	Treaty Investor	*YES with work authorization	NO	NO NO	NO	of visa status
E-3: Australians	Treat Specialty Worker	*YES with work authorization (UAB Sponsor)	NO	*YES with work authorization (UAB Sponsor)	NO	Work-related expenses can be reimbursed with substantiation of visa status
E-S. Australians	Treat Specialty Worker	TES WITH WORK AUTHORIZATION (OAB Sponsor)	INO	TES WITH WORK AUTHORIZATION (OAB Sponsor)		OI VISA Status
F-1	Foreign Students	UAB Students On-campus: can work up to 20 hrs./week during term time Off-campus: need work authorization	YES	NO	YES *with ISSS permission	Work-related expenses can be reimbursed with substantiation of visa status
					No	
		NON-UAB Students		NO	*YES: not during academic year	Work-related expenses can be reimbursed with substantiation
		YES with work authorization: CPT and/or OPT	NO	*YES with work authorization	*YES with work authourization	of visa status
		NO	NO	NO	NO	NO
		Not permitted to be employed or receive compensation from	Not permitted to be employed or receive		Not permitted to be employed or receive	Not permitted to be employed or receive compensation from
F-2	Dependents of foreign students	any U.S. source	compensation from any U.S. source	any U.S. source	compensation from any U.S. source	any U.S. source
	Employees of international					
	organizations and members of their	Not allowed (Non sponsor)		Not allowed (Non sponsor)	Not allowed (Non sponsor)	
G-1, G-2, G-3, G-4, G5	immediate family	*YES with work authorization	NO	*YES with work authorization	*YES with work authorization	Business related
H-1 A	Nurses	YES: UAB listed as petitioner	NO	NO	NO	Work-related expenses can be reimbursed with substantiation of visa status Work
11-1 A	Nurses Temporary professional workers in a	1123. Ond listed as petitioner	ino ino			Work-related expenses can be reimbursed with proof of
H-1B	specialty occupation	YES: UAB listed as petitioner	NO	NO	NO	immigration status
11-10	Temporary Agriculture workers whose	TES. OAD listed as petitioner		NO .		ininigration status
H-2A	skills are needed in the U.S.	YES: UAB listed as petitioner	NO	NO	NO	NO (no business purpose for reimbursing any expense)
H-3	Trainees	YES: UAB listed as petitioner	NO		NO	NO (no business purpose for reimbursing any expense)
		NO				, ,
H-4	Dependents of H-1, H-2, H-3	*YES with work authorization in form of EAD card	NO	NO	NO	NO (no business purpose for reimbursing any expense)
	Journalists, reps. of media & their					
I-1	dependents	NO	NO	NO	NO	NO (no business purpose for reimbursing any expense)
	UAB sponsorship Researcher/Professor or Short-Term					
1 14	Scholars in the US under an Exchange	YES		YES	YES	Work-related expenses can be reimbursed with proof of
J-1	Visitor Program	*UAB sponsor indicated on DS-2019	NO	*UAB sponsor indicated on DS-2019	*UAB sponsor indicated on DS-2019	immigration status
		YES	\	lue lue		1,450
1	Students	*UAB sponsor indicated on DS-2019	YES	NO	YES, with ISSS permission	YES

-				1	1	
1-1	Non-UAB sponsorship				YES, but	
, -	Researcher/Professor or Short-Term	YES, but		YES, but	*ONLY with written permission from individual's home	
	Scholars in the US under an Exchange	*ONLY with written permission from individual's home		*ONLY with written permission from individual's home	institution sponsoring the J-1 to receive funds from	Work-related expenses can be reimbursed with proof of
	Visitor Program	institution sponsoring the J-1 to receive funds from UAB	NO	institution sponsoring the J-1 to receive funds from UAB	UAB	immigration status
			YES, but		YES, but	
	S	YES, but	*ONLY with written permission from individual's		*ONLY with written permission from individual's home	
	Students	*ONLY with written permission from individual's home	home institution sponsoring the J-1 to receive		institution sponsoring the J-1 to receive funds from	
		institution sponsoring the J-1 to receive funds from UAB	funds from UAB	NO	UAB	YES
		NO		NO	NO	Work-related expenses can be reimbursed with proof of
J-2	Dependent of J-1s	*YES with work authorization in form of EAD card	NO	*YES with work authorization in form of EAD card	*YES with work authorization in form of EAD card	immigration status
	Dependent 013 13	NO		NO		Work-related expenses can be reimbursed with proof of
K-1	Fiancé (e) of US citizen	*YES with work authorization	NO	*YES with work authorization	NO	immigration status
	Trance (c) or os crazen	NO	NO	NO		Work-related expenses can be reimbursed with proof of
K-2	Child of Fiancé (e) of US citizen	*YES with work authorization	*YES with work authorization	*YES with work authorization	NO	immigration status
	Intra-company transfers, i.e.,	TES WILLI WOLK AUTHOLIZATION	TES WITH WORK AUTHORIZATION	TES WILLI WOLK AUTHOLIZATION	INO .	ininigration status
	managers who have worked abroad for					
L-1	branch of US firm	NO	NO	NO	NO	NO (no business purpose for reimbursing any expense)
		NO		NO	NO	
L-2	Dependents of L-1s	*YES with work authorization in form of EAD card	NO	*YES with work authorization in form of EAD card	*YES with work authorization in form of EAD card	YES
			··	HOLK GRANDLEGGE IN TOTAL OF EACH COLO		·
M-1	Students at vecational ashable	NO	NO	NO	NO	NO (no business numbers for reimbursing any expense)
IAI-T	Students at vocational schools	INO .	INO I	INO .	INO INC.	NO (no business purpose for reimbursing any expense)
	•	NO	NO	NO	NO	NO (no business purpose for reimbursing any expense)
	Parents or dependent child of					
	individual who has been granted Perm.	NO *YES		NO		Work-related expenses can be reimbursed with proof of
N-8, N-9	Residency under special case	with work authorization	NO	*YES with work authorization	NO	immigration status
	Aliens from NATO member countries					
NATO	in the US under sponsorship by NATO	NO	NO	NO	NO	NO
	UAB Sponsorship					
	Extraordinary ability in science,					
	education, business, athletics or the					Work-related expenses can be reimbursed with proof of
	arts	YES	NO	NO	NO	immigration status
0-1 & 0-2						
	Non-UAB Sponsorship					
	Extraordinary ability in science,					
	education, business, athletics or the					
	arts	NO	NO	NO	NO	YES
0-3	Dependents of O-1	NO	INO	NO	NO	YES
	<u> </u>	INO .	INO I	INO	NO .	11.5
	UAB Sponsorship					Mark related expenses can be reimburged with areaf -f
	Internationally recognized athlete or	NEC.	NO.	VEC	NO.	Work-related expenses can be reimbursed with proof of
P-1, P-2 & P-3	entertainment group	YES	NO	YES	NO	immigration status
. 1,1 2 0 1 3	Non-UAB Sponsorship					
	Internationally recognized athlete or					
		NO	NO	NO	NO	YES
P-4	Dependents	NO	NO	NO	NO	NO
						Work-related expenses can be reimbursed with proof of
Q-1	Culture Exchange Program	NO	NO	NO	NO	immigration status
						Work-related expenses can be reimbursed with proof of
R-1	Religious exchange	NO	NO	NO	NO	immigration status
R-2	Dependents	NO	NO	NO	NO	NO
S-1	Criminal Witnesses	NO	NO	NO	NO	NO
		NO NO	NO NO	NO NO	NO NO	NO  Not permitted to be employed or receive compensation from any U.S. source

	_			_		
					*****	
	UAB Sponsorship Individuals			l	NO *YES	
TN	from Mexico or Canada under USMCA	YES	NO	NO	only for work relevant to the position at UAB	YES
	Non-UAB Sponsorship					
	Individuals from Mexico or Canada					
		luo.			l	V-0
	under USMCA	NO	NO	NO	NO	YES
				YES if: Activity does not exceed 9 days at one institution. Visa holder cannot accept payment from more than 5 institutions in a 6-month period.		YES: business-related expenses can be reimbursed with proof of
	Visa Waiver Program - can enter the					
	US for 90 days without formal visa					
WB (Business)	stampt; visa stamp obtained at port of	NO	NO			immigration status
	entry.			VEC 15. A ski standard and a ski	V	
				YES if: Activity does not exceed 9 days at one institution. Visa holder cannot accept payment from more than 5		· ·
WT (Tourist)		NO	NO	institutions in a 6-	month period.	
` '						
		NO		NO	NO	Work-related expenses can be reimbursed with proof of
Asylum Applicants	Those who have filed for asylum	* YES with work authorization	NO	* YES with work authorization	*YES with work authorization	immigration status
		NO		NO	NO	Work-related expenses can be reimbursed with proof of
Asylees, Refugees	Those who have been granted asylum	*YES with work authorization	NO	*YES with work authorization	*YES with work authorization	immigration status
Asylees, Nelugees	Those who have applied for	TES WITH WORK BUTHOFIZERION	INO	123 With Work authorization	1E3 WILLI WOLK BULLIOLIZATION	ininingration status
		NO		NO	NO	Work-related expenses can be reimbursed with proof of
Donding Immigrants	resident) status in the US	* YES with work authorization	NO	*YES with work authorization	*YES with work authorization	immigration status
Penuling infillingrants	resident) status in the O3	* YES WITH WORK AUTHORIZATION	NO .	1E3 WILLI WOLK AUCHOLIZATION	TES WILLI WOLK AUTHOLIZATION	Illilligration status
	Those who have been granted					
Immigrants	permanent residence in the US	YES	YES	YES	YES	YES
0 1 11						
	Those who have been approved for					
	legalization in the US after having been	NO	NO	NO	NO	Work-related expenses can be reimbursed with proof of
Temporary Residents	in illegal status for 5 or more years.	*YES with work authorization	*YES with work authorization	*YES with work authorization	*YES with work authorization	immigration status
	Those who have applied for immigrant					
Conditional	status through marriage to a US citizen					Work-related expenses can be reimbursed with proof of
Permanent Resident	or permanent resident	YES	YES	YES	YES	immigration status
Temporary Protected	An alien who has applied for	NO	NO	NO	NO	Work-related expenses can be reimbursed with proof of
Status (TPS)	temporary protected status	*YES with work authorization	*YES with work authorization	*YES with work authorization	*YES with work authorization	immigration status
	Deferred Action for Chilahood Arrivals	NO	NO	NO	NO	Work-related expenses can be reimbursed with proof of
DACA	Temporary Protected Status	*YES with work authorization	*YES with work authorization	*YES with work authorization	*YES with work authorization	immigration status
57.67.						9. = 1.5
	Those who enter the US illegally or					
Undocumented	who lost legal status and are not					Not permitted to be employed or receive compensation from
Aliens	_	NO	NO	NO	NO	any U.S. source
	<u>, -                                     </u>	1	1	1	-1	1 '