

Visa Types	Immigration Status	Employment	Scholarship/Fellowship	Independent Contractor	Honorarium	Reimbursement
A-1	Foreign Diplomat Personnel	NO	NO	NO	NO	YES *Permitted to Diplomat as long as no profit made.
A-2	Dependent of diplomat	NO *YES with work authorization	NO	NO *YES with work authorization	NO *YES with work authorization	YES
A-3	Servant of A1	NO *YES with work authorization	NO	NO *YES with work authorization	NO *YES with work authorization	YES
B-1	Visitors for temporary business, cannot perform any productive services	NO	NO	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 *Work-related expenses can be reimbursed with substantiation of visa status
B-2	Visitors for Pleasure or a Prospective Student	NO	NO	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.		
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
E-2	Treaty Investor	NO *YES with work authorization	NO	NO *YES with work authorization	NO	Work-related expenses can be reimbursed with substantiation of visa status
E-3: Australians	Treat Specialty Worker	NO *YES with work authorization (UAB Sponsor)	NO	NO *YES with work authorization (UAB Sponsor)	NO	Work-related expenses can be reimbursed with substantiation of 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
		NON-UAB Students YES with work authorization: CPT and/or OPT	NO	YES	YES *not during academic year	Work-related expenses can be reimbursed with substantiation of visa status
F-2	Dependents of foreign students	NO Not permitted to be employed or receive compensation from any U.S. source	NO Not permitted to be employed or receive compensation from any U.S. source	NO Not permitted to be employed or receive compensation from any U.S. source	NO Not permitted to be employed or receive compensation from any U.S. source	NO Not permitted to be employed or receive compensation from any U.S. source
G-1, G-2, G-3, G-4, G5	Employees of international organizations and members of their immediate family	Not allowed (Non sponsor) *YES with work authorization	NO	Not allowed (Non sponsor) *YES with work authorization	Not allowed (Non sponsor) *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
H-1B	Temporary professional workers in a specialty occupation	YES: UAB listed as petitioner	NO	NO	NO	Work-related expenses can be reimbursed with proof of immigration status
H-2A	Temporary Agriculture workers whose 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 (no business purpose for reimbursing any expense)
H-4	Dependents of H-1, H-2, H-3	NO *YES with work authorization in form of EAD card	NO	NO	NO	NO (no business purpose for reimbursing any expense)
I-1	Journalists, reps. of media & their dependents	NO	NO	NO	NO	NO (no business purpose for reimbursing any expense)
J-1	UAB sponsorship Researcher/Professor or Short-Term Scholars in the US under an Exchange Visitor Program	YES *UAB sponsor indicated on DS-2019	NO	YES *UAB sponsor indicated on DS-2019	YES *UAB sponsor indicated on DS-2019	Work-related expenses can be reimbursed with proof of immigration status
	Students	YES *UAB sponsor indicated on DS-2019	YES	NO	YES, with ISSS permission	YES
	Non-UAB sponsorship Researcher/Professor or Short-Term Scholars in the US under an Exchange Visitor Program	YES, but *ONLY with written permission from individual's home institution sponsoring the J-1 to receive funds from UAB	NO	YES, but *ONLY with written permission from individual's home institution sponsoring the J-1 to receive funds from UAB	YES, but *ONLY with written permission from individual's home institution sponsoring the J-1 to receive funds from UAB	Work-related expenses can be reimbursed with proof of immigration status
	Students	YES, but *ONLY with written permission from individual's home institution sponsoring the J-1 to receive funds from UAB	YES, but *ONLY with written permission from individual's home institution sponsoring the J-1 to receive funds from UAB	NO	YES, but *ONLY with written permission from individual's home institution sponsoring the J-1 to receive funds from UAB	YES
J-2	Dependent of J-1s	NO *YES with work authorization in form of EAD card	NO	NO *YES with work authorization in form of EAD card	NO *YES with work authorization in form of EAD card	Work-related expenses can be reimbursed with proof of immigration status
K-1	Fiancé (e) of US citizen	NO *YES with work authorization	NO	NO *YES with work authorization	NO	Work-related expenses can be reimbursed with proof of immigration status
K-2	Child of Fiancé (e) of US citizen	NO *YES with work authorization	NO *YES with work authorization	NO *YES with work authorization	NO	Work-related expenses can be reimbursed with proof of immigration status

L-1	Intra-company transfers, i.e., managers who have worked abroad for branch of US firm	NO	NO	NO	NO	NO (no business purpose for reimbursing any expense)
L-2	Dependents of L-1s	NO *YES with work authorization in form of EAD card	NO	NO *YES with work authorization in form of EAD card	NO *YES with work authorization in form of EAD card	YES
M-1	Students at vocational schools	NO	NO	NO	NO	NO (no business purpose for reimbursing any expense)
M-2	Dependents of M-1s	NO	NO	NO	NO	NO (no business purpose for reimbursing any expense)
N-8, N-9	Parents or dependent child of individual who has been granted Perm. Residency under special case	NO *YES with work authorization	NO	NO *YES with work authorization	NO	Work-related expenses can be reimbursed with proof of immigration status
NATO	Aliens from NATO member countries in the US under sponsorship by NATO	NO	NO	NO	NO	NO
O-1 & O-2	UAB Sponsorship Extraordinary ability in science, education, business, athletics or the arts	YES	NO	NO	NO	Work-related expenses can be reimbursed with proof of immigration status
	Non-UAB Sponsorship Extraordinary ability in science, education, business, athletics or the arts	NO	NO	NO	NO	YES
O-3	Dependents of O-1	NO	NO	NO	NO	YES
P-1, P-2 & P-3	UAB Sponsorship Internationally recognized athlete or entertainment group	YES	NO	YES	NO	Work-related expenses can be reimbursed with proof of immigration status
	Non-UAB Sponsorship Internationally recognized athlete or entertainment group	NO	NO	NO	NO	YES
P-4	Dependents	NO	NO	NO	NO	NO
Q-1	Culture Exchange Program	NO	NO	NO	NO	Work-related expenses can be reimbursed with proof of immigration status
R-1	Religious exchange	NO	NO	NO	NO	Work-related expenses can be reimbursed with proof of immigration status
R-2	Dependents	NO	NO	NO	NO	NO
S-1	Criminal Witnesses	NO	NO	NO	NO	NO
TD	Dependents of TN	NO	NO	NO	NO	Not permitted to be employed or receive compensation from any U.S. source
TN	UAB Sponsorship Individuals from Mexico or Canada under USMCA	YES	NO	NO	NO *YES only for work relevant to the position at UAB	YES
	Non-UAB Sponsorship Individuals from Mexico or Canada under USMCA	NO	NO	NO	NO	YES
WB (Business)	Visa Waiver Program - can enter the US for 90 days without formal visa stamp; visa stamp obtained at port of entry.	NO	NO	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 immigration status
WT (Tourist)		NO	NO	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.		
Asylum Applicants	Those who have filed for asylum	NO *YES with work authorization	NO	NO *YES with work authorization	NO *YES with work authorization	Work-related expenses can be reimbursed with proof of immigration status
Asylees, Refugees	Those who have been granted asylum	NO *YES with work authorization	NO	NO *YES with work authorization	NO *YES with work authorization	Work-related expenses can be reimbursed with proof of immigration status
Pending Immigrants	Those who have applied for adjustment to immigrant (permanent resident) status in the US	NO *YES with work authorization	NO	NO *YES with work authorization	NO *YES with work authorization	Work-related expenses can be reimbursed with proof of immigration status
Immigrants	Those who have been granted permanent residence in the US	YES	YES	YES	YES	YES

Temporary Residents	Those who have been approved for legalization in the US after having been in illegal status for 5 or more years.	NO *YES with work authorization	NO *YES with work authorization	NO *YES with work authorization	NO *YES with work authorization	Work-related expenses can be reimbursed with proof of immigration status
Conditional Permanent Resident	Those who have applied for immigrant status through marriage to a US citizen or permanent resident	YES	YES	YES	YES	Work-related expenses can be reimbursed with proof of immigration status
Temporary Protected Status (TPS)	An alien who has applied for temporary protected status	NO *YES with work authorization	NO *YES with work authorization	NO *YES with work authorization	NO *YES with work authorization	Work-related expenses can be reimbursed with proof of immigration status
DACA	Deferred Action for Childhood Arrivals Temporary Protected Status	NO *YES with work authorization	NO *YES with work authorization	NO *YES with work authorization	NO *YES with work authorization	Work-related expenses can be reimbursed with proof of immigration status
Undocumented Aliens	Those who enter the US illegally or who lost legal status and are not eligible for legalization	NO	NO	NO	NO	Not permitted to be employed or receive compensation from any U.S. source