

Interested Government Agency	Filing deadline	Number available	Geographic/location/field restrictions	Potential timeline	Costs
Conrad 30 ("ADPH" waiver)	October 1 for primary care; first Monday of first full business week in January for specialists	30 statewide, initially limited to two per employer (two for UAB, two for HSF); if slots still available in February/March, will allow two <i>additional</i> applications per employer	Statewide, as long as in federally-designated HPSA/MUA; primary <i>and</i> specialist applications accepted, but first 10 slots "preferred" for primary (although these are never used up and for the past several years there have always been at least a dozen or so additional specialist slots available in late Feb/early Mar) The institution's initial four Conrad candidates are selected after an internal review process with senior leadership in late July. During this time, four Conrad "alternates" are also ranked for spring.	Application filed first week of January at earliest; physicians are usually able to complete all three levels of waiver review (Montgomery, Department of State, and USCIS Vermont Service Center) in time for IFSIS to file H-1B work authorization petition by end of June or July to preserve 7/1 start date, but more reasonable not to expect onboarding to complete prior to 8/1	No application fee; attorney and advertising fees (approx. \$8-10K)
ARC (Appalachian Regional Commission)	Year-round/rolling	unlimited	Strongly prefer primary care; will consider specialists IF institutional data meet or exceed state's indigent/underinsured, Medicare, and Medicaid thresholds; requires extremely detailed, granular, one-off examination of department/division-specific patient data over past three years, which can take 3-4 weeks to parse here at the institution and with outside counsel before being submitted to ARC	Possibly three months or more <i>for ARC review alone</i> , depending on time of year; ARC closes in August every year for internal audit (still must wait 2-4 months for additional Department of State and USCIS review)	\$3,000 ARC application fee plus attorney and advertising fees (\$8-10K generally)
SCRC (Southeast Crescent Regional Commission)	Year-round/rolling	unlimited	Accepts specialist applications, but physician generally must physically work in an SCRC-designed county in south Alabama: https://scrc.gov/wp-content/uploads/2022/07/SCRC-Counties.pdf (NB: SCRC coordinator has indicated that she would accept placement in "adjacent" counties upon appropriate showing of need)	Generally 60 days for <i>SCRC review alone</i> (still must wait 2-4 months for additional Department of State and USCIS review before H-1B work authorization petition can be filed)	\$3,000 SCRC application fee plus attorney and advertising fees
DRA (Delta Regional Authority)	Year-round/rolling	unlimited	Accepts specialist applications, but physician must physically work in a DRA-designated county in Alabama: https://dra.gov/images/uploads/content_files/DRA_AL_2015.pdf	60 days for <i>DRA review alone</i> (still must wait 2-4 months for additional Department of State and USCIS review before H-1B work authorization petition can be filed)	\$3,000 DRA application fee plus attorney and advertising fees
HHS (Health and Human Services Administration)	Year-round/rolling	unlimited	Statewide, but ONLY primary care (family, general internal general peds/OBGYN) or general psych – candidate cannot have completed any fellowships; work location must have HPSA score of 7 or higher	6-8 weeks <i>for HHS review alone</i> (still must wait 2-4 months for additional Department of State and USCIS review before H-1B work authorization petition can be filed)	No application fee; attorney and advertising fees (approx. \$8-10K)
VA (Veterans Administration)	Year-round/rolling	unlimited	Statewide, accepts both primary and specialists; must work 5/8 of the time exclusively for the VA and only 3/8 of the time for another entity (<i>i.e.</i> , UAB/HSF); duties must include 51% or greater patient care	VA files directly with the Department of State after approx. 6 months of internal review	VA files its own waivers – no details

*Different waiver programs require proof of advertising open clinical faculty positions for different periods of time before a waiver application can be filed (generally within 45-60 days of filing the waiver application, but six months for the VA). Ad placement can affect the timing of the waiver application even when all other materials have been collected. Ads cannot be more than six months old at the time the waiver application is filed with the initial reviewing agency.

DOS processing times available here: <https://travel.state.gov/content/travel/en/us-visas/study/exchange/waiver-of-the-exchange-visitor/how-to-apply-waiver.html>