

Who Can You Employ?

Below is chart outlining various designations of possible employees and the employment limitations for each.



VISANOW

Can Work for Any Employer	• U.S. Citizen
	• Green Card Holder (Lawful Permanent Resident)
	• Work Permit Holder (green card applicants, spouses of E, J, or L visa holders, students in post-graduate training)
Can Only Work for Certain Employer(s)	• Student visa holders with authorization to work off-campus (F, M, or J students)
	• Seasonal Temporary Workers (H-2A, H-2B)
	• Professional Visas (H-1B, E, L, TN)
	• Trainees (H-3) or Au Pairs, Teachers, or Foreign Medical Graduates (J)
Cannot Work for Anyone	• Student visa holders without authorization to work off-campus (F, M, or J students)
	• Spouses of certain visa holders (H-4, F-2, TD)
	• Tourists (B-1, B-2, VWP)
	• Those who stayed longer than permitted or entered U.S. illegally and have no other status pending