



# U.S. Work Visa

**USCIS, DOL, consulate, CBP, I-129, I-94 and EAD**

Chapitre	Synthese
1. Scope	Informational guide to work visas, not a substitute for a U.S. immigration attorney.
2. Comparison	H-1B, L-1, O-1, E-2 and J-1 differ by employer, cap, duration, evidence and Green Card bridge.
3. Path	Employer, DOL, USCIS, consulate and CBP act in a specific order depending on the category.
4. Questionnaire	The companion page points toward H-1B, L-1, O-1, E-2 or J-1 without legal advice.
5. Agencies	DOL protects labor conditions, USCIS reviews petitions, DOS issues visas, CBP admits.
6. Visa and status	The visa allows a request for entry. Status is set by I-94. EAD is separate for some categories.
7. H-1B	Specialty occupation, LCA, I-129, annual cap unless exempt, lottery and degree/job evidence.
8. H-2/H-3	H-2A agricultural, H-2B temporary non-agricultural, H-3 training unavailable in the home country.
9. L-1	Intracompany L-1A managers/executives, L-1B specialized knowledge, possible EB-1C bridge.

# Points de controle

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## 10. O/P/Q

O-1 for extraordinary ability, P for artists/athletes, Q-1 for cultural exchange.

## 11. E-1/E-2

Treaty trade or treaty investment, substantial active non-marginal investment for E-2.

## 12. TN

Reserved for Canadian and Mexican citizens in listed USMCA professions.

## 13. J-1

Sponsored programs, DS-2019, sponsor oversight, program duration and possible 212(e).

## 14. Already in U.S.

I-539 for some changes of status, I-94 verification, I-765 for eligible EAD applicants.

## 15. Green Card

H-1B to PERM/EB-2/EB-3, L-1A to EB-1C, O-1 to EB categories depending on proof.

## 16. Forms

LCA, I-129, I-140, I-539, I-765, DS-160, I-94, SEVIS depending on facts.

## 17. Sequence

Offer, eligibility, LCA if required, I-129, approval, DS-160, interview, visa, CBP entry.

## 18. France

Check U.S. Embassy France instructions, appointment timing and category documents.

Official sources: [uscis.gov](https://uscis.gov), [dol.gov](https://dol.gov), [ceac.state.gov](https://ceac.state.gov), [i94.cbp.dhs.gov](https://i94.cbp.dhs.gov), [j1visa.state.gov](https://j1visa.state.gov).