

# INDEX

*Alphabetization is word-by-word (e.g., "R visas" precedes "REAL ID Act")*

## A

**AAPPR (Association for Advancing Physician and Provider Recruitment), 255**

**ABMS (American Board of Medical Specialties), 1, 33**

**AC21. *See* American Competitiveness in the Twenty-first Century Act of 2000**

### **Academic positions**

outstanding professors and researchers, 209–211  
special handling of, 194

**Accreditation Council on Graduate Medical Education (ACGME), 1, 6**

**Acquisitions. *See* Mergers and acquisitions**

**ACWIA (American Competitiveness and Workforce Improvement Act of 1998), 190**

**Adjudicator's Field Manual (USCIS), 152, 180–181**

### **Adjustment of status**

Application to Register Permanent Residence or Adjust Status (Form I-485), 178–179, 199, 234–235  
backlogged processing, 199–200  
change of employers while application pending, 234, 245–247  
concurrent filing for, 184  
consular processing vs., 176–177  
EB-1 visas, 208–209  
EB-2 visas, 199–200, 203–204  
filing for, 176–177  
H-1B visas, 236  
H-4 visas for family members pending applications, 156  
interviews, 176–177  
medical exam, 177–178  
nonimmigrant who falls out of legal status, 232–233  
petition to adjust J-1 status to LPR, 17, 46, 54  
PNIW service and time of filing, 199–200  
portability, 234–235

travel while application pending, 178–179  
working while pending, 178

### **Administrative processing**

advantages of PNIW petition in cases of, 203–204  
consular processing, 164  
visitor visa applications, 22, 25–26

**Advertising, PERM process, 185–188**

**Advisory opinion on home-residency waiver, 50**

**Agriculture Department, U.S., 71, 72**

**American Bar Association on unbundling legal services, 269**

**American Board of Medical Specialties (ABMS), 1, 33**

**American Competitiveness and Workforce Improvement Act of 1998 (ACWIA), 190**

**American Competitiveness in the Twenty-first Century Act of 2000 (AC21), 135, 138, 145, 154–155, 208, 234, 236**

**American Immigration Lawyers Association (AILA), 265, 268**

**American Medical Association (AMA)**

"Fifth Pathway" certificate, 2, 7  
types of graduate medical training programs, 5–6

**American Medical Association's Graduate Medical Education Directory ("The Green Book"), 6**

**Appalachian Regional Commission (ARC), 63, 69–70, 71–72, 80–87**

### **Appeals**

of hardship or persecution waiver denial, 113  
of home-residency waiver denial, 53–54  
of PERM labor certification denial, 196  
of researcher waiver applications, 80

**Application for Alien Employment Certification (Form ETA-750B), 212, 214**

**Application for Employment Authorization (Form I-765), 119, 155, 156**

**Application for Naturalization (Form N-400), 226**

**Application for Permanent Employment Certification (Form ETA 9089), 185, 187–188, 212, 214**

**Application for Waiver of the Foreign Residence Requirement (Form I-612), 50–51, 53, 107**

**Application for Waiver of the Two-Year Foreign Residence Requirement of the Exchange Visitor Program (Form HHS 426), 74, 77, 79**

**Application to Extend/Change Nonimmigrant Status (Form I-539), 27, 116–117, 153, 154**

**Application to Register Permanent Residence or Adjust Status (Form I-485), 175–176, 178–179, 199–200, 234–235**

**ARC. *See* Appalachian Regional Commission**

**Arrival Departure Record (Form I-94)**

Canadian physicians, 259

Conrad 30 waivers, 64

creation of electronic, 26

DRA, 91

expiration, 21, 27, 152–154

grace periods, 233–234

H-1B status, 136, 152–154

H-4 status, 152–153, 155

J-1 visas, 37, 38

J-2 visas, 37, 38, 115–116, 119

online, 26–27

port of entry interview, 26–27

**Association for Advancing Physician and Provider Recruitment (AAPPR), 255**

**Association of American Medical Colleges, Electronic Residency Application Service, 6–7**

**Asylum process, xxxiii, 111–114, 148, 169, 170**

**Attorneys, hiring of, 263–270**

acquiring company's immigration attorney, employee meetings, 248

AILA membership, 265

attorney's fees, 265

bar complaints, 270

board certification in immigration law, 267

caseload issues, 266

client references, 266

communication with and availability of attorney, 267

conflicts of interest, 229–230, 268

determining when to hire, 263–264

disciplinary action against attorney, 265

educational background, 267

engagement letters, 268

ethical conduct, 269

factors to consider when hiring, 265–269

focus of practice, 266

IMG Taskforce membership, 265, 268

immigration consultants vs. attorneys, 264

immigration-exclusive practice, 266

in J-1 waiver process, 104

lack of funds or indigent clients, 269

language skills, 268–269

local vs. national, 268

malpractice actions, 270

mismanagement of case, 269–270

over-promising, 268

paralegal-attorney ratio in law firms, 266

PERM labor certification, 184, 187

personality compatibility, 268

pro bono organizations, 269

promotional materials and marketing, 267–268

publishing and authorship, 267

rankings, 267

recruiters, role of, 255, 257–258

reputation of attorney, 266

technology skills, 266–267

terminated and laid off employees, 240

unbundling of services, 269

years in practice, 266

**Attorney's fees**

factor in choosing attorney, 265

H-1B visas, 13, 14, 127, 257

O-1 visas, 257

PERM labor certification, 257

VA J-1 waiver process, 104

**Australian nationals, E-3 visas for, 146**

**Automatic visa revalidation, 157**

## B

**B-1 visas. *See* Visitor visas**

**B-2 visas. *See* Visitor visas**

**Backlogged processing**

EB-1, 208

EB-2, 149, 173, 184, 214

EB-3, 173–174

EB-4, 174

family sponsorship, 172

green card, 155

H-4, 156

per-country green card limits, 174

PERM cases, 184

PNIW, 204

status adjustment, 199–200, 203, 204

**"Benching" barred, 141, 237, 239**

**Bermuda and visitors, 19**

**Board certification, 1, 185, 194. *See also* Specialties**

**Border Crossing Cards, 19**

**Bureau of Human Rights and Humanitarian Affairs, 111**

## C

**"California Letters," 7**

**Canada**

- visa revalidation, 37
- visa stamping, 259
- visitors, 19
- Canadian physicians, 49, 141, 146, 157, 180, 259–261**
- Cap-exemption strategies, 143–150**
  - alternatives to H-1B visas, 146–150
  - avoiding H-1B cap, 143–150, 253
  - concurrent H-1B petitions, 145–146
  - E-3 visas, 146
  - green-card process, 148–150
  - H-1B1 visas, 146
  - high-skilled worker regulations, 138
  - mergers and acquisitions and, 243
  - O-1 visas, 147
  - PNIWs, 149–150
  - qualifications for exemption, 143–145
  - TN visas, 146
- CBP (Customs and Border Protection, U.S.), 19, 26–27**
- Certificate of Eligibility for Exchange Visitor (J-1) Status (Form DS-2019)**
  - application process, 30–31, 117
  - Conrad 30 waivers, 64
  - consular processing, 158
  - country of last residence, 47
  - funding for program, 44–45
  - J-1 visa requirements, 13, 31–33, 56, 115, 117, 158, 245
  - J-1 waiver case number, obtaining, 51–53
  - lost forms, 53
  - physician's review after issuance, 32–33
  - skills, 43–44
  - spouses and minor children, 32, 33, 115, 117
  - status in U.S., 38
  - termination of employment, effect on, 230
- Change of citizenship after coming to United States, 49**
- Change of employer**
  - adjustment of status application pending, 234, 245–247
  - before contract is finished, 257
  - during green-card processing, 235–236, 245–247
  - H-1B visas, 137, 139–140, 152–153
  - H-4 visas for family members, when H-1B makes change, 152–153
  - PERM labor certification, 196
  - PNIWs, 200
- Change of status to work visa, 54, 260**
- Children. *See also* H-4 visas for family members; J-2 visas for family members**
  - adopted children, 172
  - Certificate of Eligibility for Exchange Visitor (J-1) Status (Form DS-2019), 32, 117
  - citizenship of, 227
  - definition of, 171–172
  - Form DS-2019 (Certificate of Eligibility for Exchange Visitor (J-1) Status), 32, 117
  - green card based on parental status, 171–172
  - home-residency requirement (J-1 visa), 45–46.
  - See also* J-2 visas for family members
  - orphans, 172
  - out-of-wedlock, 171
  - special immigrant juveniles, 174
  - State Children's Health Insurance Program, 74
  - stepchildren, 171–172
  - termination of employment implications, 232
- Chilean nationals, H-1B1 visas for, 146**
- China**
  - backlogged in EB-1 category, 206
  - backlogged in EB-2 category, 149, 173, 184, 200, 214
  - backlogged in EB-3 category, 174
  - backlogged in EB-5 category, 214
  - EVUS, 26
  - green card limits, 174
  - nationals from, 17, 26, 49, 127, 149
- Citizenship, 219–227**
  - absence for six months to a year in five years prior to application, 222
  - benefits of naturalization, 219–220
  - change of citizenship after coming to United States, 49
  - children's applications, 227
  - comparison to lawful permanent residence, 170
  - costs of naturalization, 219–221
  - ease of travel, 221
  - exceptions to requirements, 223, 226
  - family member immigration, 220
  - good moral character, 224–226
  - loss of home-country citizenship, 220–221
  - LPR, residence after, 219–220
  - naturalization petition, 226–227
  - negatives of, 220–221
  - patriotism, 219, 221
  - process for, 226–227
  - residence, definition of, 222
  - spouse of U.S. citizen applying for, 17, 223
  - U.S. citizen employed abroad, spouse of, 224
  - U.S. residence requirements, 219–220, 221–224
  - waiver of residence requirements, 223
- Communicable diseases. *See also* COVID-19 pandemic**
  - denial of green card due to, 179
- Composition-of-the-family hardship, 108–109**
- Conrad 30 waivers, 55–67**
  - availability of, 67
  - competitive states for, 67
  - contract provisions, 62, 319–356
  - costs, 61
  - credentials and résumé, 64
  - elderly patients, 62
  - employer support letters, 61–62

## Consolidations. See Mergers and acquisitions

- fees, 61
- filing of multiple applications, 66
- flex slots, 15, 55, 60, 198, 319–356
- Form DS-2019, 64
- Form I-94, 64
- Form I-797, 64
- funding for application from home country, 65
- H-1B cap, 65
- HHS-designated shortage area, 57–58
- indigent patients, 62
- interested government agency waivers vs., 70
- languages, 63
- letters from individuals in community, 61–62
- limits on number of applications, 64
- liquidated damages clauses, 62
- locum tenens positions, 251
- Medically Underserved Areas, 55–67
- noncompetition clauses, 62
- primary-care physicians, 57–58, 59–60, 319–356
- recruiting, 63, 319–356
- requirements for, 55–56
- scoring system to prioritize applicants, 58
- self-petition by physician, 65
- state license, 67
- state programs, differences between, 58–64
- states with federal programs, 63, 319–356
- subspecialties, 60, 319–356
- telemedicine positions, 65–66
- third-party employer sponsors, 64–65
- timing, 59
- types of facilities and locations eligible, 61
- types of physicians, 59–60
- USMLE requirements, 3
- wages, 62–63

## Consolidations. See Mergers and acquisitions

### Consular processing of nonimmigrant visas, 157–167

- adjustment of status vs., 176–177
- administrative processing, 164
- Certificate of Eligibility for Exchange Visitor (J-1) Status (Form DS-2019), 158
- certified translation, 162
- E-2 visas, 166
- E-3 visas, 167
- electronic filing, 158, 160
- expedited appointments, 163
- family member processing, 162
- H-1B visas, 166–167
- H-1B1 visas, 166–167
- H-4 visas, 153
- interview waiver policy, 163
- J-1 visas, 35–36
- O-1 visas, 166–167
- online filing, 158
- Online Nonimmigrant Visa Application (Form DS-160), 22–23, 35, 153, 158–161, 164

- photo requirement, 161–162
- processing application at consulate different than one on DS-160 form, 160–161
- processing time, 162–163
- social media presence, questions relating to, 159
- variations in, 157–158
- visitor visas, 164–166
- website information, 157, 158

### Contracts

- ARC waivers, 84–86
- attorney input, importance of, 256
- change of employer before contract is finished, 257
- Conrad program waivers, 62, 319–356
- DRA waivers, 89
- H-1B visas, 256–257
- HHS clinical waivers, 74
- J-1 visas, 18, 256–257
- mergers and acquisitions, sample transaction contract language, 249–250
- PNIWs, 201
- primary-care physicians, contract requirements, 74, 84–86
- recruiters and, 256–257
- for SCRC waivers, 94–95

### Corporate name changes. See Mergers and acquisitions

### Correctional facilities, HPSA designation, 57

### Costs. See also Attorney's fees

- ARC waivers, 87
- Conrad program waivers, 61
- DRA waivers, 90
- H-1B visas, 14–15, 125, 127–129
- J-1 visas, 14–15
- of naturalization, 219–221
- NBRC, 98
- payment of fees when hiring foreign worker, 257
- PERM process, 184
- SCRC waivers, 95

### COVID-19 pandemic

- clinical skill assessment of ECFMG during, 3
- Conrad 30 waiver requirements excused, 66
- DOS interview waiver, 163
- furloughs, 239
- HHS clinical waivers and, 72
- telemedicine positions as qualifying for J-1 waiver, 66

### Customs and Border Protection, U.S. (CBP), 19, 26–27

## D

### Defense Department, U.S., 105

**Delta Regional Authority (DRA), 63, 69–70, 71, 87–91**  
**Departments. See name of specific department**  
**Deportation, 220**  
**DHS (Homeland Security Department, U.S.), 26, 30, 42, 116, 145, 249**  
**Dialysis centers, 130**  
**Disciplinary actions against attorneys, 265**  
**Displacement of U.S. workers, 238**  
**Diversity Visa Lottery, 170**  
**Divorce**  
     J-2 spouse, 45, 105, 117  
     stepparent relationship and immigration benefits after, 172  
**Downsizing, 229. See also Termination of employment**  
**Driver's license of J-2 visa holders, 120**  
**Dual intent visas, 17, 129, 151**  
**Due-diligence checklist, immigration documents for, 248–249**

## E

**E-1 visas, 140, 231, 233**  
**E-2 treaty investor visas**  
     as alternative to H-1B visa, 147  
     documents to present at U.S. consulate, 166  
     grace period, 140–141, 231, 233  
     layoffs, 231  
**E-3 visas**  
     as alternative to H-1B visa, 146  
     cap-exemption strategies, 146  
     documents to present at U.S. consulate, 167  
     grace period, 140–141, 231, 233  
     layoffs, 231  
     termination of employment, 237  
**EAD. See Employment Authorization Document**  
**Ease of travel, 221. See also Travel in and out of United States**  
**EB-1 visas**  
     adjustment portability, 234–235  
     credentialing examinations, 180–181  
     extraordinary ability, 147, 181, 183  
     as green-card category, 149, 173  
     mergers and acquisitions, effect of, 246  
     outstanding professors and researchers, 209–211  
     who is included, 205–206  
**EB-1A visas, 206–209**  
**EB-1B visas, 206, 209–211**  
**EB-1C visas, 206**  
**EB-2 visas, 211–214**

adjustment of status for physicians from EB-2  
backlogged countries, 200  
adjustment portability, 234–235  
backlogged processing, 149, 173, 184, 214  
credentialing examinations and, 180  
evidence, 212–214  
green-cards and, 149, 173  
Immigrant Petition for Alien Worker (Form I-140), 211, 214  
labor certification, 212  
LPR status, 173, 180  
new employer moved to, 214  
PERM cases, 183–184  
PNIW cases, 197  
premium processing, 214

**EB-3 visas, 173–174**

**EB-4 visas, 174**

**EB-5 visas, 214–218**

amount of investment, 214, 216  
application process, 215  
eligible investments, 215–216  
evidence required, 216–217  
full-time vs. part-time jobs, 214, 215  
as green-card category, 174  
investor involvement, 217–218  
LPR status, 174  
methods of investment, 216  
multiple investors, 217  
Pilot Program for EB-5 regional centers, 215  
qualifying businesses, 216  
requirements, 215–216

**ECGMF Credentials Up-load Tool, transition to MyIntealth, 29**

**Economic hardships, 109**

**Educational Commission on Foreign Medical Graduates (ECFMG)**

applying for ECFMG J-1 sponsorship, 30–32  
certification, 1–5  
change in application process, 29  
educational requirements for certification, 5  
Exchange Visitor Network, 29  
health insurance for J-2 applicants, 115  
identification number provided by, 2, 6  
INA §214(b) denials, 25  
*Information Booklet, 5*  
J-1 visas, 11, 13, 29. *See also* J-1 visas  
J-2 visas for family members, ECFMG J-1 sponsorship, 31  
Medical Education Credentials Submission Form (344), 8  
Medical School Release Request (Form 345), 8  
MyIntealth, transition to new online portal, 29  
notification of hospital merger or acquisition, 245  
Online Applicant Status and Information System, 6, 29, 31, 37  
passports and J-2 applicants, 115

## Elderly patients, 62

- primary source verification, 5
- program transfer requests, 31
- repeat graduate medical training, 34
- state requirements, 275–308
- termination of employment with teaching hospital, 230
- training program liaison, institution's, 30
- travel in and out of United States approval, 36–38
- types of medical degrees recognized, 195

## Elderly patients, 62

### Elected positions, eligibility for, 220

### Elective clerkship, 21

### Electronic Residency Application Service (ERAS), 6–7

### Electronic System for Travel Authorization (ESTA), 20, 26, 27

### Electronic Visa Update System (EVUS), 26

### Employer document retention requirement for H-1B visas, 13

### Employment Authorization Document (EAD)

- H-4 spouses, 149, 154–156
- J-2 spouse, 16, 46, 119–120
- locum tenens positions, 253
- shortening of validity period, xxxii

### Employment contracts. *See* Contracts

### Employment Eligibility Verification (Form I-9), 138, 156, 249

### EMSWP, change in ECFMG portal to MyIntealth, 29

### Energy Department, U.S., 105

### EPIC, change in ECFMG portal to MyIntealth, 29

### ERAS (Electronic Residency Application Service), 6–7

### ESTA (Electronic System for Travel Authorization), 20, 26, 27

### Ethics, attorneys, hiring of, 269

### European countries, return to home country vs. another EU country, 47

### Evidence standards for EB-1A visas, 206–207

### EVUS (Electronic Visa Update System), 26

### Exceptional hardship, defined, 108

### Exchange Visitor Network (EVNet), 29

### Exchange Visitor Waiver Review Board (EVWRB), 79

### Extension of status

- H-1B visas, 16, 135
- H-4 visas, 154
- J-1 visas, 54
- J-2 visas, 121
- visitor visas, 27

### Extenuating circumstances requirement, 230

### Extraordinary ability, 147, 205, 206–209. *See also* O-1 visas

## F

### F-1 students visas, 151–152

### Falling out of legal status, 232–233

### Family members. *See also* H-4 visas for family members; J-2 visas for family members

- preference categories for, 171
- quotas applied to, 172–173
- termination of employment implications, 232
- unused employment-based green card numbers, 173

### Federal grants, 220

### Federal Information Processing Standards (FIPS), 71

### Federal jobs, 220

### Federal Register

- HPSA, MHPSA, MUA, or MUP, determining, 57
- Skills List, 43–44

### Federation of State Medical Boards (FSMB), 2

### Fees. *See* Attorney's fees; Costs; H-1B visas

### "Fifth Pathway" certificate, 2, 7

### FIPS (Federal Information Processing Standards), 71

### Flex slots. *See* Conrad 30 waivers

### Foreign Affairs Manual (FAM)

- B-1 and B-2 status, 21–22, 116
- on extension of stay if waiver granted, 54
- medical residency programs not mentioned in, 21

### Foreign Medical Graduate Examination in Medical Sciences, 29

### Foreign residence requirement. *See* Home-residency requirement

### Form 344 (Medical Education Credentials Submission Form), 8

### Form 345 (Medical School Release Request), 8

### Form DS-156E (Investor Visa, Treaty Trader Application), 166

### Form DS-160 (Online Nonimmigrant Visa Application), 22–23, 35, 153, 158–161, 165

### Form DS-260 (Visa Electronic Application), social media identifier, 176

### Form DS-2019 (Certificate of Eligibility for Exchange Visitor (J-1) Status)

- application process, 30–31, 117
- Conrad 30 waivers, 64
- consular processing, 158
- country of last residence, 47
- Form IAP-66, 31, 50, 53, 56, 70, 78, 90
- funding for program, 44–45
- J-1 visa requirements, 13, 31–33, 56, 115, 117, 158, 245

- J-1 waiver case number, obtaining, 51–53
  - lost forms, 53
  - physician's review after issuance, 32–33
  - skills, 43–44
  - spouses and minor children, 32, 33, 115, 117
  - status in U.S., 38
  - termination of employment, effect on, 230
  - Form DS-3035 (J-1 Visa Waiver Recommendation Application), 50, 51–52, 56, 90, 107, 117**
  - Form ETA-750B (Application for Alien Employment Certification), 212, 214**
  - Form ETA-9035. *See* Labor Condition Application**
  - Form ETA-9089 (Application for Permanent Employment Certification), 185, 187–188, 212, 214**
  - Form G-28 (Notice of Entry of Appearance as Attorney or Accredited Representative), 74, 90, 104**
  - Form HHS 426 (Application for Waiver of the Two-Year Foreign Residence Requirement of the Exchange Visitor Program), 74, 77, 79**
  - Form I-9 (Employment Eligibility Verification), 138, 156, 249**
  - Form I-94 (Arrival Departure Record)**
    - Canadian physicians, 259
    - Conrad 30 waivers, 64
    - creation of electronic, 26–27
    - DRA, 91
    - expiration, 21, 27, 152–154
    - grace periods, 233–234
    - H-1B status, 136, 152–154
    - H-4 status, 152–153, 155
    - J-1 visas, 37, 38
    - J-2 visas, 37, 38, 115–116, 119
    - online, 26–27
    - port of entry interview, 26–27
  - Form I-129 (Petition for a Nonimmigrant Worker), 158, 162, 166, 243**
  - Form I-130 (Petition for Alien Relative), 175**
  - Form I-140 (Immigrant Petition for Alien Worker)**
    - adjustment portability, 234–235
    - EB-1A petitions, 209
    - EB-1B petitions, 211
    - EB-2 petitions, 211, 214
    - green-card process, 175–176, 181
    - H-1B extensions, 16, 17, 135
    - H-4 visas, 16, 149, 155
    - home-residency requirement, 46
    - J-1 visas, 16
    - layoffs, 235–236
    - LPR status, 175–176, 181
    - PERM process, 184, 189, 190, 196
    - PNIW cases, 199–203
    - spouses and children, 16, 154, 155
    - successor employers, 246–248
  - Form I-485 (Application to Register Permanent Residence or Adjust Status), 175–176, 178–179, 199–200, 234–235**
  - Form I-485 Supplement J, 234–235**
  - Form I-526 (Immigrant Petition by Alien Entrepreneur), 215**
  - Form I-539 (Application to Extend/Change Nonimmigrant Status), 27, 116–117, 153, 154**
  - Form I-612 (Application for Waiver of the Foreign Residence Requirement), 50–51, 53, 107**
  - Form I-693 (Report of Medical Examination and Vaccination Record), 178**
  - Form I-765 (Application for Employment Authorization), 119, 155, 156**
  - Form I-766. *See* Employment Authorization Document**
  - Form I-797 (Notice of Action), 51, 64, 155, 259–260**
  - Form IAP-66. *See* Form DS-2019 (Certificate of Eligibility for Exchange Visitor (J-1) Status)**
  - Form N-400 (Application for Naturalization), 226**
  - Form VAF 10-0422b (Network Review and Certification of Facility Waiver Request), 102**
  - Former Soviet republics, return to home country vs. another former Soviet republic, 47**
  - Fraud, 179, 235**
  - Fringe benefits, 131, 237**
  - FSMB (Federation of State Medical Boards), 2**
  - Full-time vs. part-time jobs**
    - EB-5 requirement to create, 214, 215
    - H-1B visas, 140
    - PERM labor certification, 194
    - PNIWs, 198
  - Furloughs, 239**
- ## G
- Glossary, 357–364**
  - Governor's role in ACR waivers, 83**
  - Grace period**
    - discretionary, 231, 233
    - E-1 visas, 140–141, 231, 233
    - E-2 treaty investor visas, 140–141, 231, 233
    - E-3 visas, 140–141, 231, 233
    - following termination of employment, 231
    - Form I-94 (Arrival Departure Record), 233–234
    - H-1B visas, 18, 140–141, 231, 233
    - H-1B1 visas, 140–141, 231
    - J-1 visas, 38–39, 230, 231, 233–234
    - J-2 visas, 38–39
    - L-1 visas, 140–141, 231, 233
    - O-1 visas, 140–141, 233
    - TN visas, 140–141, 231, 233
  - Graduate medical training in United States, 1–9**
    - accreditation of programs, 1

## Grant-funding, 79

Educational Commission on Foreign Medical Graduates role, 1–5  
"Fifth Pathway" certificate, 2, 7  
PERM labor certification and, 193  
repeating graduate medical training, 34  
USMLE, 2–5  
visas for. *See specific types of visas*

## Grant-funding, 79

"The Green Book," 6

Green-card process. *See Lawful permanent residence*

## H

### H-1B visas, 123–142

\$100,000 fee for certain visas, xxxii, 12, 14, 16, 49, 66, 119, 127–128, 260  
2025 regulations, 123, 125–126, 133, 136, 141, 144, 252  
adjustment of status, 236  
advantages and disadvantages, 14–18  
alternatives to, 146–150  
amendment petition, 252–253  
Arrival Departure Record (Form I-94), 136  
attorney's fees, 13, 14, 127, 257  
"benching" barred, 141, 237, 239  
Canadian physicians, 259–261  
cap/quota, 14–16, 113, 124–126, 138–139, 143–150, 231, 243, 253. *See also* Cap-exemption strategies  
change from J-1 status to, 45  
change in nature of employment, 139–140  
change of employers, 137, 139–140, 152–153  
change of status, 27, 39  
Conrad 30–based waivers, 65  
contracts, 256–257  
conversion to J-1 status, 147–148  
costs, 14–15, 125, 127–129  
documents to present at U.S. consulate, 166–167  
dual intent visas, 17, 129  
ease of administration, 15  
employer document retention requirement, 13  
employer penalties, 238  
employment flexibility, 18  
exam requirements, 13, 14  
for-profit training programs, 15  
full-time vs. part-time jobs, 136  
grace period, 18, 140–141, 231, 233  
green card eligibility, 16–17  
"H-1B dependency," 237–238, 240  
hardship or persecution waiver, 111–114  
Immigrant Petition for Alien Worker (Form I-140), 16, 17, 135

important factors to consider in seeking, 124–129  
independent contractors, 136, 252  
international renown, 133–134  
J-1 visas compared, 11–18  
J-2 spouses, 117  
Labor Condition Application, 130–132, 237, 239  
layoffs, 231, 236–239  
licenses, 134–135  
locum tenens positions, 136, 252–253  
mergers and acquisitions, effect of, 242–244  
moonlighting, 18, 253  
national renown, 133–134  
O-1 visa transfer to, 101  
petition. *See* Form I-129  
petitioner (institution as), 11  
planning for six years, 127  
portability, 137–138, 230, 231  
positions typically used for, 123  
post-training physicians flowchart, 317–318  
premium processing, 141–142, 232  
prevailing wages, 126–127, 129–131  
prior law enforcement interactions, 17  
process, 129–142  
qualifying for, 132–133  
quotas. *See* cap/quota, *this heading*  
recruiters, 256–257  
renown of applicant, 133–134  
return transportation upon termination of employment, 237  
secondary employers and, 238  
self-employed individuals, 65, 252  
severance benefits, 237  
60-day grace period, 18  
social media accounts, review of, 17  
specialty occupation, defined, 132–133  
sponsorship requirements, 13, 104  
stateside visa renewal, 164  
at teaching hospitals, 130, 243  
temporary employment inactivity, 140–141  
termination of employment implications, 230–231, 237–238  
third-party employers, 136–137  
timing issues, 16–17  
training periods, 14  
travel outside of United States, 141  
U.S. employer, defined, 136  
USMLE requirements, 3, 133–134  
validity duration, 135–136  
visitor visas, change of status to, 231  
wages paid, 13

### H-1B1 spouses, 156

H-1B1 visas, 140–141, 146, 166–167, 231

### H-2 spouses, 156

### H-3 visas, 156

### H-4 visas for family members, 151–156

AC21, 154–155  
 Arrival Departure Record (Form I-94), 152–154, 155  
 backlogged processing of green cards, 155  
 change of employer by H-1B, effect of, 152–153  
 change of status to H-1B, 119, 154  
 definition of H-4 visa, 151  
 dual intent visas, 151  
 educational studies of, 151–152  
 employment authorization, 154–156  
 extension of employment authorization, 156  
 extension of status, 152–153, 154  
 F-1 student visas, 151–152  
 Form I-140 (Immigrant Petition for Alien Worker), 16, 149, 155  
 green card, waiting for, 155, 156  
 H-1B cap and, 149, 151  
 H-1B1 spouses, 156  
 H-2 spouses, 156  
 H-3 spouses, 156  
 I-9 requirements for employment, 156  
 pending adjustment applications, 156  
 process for obtaining, 153  
 processing time for EAD, 155  
 spousal relationship, proving, 155  
 spouses, 16, 149, 151–156  
 status when H-1B traveling outside United States, 152  
 validity duration, 151

#### **Hardship and persecution waivers, 107–114**

appeal of denial, 113  
 composition-of-the-family hardship, 108–109  
 economic hardships, 109  
 exceptional hardship, defined, 108  
 hardship factor examples, 108–111  
 J-1 hardship waiver, 108, 111–114  
 medical hardships, 108, 109  
 persecution vs. asylum process, 111–114  
 persecution waiver, 111–114  
 political and security-related hardships, 110  
 process of seeking, 107–108  
 psychological hardships, 110  
 public policy, 110–111  
 separation for two years, 111  
 sociocultural hardships, 110  
 source of funds, 110

#### **Health and Human Services Department (HHS)**

clinical waivers, 71–75, 79  
 designation of medically underserved areas, 57–58, 197–198  
 Exchange Visitor Waiver Review Board, 79  
 grant-funding, 79  
 HPSA facilities, 72–73  
 Medically Underserved Areas, 57–58, 72–73  
 one-year fellowship, waiver eligibility, 73  
 primary-care physicians, HHS waivers, 72–73

#### **Home-residency requirement (J-1 visa), 41–54**

processing time for waivers, 74, 80  
 public interest waivers, 69–70  
 researcher waivers, 76–80  
 specialties, clinical waivers, 72–73  
 waiver application requirements, 73–75

#### **Healthcare Integrity and Protection Data Bank reports, 102**

#### **Health Professional Shortage Areas (HPSAs). *See also* Conrad 30 waivers**

defined, 57–58  
 Delta Regional Authority physicians, 89  
 HHS clinical waivers and, 72–73  
 NBRC waivers, 95  
 PNIW and, 197–198  
 prisons and jails, 57  
 public interest waivers, 71  
 SCRC waivers, 93  
 shortage areas, 197–198  
 state programs, 275–308

#### **HHS. *See* Health and Human Services Department**

#### **High-skilled worker regulation, caps, 145, 149–150**

#### **Homeland Security Department, U.S. (DHS), 26, 30, 42, 116, 145, 249**

#### **Home-residency requirement (J-1 visa), 41–54**

advisory opinion, 50  
 appeal of waiver denial, 53–54  
 asylum, 113  
 Canadian physicians, 259, 260  
 change of citizenship after coming to United States, 49  
 change of status to work visa, 54  
 commuting to work in United States, 49  
 consequences of failing to meet, 12  
 defined, 41–43  
 extension of stay if waiver granted, 54  
 failure to satisfy, 47  
 Form DS-3035 (J-1 Visa Waiver Recommendation Application), 50, 51–52, 56, 90, 107, 117  
 funding for program, 44–45  
 green card denial due to failure to satisfy, 179  
 Immigrant Petition for Alien Worker (Form I-140), 46  
 J-2 visas for family members, 16, 45–46, 118  
 lawful permanent residence, 179  
 leaving United States and re-entering in another nonimmigrant category, 46–47  
 location to satisfy requirement, 47  
 petition to adjust status to LPR, 17, 46, 54  
 physicians subject to, 12, 43  
 processing time for waiver, 53  
 proving requirement has been satisfied, 48  
 restrictions if requirement not met or waived, 46  
 return to home country, 47  
 Skills List, 43–44, 47  
 spouse and children, 17, 45–46. *See also* J-2 visas for family members  
 substantial compliance, 49

## Hospitals

time spent in home country during J-1 program not counted, 48  
unclear whether requirement applies, 50  
waiver case number, 51–53  
waiver process, 15, 17, 50–51  
working for home country in place other than home country, 47

## Hospitals

for-profit hospitals, 15, 123  
teaching hospitals. *See* Teaching hospitals  
types eligible for state J-1 waivers, 61

## Housing and Urban Development Department (HUD), 71

**HPSAs.** *See* Health Professional Shortage Areas

## I

**IGA waivers, 50–51, 69–71, 105**

**IMED (International Medical Education Directory), 5**

**IMGs.** *See* International Medical Graduates

**Immigrant investors, 214–218.** *See also* EB-5 visas

**Immigrant Petition by Alien Entrepreneur (Form I-526), 215**

**Immigrant Petition for Alien Worker (Form I-140)**

adjustment portability, 234–235  
EB-1A petitions, 209  
EB-1B petitions, 211  
EB-2 petitions, 211, 214  
green-card process, 175–176, 181  
H-1B extensions, 16, 17, 135  
H-4 petitions, 16, 149, 155  
home-residency requirement, 46  
J-1 visas, 16  
layoffs, 235–236  
LPR status, 175–176, 181  
PERM process, 184, 189, 190, 196  
PNIW cases, 196, 199–203  
spouses and children, 16, 154, 155  
successor employers, 246–248

**Immigration and Nationality Act of 1952 (INA)**

§203(b)(2), 212  
§212(e), 12, 17, 21, 41–50, 52, 69, 101, 117–118, 259  
§214(b), 25, 33, 47  
§214(l), 55–56  
§248, 101  
§248(a), 42–43  
§319(b), 224

**Immigration consultants, 264**

**Independent contractors, 136, 252–253**

## India

E-2 exclusion, 147  
EB-1 category backlog, 205

EB-2 category backlog, 149, 173, 184, 200  
EB-3 category backlog, 174  
EB-5 category backlog, 214  
nationals from, 17, 127, 149  
per-country green card limits, 174

**Indian Self-Determination and Education Assistance Act (1975), 72**

**Indigent patients, 62, 71–74, 86–87, 89, 95, 97**

**Institution's training program liaison (TPL), 30**

**Insurance requirements for J-1 visas, 35**

**Intent to return home**

J-1 visas, 33  
J-2 visas, 33

**Interested government agency (IGA) waivers, 50–51, 69–71, 105, 315–316.** *See also* Appalachian Regional Commission; Delta Regional Authority; Public interest waivers; Southeast Crescent Regional Commission

**Interior Department, U.S., 105**

**Internal medicine, 6**

**International Medical Education Directory (IMED), 5**

**International Medical Graduates (IMGs).** *See also* Graduate medical training in United States; H-1B visas; J-1 visas

employment resources, 271  
government resources, 271–272  
IMG Taskforce, 265, 268  
locum tenens positions, 251–253  
organizations involved in processing, 271  
qualifying for graduate medical training, 1  
websites applicable, 271–273

**Interview waiver policy, 163**

**Investors.** *See* E-2 treaty investor visas; EB-5 visas

**Investor Visa, Treaty Trader Application (Form DS-156E), 166**

**IWA, change in ECFMG portal, 29**

## J

**J-1 visas, 29–39**

adjustment of status, 17  
advantages and disadvantages, 14–18  
applying for ECFMG J-1 sponsorship, 30–31  
ARC sponsorship, 82  
Arrival Departure Record (Form I-94), 37, 38  
Canadian physicians, 259–260  
Certificate of Eligibility for Exchange Visitor (J-1) Status (Form DS-2019), 13, 31–33, 56, 158, 245  
change of specialties after arrival, 34  
change of status, 27, 39  
consulate filing for, 35–36  
contracts, 18, 256–257

conversion to J-2 status, 118  
 costs, 14–15  
 dependents. *See* J-2 visas for family members  
 documentation needed, 29–30, 31, 36  
 documents to present at U.S. consulate, 36, 166  
 ease of administration, 15  
 ECFMG, 2, 11, 29–30  
 employment flexibility, 18  
 examinations, 29–30  
 exam requirements, 14  
 Exchange Visitor Network, 29  
 extension of status, 54  
 extension to sit for specialty board examination, 39  
 extenuating circumstances after termination, 230  
 foreign residence requirement upon program conclusion, 12  
 Form I-94 (Arrival Departure Record), 37, 38  
 for-profit training programs, 15  
 grace period at end of stay, 38–39, 230, 231, 233–234  
 green card process, 16–17  
 H-1B visa compared, 11–18  
 H-1B visa converted to J-1 status, 147–148  
 hardship or persecution waiver and, 108, 111–114. *See also* Hardship and persecution waivers  
 home-residency requirement, 12, 41–54. *See also* Home-residency requirement  
 IGA flowchart, 315–316  
 institution's preference for, 11  
 institution's training program liaison, 30  
 intent to return home, 33  
 language skills, 13  
 locum tenens positions, 251, 253  
 LPR requirements, 113  
 maintaining status in United States, 38  
 mergers and acquisitions, effect of, 243–244  
 moonlighting, 18, 35  
 PERM process, 17, 184  
 Physician National Interest Waivers, 17  
 qualifications, 29–30  
 recruiters, 256–257  
 repeat graduate medical training, 34  
 requirements and restrictions, 12–13  
 research positions, 34  
 service period, 17  
 spouses and children, 16  
 Statement of Need, 13, 30  
 taxation, 120  
 termination of employment implications, 230  
 timing issues, 16–17, 33  
 training periods, 14  
 travel in and out of United States, 36–38  
 underserved areas, 15, 18  
 USMLE requirements, 3, 13, 29, 133–134  
 validity duration, 33

visa revalidation for certain trips outside of United States, 37–38  
 waivers, 3, 12, 15, 17, 45–46, 50–51, 105  
**J-1 Visa Waiver Recommendation Application (Form DS-3035), 50, 51–52, 56, 90, 107, 117**  
**J-2 visas for family members, 115–121**  
 advantages and disadvantages of H-1B and J-1 status, 16  
 application process, 116–117  
 Arrival Departure Record (Form I-94), 37, 38, 115–116, 119  
 B-2 visas, 115–116  
 consular processing, 32, 35–36  
 conversion to H-1B status, 119  
 conversion to J-1 status, 119  
 death of J-1 spouse, effect of, 117  
 divorce, effect of, 45, 105, 117  
 driver's license, 120  
 ECFMG J-1 sponsorship and, 31, 32, 33  
 eligible persons, 115  
 employment authorization, 119–120  
 extension of status, 121  
 family member other than spouse or minor child, 115–116  
 Form I-94 (Arrival Departure Record), 37, 38, 115–116, 119  
 grace period at end of stay, 38–39  
 health insurance, 115  
 home-residency requirement, 16, 45–46, 118  
 insurance requirements, 35  
 intent to return home, 33  
 procedure for including dependents, 32  
 remaining in United States while J-1 travels outside of United States, 121  
 school enrollment of J-2s, 121  
 Social Security numbers, 120  
 spouses and children, 16  
 taxation, 120  
 travel in and out of United States, 36–38, 121  
 validity duration, 115  
 waivers, 45–46

## L

### L visas

grace period, 140–141, 231, 233  
 J-1 reentry, 46–47

**Labor Certification Application (Form ETA-9089), 185, 187–188, 212, 214**

**Labor Condition Application (LCA, Form ETA-9035)**

H-1B visa and, 130–132, 237, 239  
 mergers and acquisitions, effect of, 242–243  
 purpose of, 130

**Labor Department, U.S.**

## Language skills

Labor Condition Application, filing with. *See* Labor Condition Application  
mergers and acquisitions, effect of, 242–243  
payment of fees when hiring foreign worker, restrictions on, 104, 127, 257  
PERM process. *See* PERM labor certification  
prevailing wage determination, 129–131  
termination of employment, factors in determining, 237  
withdrawal of H-1B petition required to eliminate liability for foreign worker, 139, 237  
withdrawal of VA sponsorship for waiver, notice to, 104

### Language skills

attorney choice and, 268–269  
Conrad 30 waivers, 63  
J-1 visas, 13  
PERM labor certification, 193–194

### Lawful permanent residence (LPR), 169–181

application process, 175–176  
asylees and refugees, 170  
backlogged processing, 155  
cancellation of removal, 170  
cap-exemption strategies, 148–150  
categories of, 170  
change of employer during, 235–236  
child, defined, 171–172  
citizenship compared, 170  
communicable diseases, denial for, 179  
credentialing examinations for physicians to qualify for, 180–181  
defined, 169  
denial of, 179  
diversity immigrant visas, 170  
EB (employment-based) categories, 170, 173–174  
EB-1 visas, 148–150, 173, 180  
EB-2 visas, 173, 180  
EB-3 visas, 173–174  
EB-5 visas, 174  
family sponsorship, 170  
first preference, 171, 172  
Form I-140 (Immigrant Petition for Alien Worker), 175–176, 181  
fourth preference, 171, 173  
green-card categories, 149–150, 171  
H-1B doctors and, 17  
H-4 visas for family members, 155, 156  
home-residency requirement, 179  
Immigrant Petition for Alien Worker (Form I-140), 175–176, 181  
J-1 visas, 17  
layoff, effect on already held LPR status, 236  
layoff, effect on pending application, 234  
legalization program, 170  
license requirements, 180–181  
lottery, 170

married couples, 171  
mergers and acquisitions, effect on, 246–248  
overstay denial, 179  
parent, defined, 171  
per-country limits, 174  
PERM labor certification and, 149, 175–176, 180  
petition to adjust J-1 status to, 46, 54  
PNIWs and, 180  
priority date, job change effect on, 235–236  
registry, 170  
second preference, 171, 173  
spillovers, 174  
spouse, defined, 171  
stages of process for, 175–176  
termination of employment, 235–236  
third preference, 171, 173  
time for permanent residency following application, 179  
wait time for processing, 174–175

**Layoffs, 229. *See also* Termination of employment  
LCA. *See* Labor Condition Application**

### Letters of recommendation

Conrad 30 waivers, 61–62  
researcher waivers, 78–79

**Liaison Committee on Medical Education (LCME)–  
accredited U.S. and Canada medical schools, 4,  
29–30, 261**

**Licensing requirements by state, 8–9, 260, 275–308**

### Liquidated damages clauses

ARC waivers, 84–85  
Conrad 30 contracts, 62  
DRA waiver, 89  
employment contracts, 257  
PNIW applications, 202

**List of Excluded Individuals/Entities Search (LEIE)  
reports, 102**

**Locum tenens, 136, 251–253, 255**

**Lotteries, Diversity Visa, 170**

**LPR. *See* Lawful permanent residence**

## M

**Married couples. *See also* H-4 visas for family mem-  
bers; J-2 visas for family members**

green card based on marriage, 171  
J-2 spouse who previously had J-1 status, 46  
same-sex marriages, 171  
termination of employment implications, 232

**"The Match," 4, 7–8**

**Medicaid, 70, 72, 74, 89, 95, 97**

**Medical clerkship, 21**

**Medical Education Credentials Submission Form  
(Form 344), 8**

**Medical hardships, 108, 109****Medically Underserved Areas (MUAs). *See also*****Conrad 30 waivers**

- DRA waivers, 89
- HHS designations, 57–58
- HPSA requirement, 72–73
- J-1 visas, 15, 18
- NBRC waivers, 95
- PNIW, 197–198
- primary-care physicians, 57–58
- public interest waivers, 71
- SCRC waivers, 93
- state programs, 275–308
- wavers, 18

**Medical residency programs. *See also* Teaching hospitals**

- Electronic Residency Application Service, 6–7
- Fifth Pathway, 2
- Foreign Affairs Manual* silent on, 21
- July 1 as start date of, 243
- licensing requirements by state, 8–9, 275–308
- National Resident Matching Program, 4
- "The Match," 2, 4, 7–8, 271

**Medical School Release Request (Form 345), 8****Medical Student Performance Evaluations (MSPEs), 6****Medicare**

- federal IGA waiver, employer required to accept, 70, 72, 74, 89, 95, 97
- number of resident positions determined by, 7

**Mental Health Professional Shortage Areas (MHPSA), 57–58, 89, 93, 95, 198, 275–308****Mergers and acquisitions, 241–250**

- cap-exemption strategies, 243
- determining effect of deal on immigrant physicians, 241–242
- due-diligence checklist, immigration documents for, 248–249
- green-card applications, effect on, 246–248
- H-1B visa holders, effect on, 242–244
- immigration issues to consider, 247–248
- J-1 visas, effect on, 245
- sample corporate reorganization memo, 244–245
- sample transaction contract language, 249–250
- successors in interest, 242, 243, 246–248
- timing of closing, 242
- travel in and out of United States, effect on, 248
- types of deals, 242

**Metropolitan Statistical Areas (MSAs), 140****Mexico**

- automatic visa revalidation, short trips, to, 37
- Border Crossing Cards, 19
- per-country green card limits, 174
- TN visa, 146
- visitors, 19

**MHPSA. *See* Mental Health Professional Shortage Areas****Mini-CEX (Mini-Clinical Evaluation Exercise), 4****Mini-Clinical Evaluation Exercise (Mini-CEX), 4****Moonlighting, 18, 35, 137, 145, 253****MSAs (Metropolitan Statistical Areas), 140****MSPEs (Medical Student Performance Evaluations), 6****MUAs. *See* Medically Underserved Areas****Multiple employers and H-1B visas, 139–140, 145–146****Multiple locations of employment, 194–195****MyIntealth ECFMG online portal, transition to, 29**

## N

**NAFTA (North American Free Trade Agreement), 146****NALTO (National Association of Locum Tenens Organizations), 255****NAPR (National Association of Physician Recruiters), 255****National Aeronautics and Space Administration (NASA), 105****National Association of Locum Tenens Organizations (NALTO), 255****National Association of Physician Recruiters (NAPR), 255****National Board of Medical Examiners (NBME), 2, 29****National Committee on Foreign Medical Education and Accreditation (NCFMEA), 4****National Health Service Corps (NHSC) program, 73****National Institutes of Health (NIH) grant-funding, 80****National Interest Waivers (NIWs). *See* EB-2 visas; Physician National Interest Waivers****National Practitioner Data Bank Reports, 102****National Prevailing Wage Center (NPWC), 189–190****National Resident Matching Program, 2, 4, 7–8****National Science Foundation, 105****Native American tribal facilities, HHS clinical waivers for, 71, 72****Naturalization. *See also* Citizenship**

- age requirement, 221
- benefits and costs of, 219–221
- physical requirements for, 222
- U.S. residence requirement, 221–224

**NBME (National Board of Medical Examiners), 2, 29****NBRC. *See* Northern Border Regional Commission  
NCFMEA (National Committee on Foreign Medical Education and Accreditation), 4**

**Network Review and Certification of Facility Waiver Request (Form VAF 10-0422b)**, 102

**NHSC (National Health Service Corps) program**, 73

**NIH (National Institutes of Health) grant-funding**, 80

**NIWs (National Interest Waivers)**. *See* EB-2 visas; **Physician National Interest Waivers**

**Noncompetition clauses**, 62, 70, 74, 84, 89, 94, 97, 257

**Nonimmigrant visas**. *See also* Consular processing of nonimmigrant visas; E-2 treaty investor visas; J-1 visas; Visitor visas

- falling out of legal status, 232–233
- Form DS-160 (Online Nonimmigrant Visa Application), 22–23, 35, 153, 158–161, 165
- Form I-539 (Application to Extend/Change Nonimmigrant Status), 27, 116–117, 153, 154
- leaving United States and re-entering in another nonimmigrant category, 46–47

**No objection waivers**, 45, 52, 70

**North American Free Trade Agreement (NAFTA)**, 146

**Northern Border Regional Commission (NBRC)**, 95–98

- application, 98
- contract, 96–97
- fee, 98
- IGA waivers, 69–70, 72
- locations, 96
- notice posting, required, 97–98
- "out of status" physicians, 98
- primary care physicians, 95
- recruiting, 96
- specialties, 95
- states, 95

**Notice of Action (Form I-797)**, 51, 64, 155, 259–260

**Notice posting, required**

- ARC, 86–87
- NBRC, 97–98

**NPWC (National Prevailing Wage Center)**, 189–190

**Nursing homes**, 130

## O

**O-1 visas**

- aliens of extraordinary ability, 147
- consular processing, 157
- documents to present at U.S. consulate, 166–167
- EB-1A visas and, 206–207
- furloough, effect of, 239
- grace period, 140–141, 233
- J-1 visas and, 12, 47, 77, 101
- locum tenens positions, 253

**Observerships**, 19, 22, 24, 25, 53, 165

**Occupation Employment Statistics (OES) database**, 189

**Online Applicant Status and Information System (OASIS)**, 6, 29, 31

**Online Nonimmigrant Visa Application (Form DS-160)**, 22–23, 35, 153, 158–161, 165

**Online portal, MyIntealth ECFMG portal, transition to**, 29

**Outstanding professors and researchers**, 206, 209–211

**Overstay**

- denial of green card due to, 179
- VA waiver and, 100–101

## P

**Part-time positions**. *See* Full-time vs. part-time jobs

**Patriotism**, 219, 221

**Penalties**

- H-1B violations, 238
- payment of fees when hiring foreign worker, 257

**Permanent residence**. *See also* Lawful permanent residence

- less common paths to achieving, 205–218
- PERM labor certification leading to, 183–196.

*See also* PERM labor certification time after application for, 179

**PERM (Program Electronic Review Management) labor certification, 183–196**

- academic positions, special handling of, 194
- adjudication process, 196
- advantages and disadvantages, 183–184
- advertising requirements, 185–188
- appeal of denial, 196
- audits, 196
- backlogged processing, 184
- board certified or board eligible, 185, 194
- change of employer, effect of, 196
- contacting applicants and interview process, 192
- disadvantages of, 184
- EB-2 visas, 183–184
- employer's attestations, 190–191
- failure to complete training prior to starting position, 194
- family relationship of sponsor, 195
- full-time vs. part-time jobs, 194
- H-1B visas, 17, 135
- hiring both qualified candidate and immigrant candidate, 195
- Immigrant Petition for Alien Worker (Form I-140), 184, 189, 190, 196

- for J-1 visas, 17
  - language requirements, 193–194
  - layoffs and termination of employment, 234, 236–237
  - license requirements, 180, 185, 194
  - LPR status and, 149, 175–176, 180
  - minimum job requirements, 191, 192, 194
  - multiple worksites, 194–195
  - notice requirements, 188
  - permanent residency, leading to, 183–196
  - PNIW compared to, 183–184, 203–204
  - prevailing wages, 185, 186, 189–190, 195, 196
  - protected U.S. workers, 193
  - relocation of employer during process, 195
  - for residents and fellows, 193
  - rural health clinics, 185
  - self-employed physicians, 195
  - steps in process, 184–188
  - type of medical degree, 195
  - validity duration of PERM approval, 196
  - valid reasons to reject U.S. candidates, 191
  - wage requirements, 185, 189–190
- Persecution. *See* Hardship and persecution waivers**
- Petition for Alien Relative (Form I-130), 175**
- Petition for a Nonimmigrant Worker (Form I-129), 158, 162, 166, 243**
- Philippines**
- backlogged in EB-3 category, 174
  - Skills List, 44
- Physician National Interest Waivers (PNIWs), 197–204**
- adjustment of status before completion of service, 200
  - administrative processing, advantages of PNIW petition in cases of, 204
  - approved labor certification, 212
  - backlogged processing, 204
  - change of employers, 200
  - clinical work, 198
  - continuous service, 199–200
  - credit for work in shortage area prior to filing application, 199
  - definition of, 197
  - EB-2 visas, 197
  - employment contracts, 201
  - evidence, 212–214
  - five-year service requirement, 199–200
  - flex slots, 198
  - full-time vs. part-time jobs, 198
  - green-card strategy, 149–150
  - HPSAs and, 197–198
  - Immigrant Petition for Alien Worker (Form I-140), 199, 200, 201, 202, 203–204
  - J-1 three-year service and, 200
  - license requirement, 180
  - LPR status and, 180
  - Medically Underserved Areas, 197–198
  - mergers and acquisitions, 246–247
  - new employers, 214
  - no limits on number allowed, 198
  - PERM compared with, 183–184, 203–204
  - premium processing of I-140 petitions, 203
  - primary-care physicians, 201
  - proving completion of service, 203
  - same government agency letter for both J-1 waiver and PNIW, 202
  - self-employment, 202
  - self-petitions, 202, 246–247
  - shortage areas qualified for, 149–150, 197–198
  - specialties, 201
  - sponsoring government agencies, 198–199
  - state programs, 275–308
  - state restrictions, 202–203
- Pilot Program for EB-5 regional centers, 215**
- PNIW (State Physician National Interest Waiver) programs. *See* Physician National Interest Waivers; State Physician National Interest Waiver programs**
- Political and security-related hardships, 110**
- Political contributions, 220**
- Portability**
- adjustment portability, 234–235
  - of H-1B visas, 137–138, 230, 231
- Postgraduate Training Authorization Letters (PTALs), 7**
- Preliminary or transitional training program, 5**
- Premium processing, 13, 141–142, 184, 196, 203, 214, 232**
- Prevailing wages**
- H-1B visas, 126–127, 129–131
  - locum physicians, 252
  - OES database, 189
  - PERM labor certification, 185, 186, 189–190, 195, 196
- Primary-care physicians**
- ARC sponsorship, 82, 87
  - Conrad 30 waivers, 59–60
  - definition of primary care (by state Conrad 30 program), 319–356
  - definition of primary care (by state NIW program), 275–308
  - DRA waivers, 88, 89
  - employment contract requirements, 74, 84–86
  - graduate medical training programs, 6
  - HHS waivers, 72–73
  - IGA waivers, 70
  - MUAs, 57–58
  - NBRC, 95
  - one-year fellowship, HHS waiver and, 73
  - PNIW, 201
  - SCRC waivers, 93
- Prisons and jails, HPSA designation, 57**

**Program Electronic Review Management System. See PERM labor certification**

**Program Electronic Review Management System.**

*See* PERM labor certification

**Psychological hardships, 110**

**PTALs (Postgraduate Training Authorization Letters), 7**

**Public interest waivers, 69–105. *See also* Physician National Interest Waivers**

application contents for IGA waivers, 70–71

clinical waivers, 71–75

HHS clinical waivers, 71–75

HPSAs, 71

interested government agency waivers, rules governing, 50–51, 69–71. *See also* Interested government agency waivers

Medically Underserved Areas (MUAs), 71

research waivers, 76–80

VA, 98–104

**Public policy, hardship waivers, 110–111**

## Q

**Questionnaires**

for physician candidate, 255–256, 309–311

for physician employer, 255–256, 313–314

## R

**Reciprocity of licensing, state provisions, 275–308**

**Recruiting**

ARC waivers, 84

Conrad program waivers, 63, 319–356

DRA waivers, 89–90

HHS clinical waivers, 72, 74

NBRC, 96

PERM process, 183, 185–188

physician expectations, 257–258

re-recruitment for VA waivers, 104

role of recruiter, 255–258

SCRC waivers, 94

VA waivers, 99–100, 102–103

**Refugees, xxxii, 170**

**Religious workers, 174**

**Report of Medical Examination and Vaccination Record (Form I-693), 178**

**Reputation of attorney, 266**

**Researcher waivers, HHS, 76–80**

**Research scholars**

J-1 visas, 34

outstanding professors and researchers, 206, 209–211

**Resources and websites, 271–273**

**Return fare, 237**

**Revalidation of visa for trips to Canada, Mexico, and Caribbean islands, 37–38**

**Rural health clinics**

HHS clinical waivers, 71, 72

HPSA designation, 57–58

PERM qualifications, 185

state J-1 waivers, 61, 71

## S

**Same-sex spouses, family green card category, 171**

**Schooling for family members**

H-4 visas, 151–152

J-2 visas, 121

**SCRC. *See* Southeast Crescent Regional Commission**

**Secondary employers and H-1B workers, 238**

**Security clearances for visitor visa applications, 25–26**

**Self-employed physicians**

H-1B visas, 252

PERM labor certification, 195

PNIWs, 202

**Self-petitions**

Conrad 30 waivers, 65

PNIWs, 202

**Severance benefits, 232, 237**

**SEVIS (Student and Exchange Visitor Information System), 30, 158**

**Shortage areas. *See* Health Professional Shortage Areas; Medically Underserved Areas; Mental Health Professional Shortage Areas**

**Singaporean nationals, H-1B1 visas for, 146**

**Skills List, home-residency requirement (J-1 visa), 43–44, 47**

**SOAP (Supplemental Offer and Acceptance Program), 8**

**Social media presence, questions relating to, xxxi, 17, 48, 159, 176**

**Social Security Act, 72**

**Sociocultural hardships, 110**

**Southeast Crescent Regional Commission (SCRC), 69–70, 72, 87, 92–95**

**Special immigrant juveniles, 174**

**Specialties**

American Board of Medical Specialties, 1, 33

ARC waivers, 82–83

board certification, 1, 185, 194

change of specialties after arrival (J-1), 34

Conrad program waivers, 60, 319–356

DRA waivers, 88–89

extension of J-1 visa to sit for specialty board examination, 39

HHS clinical waivers, 72–73

- NBRC, 95
  - PNIWs, 201
  - requirements for practice in, 6
  - SCRC waivers, 93
  - transitional or preliminary program, 5–6
  - Specialty occupation, defined, 132–133**
  - Spillovers, 174**
  - Spin-offs. See Mergers and acquisitions**
  - Spouses. See Citizenship; H-4 visas for family members; J-2 visas for family members**
  - State Children's Health Insurance Program (SCHIP), 74**
  - State Department policies**
    - administrative processing, 22, 25–26
    - Foreign Affairs Manual*, 21–22, 54, 116
    - hardship or persecution waiver, 113
    - IGA waivers, 50–51, 69–71, 105
    - interview waiver policy, 163
    - medical residency programs, 21
    - stateside visa renewal pilot program, xxxii
    - stateside visa renewal pilot program, no longer available, xxxii, 164
    - VA waivers, 99
    - Visa Bulletin* giving wait times by visa categories, 174–175
  - Statement of Need, J-1 visas, 13, 30, 31**
  - State Physician National Interest Waiver (PNIW) programs, 149, 180, 183–184, 197–204, 211, 275–308**
  - States**
    - ARC constituents, 80–82
    - competitive states for Conrad 30 waivers, 67
    - Conrad 30 waivers chart, 319–356
    - DRA constituents, 87–88
    - licensing requirements, 8–9, 260, 275–308
    - SCRC constituents, 92–93
    - waiver availability, 67
  - Stateside visa renewal, 164**
  - Student and Exchange Visitor Information System (SEVIS), 30, 158**
  - Successors in interest, 242, 243, 246–248**
  - Supplemental Offer and Acceptance Program (SOAP), 8**
  - Supplement J, Form I-485, 234–235**
- T**
- Taxation, 120, 220, 221**
  - Teaching hospitals. See also Educational Commission on Foreign Medical Graduates; Medical residency programs**
    - classification of residents and fellows, 130
    - H-1Bs at, 130, 243
    - July 1 as start date of residency in, 243
    - qualifications for H-1B exemption, 146
    - termination of employment with, 230
  - Telemedicine positions, 65–66**
  - Temporary Protected Status (TPS), 148**
  - Termination of employment, 229–240**
    - adjustment portability, 234–235
    - change of status to visitor status, 231–232
    - employers' consequences, 236–239
    - extenuating circumstances requirement, 230–231
    - factors in determining, 237
    - falling out of legal status, 232–233
    - Form I-140 (Immigrant Petition for Alien Worker), 235–236
    - furloughs vs., 239
    - grace period after, 231, 233–234
    - H-1B dependency and, 237–238, 240
    - J-1 visas, implications for, 230
    - LPR status, effect on, 236
    - notice, 232, 237, 239
    - pending green card applications, 234
    - portability of H-1B visas, 137–138, 230, 231
    - strategies for preventing negative immigration consequences, 239–240
    - Supplement J, Form I-485, 234–235
    - unemployment compensation, eligibility for, 232
    - visitor visas, change of status to, 231–232
    - voluntary termination, 238
  - Third-party employers**
    - H-1B visas, 136–137
    - as sponsors, 64–65
  - TN visas**
    - alternative to H-1B status, 146
    - grace period, 140–141, 231, 233
  - TPS (Temporary Protected Status), 148**
  - Training program liaison (TPL), 30**
  - Transitional or preliminary training program, 5**
  - Translation of documents, 5, 162**
  - Travel in and out of United States**
    - adjustment of status application pending, 178–179
    - ECFMG and, 36–38
    - H-1B visa holders, 141
    - J-1 visa holders, 36–38
    - J-2 visa holders, 36–38, 121
    - J-2 visa holders remaining in United States while J-1 travels outside of United States, 121
    - leaving United States and re-entering in another nonimmigrant category, 46–47
    - mergers and acquisitions, effect on, 248
    - travel bans, xxxii, 47
    - visa revalidation for certain trips outside United States, 37–38
  - Trump policies, xxxi–xxxiii**
    - on TPS, 148

## U

**Unemployment compensation, 232, 236**

**United States Departments. See name of specific department**

**United States Medical Licensing Examination (USMLE)**

- Canadian physicians, 260
- defined, 2
- fee schedule, 5
- graduate medical training, 2–5
- H-1B visa requirements, 3, 133–134
- J-1 visa requirements, 3, 13, 29, 133–134
- Mini-Clinical Evaluation Exercise (Mini-CEX), 4
- pathways to qualification, 3–4
- state requirements, 275–308
- VA waiver applications, 102

**University professors, 206, 209–211**

**U.S., Mexico and Canada Agreement (USMCA), 146**

**USCIS M-274 Manual, H-1B portability, 138**

**USCIS regional service centers, 215**

## V

**VA Form 5-4682, 102**

**VA Form 10-2850, 102**

**Veterans Administration, 71**

**Veterans Affairs Department (VA), 69–70, 98–104, 198**

**Veterans Integrated Service Network, 103**

**Visa Bulletin, 174–175, 184, 187**

**Visa Electronic Application (Form DS-260), social media identifier, 176**

**Visa Qualifying Examination, 29**

**Visa renewal, stateside, 164**

**Visa revalidation, 37–38**

**Visa Waiver Program (VWP), 19–20, 157**

**Visitor visas (B-1 for business, B-2 for tourism), 19–27**

- administrative processing, 22, 25–26
- after the interview, 25–26
- application process, 22–23
- approval of applications, 25
- change of status, 27
- consular processing, 164–166
- denial of applications, 25
- documents to present at U.S. consulate or port of entry, 23–24, 164–167
- elective clerkships, 21

Electronic System for Travel Authorization, 20, 26, 27

entry stamp, 27

EVUS, 26

exceptions, 19–20

extension of stay, 27

Form DS-160 (Online Nonimmigrant Visa Application), 22–23, 35, 153, 158–161, 165

Form I-94 (Arrival Departure Record), 26–27

Form I-539 (Application to Extend/Change Nonimmigrant Status), 27, 116–117, 153, 154

H-1B visa seeking change of status to, 231–232

interviews, 24–25

legitimate reasons for, 21–22

multiple entries, 21

observership applicant, 22

photograph for, 23

port-of-entry interview, 26–27

residency, interviewing for, 21

USMLE steps, completion of, 21

validity duration, 21

Visa Waiver Program, 19–20, 157

wait time for processing applications, 22

**Voting rights, 219**

**VWP (Visa Waiver Program), 19–20, 157**

## W

**Wages. See Prevailing wages**

**Waiver Review Division, 107–108, 111**

**Waivers. See also Conrad 30 waivers; Hardship and persecution waivers; Interested government agency (IGA) waivers; Physician National Interest Waivers; Public interest waivers; Recruiting; Specialties**

IGA flowchart, 315–316

J-1 visa holders, 3, 12, 15, 17, 45–46, 50–51, 105. *See also specific waiver*

medically underserved community work, 18

Veterans Affairs, 98–104

Visa Waiver Program, 19–20, 157

**WFME (World Federation for Medical Education), 4**

**World Federation for Medical Education (WFME), 4**