

U.S. WORK VISAS INFO & MORE

AN INTERNATIONAL STUDENTS GUIDE TO LEARNING THE
BASICS OF WORK VISAS AND SPONSORSHIP

*This guide was created by Student Government students in
Oct 2023 and shall not substitute legal advice. All mentioned
policies and eligibility criteria are subject to change.*



INTRODUCTION

This booklet was created on Oct 2023 by SG Tampa Executive to our international students.

All the discussed policies and eligibility criteria are subject to change.

The information provided goes over temporary and immigrant work visa paths that may or may not require employer sponsorship. **These are options beyond Optional Practical Training (OPT).**

OPT is a temporary employment option available to students on an F-1 student visa. OPT is extremely flexible and can allow you to change or have multiple employers. That might not be the case for some of the traditional visas presented in this booklet.

The USF Office of International Services provides extensive support and information on both OPT and Curricular Practice Training (CPT) to all international students enrolled.

Please make sure to visit their official website at:

www.usf.edu/world/international-services/

SG TAMPA

Student Government Tampa Executive is an organization comprised of over 70 student workers distributed across the Governor's Cabinet and our four agencies: Bulls Media, Bulls Student Advisor, Computer Services, and SAFE Team.

Our team has developed this booklet in collaboration with multiple stakeholders, in addition to licensed immigration attorneys.

We value your feedback and would like to hear your stories. Stay connected!



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NON-IMMIGRANT VS. IMMIGRANT WORK VISAS

1 NON-IMMIGRANT WORK VISAS

Are **temporary**; meaning that they are not a direct path to US Citizenship. In other words, these visas do not necessarily lead to a Green Card and are only used for a specific purpose (in this case, linked to a specific offer or entity). Below are different work-related non-immigrant visas:

- **H-1B Visa** = Requires specialized skills; at least a bachelor's degree or equivalent.
- **H-2A Visa** = Performs agricultural labor/services for a certain period or season.
- **H-2B Visa** = Temporarily fills a job for a limited time.
- **L-1A Visa** = Transfers manager/executive from an affiliated office overseas to an office in the US.
- **L-1B Visa** = Transfers knowledgeable employee from an affiliated office to an office in the US.
- **O-1 Visa** = Possess extraordinary achievements and are experts in their field.

These visas are specific to US-based employment. Unlike the B-1 business visa, which allows internationals to stay in the US for up to 90 days in short-term business activities such as negotiations and conferences, these visas need an Employment Authorization Document.

1.2

There also are **country-specific** visas, including **TN** (Mexico and Canada), **E3** (Australia), and **H1-B1** (Chile and Singapore). More information for each type of this can be accessed on the official USCIS website through the links below:



TN - www.uscis.gov/working-in-the-united-states/temporary-workers/tn-nafta-professionals

E3 - www.uscis.gov/working-in-the-united-states/temporary-workers/e-3-specialty-occupation-workers-from-australia

H1-B1 - www.dol.gov/agencies/whd/immigration/h1b1

Premium Processing is available for TN and H1-B1 visas; which leads to the USCIS making their decision in as little as 15 days. This is offered at an additional charge (about \$3960).

More information can be accessed in the USCIS website at:

www.uscis.gov/forms/all-forms/how-do-i-request-premium-processing.

NON-IMMIGRANT VS. IMMIGRANT WORK VISAS

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IMMIGRANT WORK VISAS

With these visas, you can become a legal permanent resident (Green Card Holder). This means that a person who receives this type of visa can be sponsored by an employer to work/live permanently in the US. Alternatively, some of these visas might be family-sponsored, granted through a diversity lottery, or even self-petition-based. We will mainly be focusing on employment-based and self-petition visas. Below are the different EB immigrant visa types:

- **EB-1 Visa** = You must meet certain criteria to qualify in these categories: extraordinary abilities in their field, outstanding professors/researchers, or certain multinational managers/executives
- **EB-2 Visa** = You must meet certain criteria; and either possess a master's degree or higher, a bachelor's degree with at least 5 years of relevant experience, or have an exceptional ability.
- **EB-3 Visa** = You must meet certain criteria and must fall within these categories: Skilled workers (at least 2 years of work experience), Professionals (bachelor's), or Unskilled workers. This is the most likely visa a student can get after graduation out of these three types.

2.2

Other Employment-Based Visas include EB-4 ("special immigrant") and EB-5 (which focuses on investors).

For more information for each of these, you can access:



EB-4 – www.uscis.gov/working-in-the-united-states/permanent-workers/employment-based-immigration-fourth-preference-eb-4

EB-5 – www.uscis.gov/working-in-the-united-states/permanent-workers/eb-5-immigrant-investor-program

Generally speaking, when an employer is willing to provide visa sponsorship, they'll cover most of the cost involved. In terms of the longevity of the visa, the temporary work visa can last up to 3 years (and could be renewed 2-3 times), while the immigrant visa is permanent; meaning that after a set period of time (which can vary from 5 to 10 years), you may become a Green Card holder.

WHICH VISA COULD WORK THE BEST FOR ME?

Would you like a **work visa** or **permanent residency**?

Work
Visa

Do you have
specialized skills?

Yes

H-1B,
L-1 or
O-1

No

H-2A,
H-2B

Permanent
Residency

Do you have
extraordinary skills?

Yes

EB-1a,
EB-2c,
EB-3a,
EB-3c

No

EB-1b,
EB-1c,
EB-2a,
EB-2b,
EB-3b

Education is
required for
these.

SPECIALIZED VS. EXTRAORDINARY SKILLS

***Specialized** skills often refer to a higher-education degree. Each type of visa has its own definition of **extraordinary** skills. Please visit each specific visa type to find out more information about the specific criteria.*

HOW TO APPLY FOR EACH VISA

NON-IMMIGRANT VISAS

H-1B

SPECIALTY OCCUPATIONS



www.uscis.gov/working-in-the-united-states/h-1b-specialty-occupations

This is the most common type of work visa. It is for individuals who possess at least a bachelor's degree. There is a visa cap: as of 2023, for example, 65,000 H-1B visas are being handed out and an additional 20,000 H-1B visas are available for those with advanced degrees. Holders of this visa type can stay up to 3 years in the US, with the possibility of being extended for 3 additional years. As of 2022, about 758,994 eligible people applied electronically for this type of visa but only 110,791 were granted this visa. It is important to maintain legal status in the US throughout the H-1B application process.

Application Process

After having a valid job offer and proof of a bachelor's degree, you can register for the H-1B lottery (which costs \$10). Some H-1B cases do not involve the lottery process (see note below). If selected, then your employer would be helping out with the process. They would submit the Labor Condition Application (LCA), which essentially states that your wage and working conditions are the same as any other employee. After that, your employer would submit Form I-129 (which is the petition for a nonimmigrant worker). They would submit both documents through USCIS. When the documents are approved by USCIS, they would issue a Form I-797 (think about it as a receipt of confirmation from them). You can track your case status with the receipt number that they provide by visiting the official website at: <https://egov.uscis.gov/>

If you are outside of the US at the time everything is approved, you would need to fill out Form DS-160 (Online Nonimmigrant Visa Application). After that, you will pay an application fee and schedule an interview with your local US embassy/consulate. At the interview, you would need to present your passport, printed Form DS-160 confirmation page, copy of approved I-129 petition and form I-797, receipts of paid application fees, a letter from the employer stating your job description, a passport-sized photo of you, resume, and your diplomas/certifications. Depending on your circumstances, they may require you to bring additional documentation. **Remember: In order to start this process, you need to have a job offer.**

There is a **Cap Exempt** H-1B in certain organizations. This means that you will not go through the lottery process. Therefore, if you get a job offer, then your H-1B visa is guaranteed (should every other step of the process be approved). Some of these employers include non-profits that are affiliated with higher education institutions, governments, research organizations, and universities. Please check with your possible employer if you qualify for this exemption.

Premium Processing is available for H-1B visas; which leads to the USCIS making their decision in as little as 15 days. This is offered at an additional charge (about \$4260). More information can be accessed in the USCIS website: www.uscis.gov/forms/all-forms/how-do-i-request-premium-processing.

H-2A

TEMPORARY AGRICULTURAL WORKERS



www.uscis.gov/working-in-the-united-states/temporary-workers/h-2a-temporary-agricultural-workers

This visa is specific for agricultural workers and is reviewed on a case-by-case basis for one-time occurrences, seasonal needs, or intermittent needs for labor. There are two types of work that holders of this visa can do: seasonal (meaning that it depends on a certain time of year) or temporary (meaning that the job lasts no more than a year). There are three application types: standard, emergency, and immediate need.

Application Process

The first step of the standard H-2A process is to apply for a job with a local State Workforce Agency since this visa is also dependent on an employment offer. After that, the applicant files for a temporary labor certification from the US Department of Labor (DOL). If the DOL accepts, then the employer files Form I-129 and petitions for the visa through USCIS. If approved by the USCIS and outside the US, then the applicant would need to have an interview with the respective local US embassy/consulate and present all proper documentation outlined on the official USCIS website. After everything is approved, you must arrive and depart on the given dates – failure to adhere to the dates can affect your immigration status.

H-2B

TEMPORARY NON-AGRICULTURAL WORKERS



www.uscis.gov/working-in-the-united-states/temporary-workers/h-2b-temporary-non-agricultural-workers

This type of visa is for non-agricultural workers and can be used for a wide range of temporary jobs. Holders of this visa may fill a job for a limited time or have a seasonal job. Examples of seasonal jobs include but are not limited to tourism and hospitality jobs (during peak season). Holders can stay up to 3 years in the US.

Application Process

Application Process – The application process is quite like the H-2A visa type. More information can be seen on the USCIS website above.

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L-1A

INTRACOMPANY TRANSFEREE EXECUTIVE OR MANAGER



www.uscis.gov/working-in-the-united-states/temporary-workers/l-1a-intracompany-transferee-executive-or-manager

This type of visa allows managers and executives to make an intracompany transfer. The number of years that are initially granted with the visa is dependent on how long the company has been established in the US. New companies typically grant one year, while existing companies can grant up to 3 years. There's the possibility of it being extended for 4 additional years.

Application Process

First of all, you need to have a transfer offer from your company to the affiliated firm in the US. Then, your company would submit Form I-129 (which is the petition for a non-immigrant worker) to USCIS. Once the documents are approved by USCIS, they would issue a Form I-797 (think about it as a receipt of confirmation from them). After that, you would need to fill out Form DS-160 (Online Nonimmigrant Visa Application), pay your visa application fee, and schedule an interview with your local US embassy/consulate. At the interview, you would need to present all of the documents outlined on the USCIS website. This might include but is not limited to your passport, printed Form DS-160 confirmation page, copy of approved I-129 petition and Form I-797, proof that you worked with the employer for at least 1 year in the past 3 years, your supervisor's and 2 coworkers' contact information, receipts of paid application fees, a letter from employer stating your job description, a passport-sized photo of you, resume, and photos of your workplace. They may require you to bring additional documentation, depending on your circumstances. Remember: To start this process, you need to have your transfer offer.

L-1B

INTRACOMPANY TRANSFEREE WITH SPECIALIZED KNOWLEDGE



www.uscis.gov/working-in-the-united-states/temporary-workers/l-1b-intracompany-transferee-specialized-knowledge

This type of visa is for intracompany transferees who possess specialized knowledge about the company's operations (such as products, processes, and technologies). Holders can be initially granted 3 years in the US, with the possibility of being extended for 2 additional years.

Application Process

The application process is quite like the L-1 A visa type. More information can be found at the USCIS website above.

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O-1

INDIVIDUALS WITH EXTRAORDINARY ABILITY OR ACHIEVEMENT



www.uscis.gov/working-in-the-united-states/temporary-workers/o-1-visa-individuals-with-extraordinary-ability-or-achievement

There are multiple ways that this visa type can be achieved. You will need to have an extraordinary ability in sciences, education, business, athletics (O1-A), or the arts (O1-B). Due to the level of complexity that this visa type holds, it is recommended that you hire an immigration lawyer to help you with the process. However, you can check the criteria requirements on the USCIS website above. Holders of this visa can stay in the US for up to 3 years, and it can be extended. Below is a general application process that encompasses both O1-A and O1-B

Application Process

Similarly to other temporary visas, your employer/agent would fill out Form I-129 (which is the petition for a nonimmigrant worker) and submit it to USCIS. When USCIS reviews and approves the petition, you will need to fill out [Form DS-160](#) (Online Nonimmigrant Visa Application). After that, a visa fee is required to be paid. Then, you would need to schedule an interview at your local US embassy/consulate. At the interview, you would need to present your passport, printed Form DS-160 confirmation page, copy of approved USCIS decision (I-797 Approval Notice), receipts of paid application fees, proof of your abilities (such as awards, publications, significant contributions to the field, or other achievements), work contract, written consultation of someone/group that has expertise in your field, list of activities/events that you'll participate (with an itinerary), confirmation of the interview, and a passport-sized photo of you.

Premium Processing is available for O-1 visas; which leads to the USCIS making their decision in as little as 15 days. This is offered at an additional charge (\$2500 +). More information can be accessed on the USCIS website: www.uscis.gov/forms/all-forms/how-do-i-request-premium-processing.

DID YOU KNOW?

Federal Student Government offers **Free Immigration Legal Aid** with a licensed attorney. Contact sg-solicitorgeneral@usf.edu to book an appointment and for more information.

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HOW TO APPLY FOR EACH VISA

IMMIGRANT VISAS

The application process varies for immigrant work visas. This is due to having different categories of employment-based and self-petition immigration processes (EB-1, EB-2, EB-3) and different sub-categories within each type. Furthermore, you **must have an immigration lawyer** to help navigate the complexities of the process by preparing a strong case and understanding the specific criteria.

Below is general information about the application process for each of them, but this shall vary on a case-by-case basis:

EB-1

FIRST PREFERENCE IMMIGRATION VISA CLASS



www.uscis.gov/working-in-the-united-states/permanent-workers/employment-based-immigration-first-preference-eb-1

Extraordinary Abilities (EB-1a, also called E11)

The achievements must be so extensive/globally recognized that they do not need an employment offer for the visa, meaning that the applicant can qualify for self-petition. You would need to meet the criteria for the visa, which can be accessed in the USCIS link. Some of these criteria include but are not limited to awards, memberships to prestigious associations, and publications. For the application process, you can file Form I-485, which is the Application to Register Permanent Residence or Adjust Status – your self-petition. Since you are not being sponsored, you would have to pay for the filing, which costs \$700. You would need to hire a lawyer to help you out in the process since an employer will not be sponsoring (therefore helping) you out in this process.

Outstanding Professors/Researchers (EB-1b, also called E12)

You must have at least three years of experience and prove that the reason to come to the US is to either teach at a university or to engage in research. You would also need to meet the criteria for the visa, which can be accessed in the USCIS link. Some of these criteria include but are not limited to awards, memberships to prestigious associations, and publications. Then, your employer obtains labor certification and files the required forms (such as Form I-140) and petitions; all of which are submitted to USCIS. Note: Since you're sponsored by an employer, you will not be paying the Form I-140 fee. After that, USCIS will evaluate and let you know if it was approved or not. You may need to do an interview with your local US embassy/consulate.

Certain Multinational Managers/Executives (EB-1c, also called E13)

Your employer must have had its firm in the US for at least a year. The process works by having a work offer to work at an affiliate branch of your company in the US, and then they'll fill out your Form I-140 along with other paperwork. Note: since you're sponsored by an employer, you will not be paying the Form I-140 fee. After this, they submit the paperwork to the USCIS and will let you know if it was approved or not. They may send a Request for Evidence, though this is not always the case. This type of visa is typically used to change from a non-immigrant visa to an immigrant visa; though it can be obtained through consular processing. You may need to do an interview with your local US embassy/consulate.

Premium Processing is available for EB-1 visas; which leads to the USCIS making their decision in as little as 15 days. This is offered at an additional charge (around \$1,440).

More information can be accessed on the USCIS website:

<https://www.uscis.gov/forms/all-forms/how-do-i-request-premium-processing>

EB-2

SECOND PREFERENCE IMMIGRATION VISA CLASS



www.uscis.gov/working-in-the-united-states/permanent-workers/employment-based-immigration-second-preference-eb-2

Advanced Degree (EB-2a, can also be referred to as E21)

The first qualification for this visa is to have an advanced degree (meaning a degree earned after a bachelor's) OR have a bachelor's degree and five years of experience. More information on this can be seen in the USCIS link. Additionally, a job offer is required for this type of visa. Your employer would need to submit a Program Electronic Management Review (or PERM for short), and once that's approved; they'll submit Form I-140 and any other required documentation to USCIS. After that, you'll receive a Form I-797 which works like a receipt and is needed in the next step; which is to do an interview with your local US embassy/consulate. The specific documentation that you'll bring to an interview varies on a case-by-case basis; but typically speaking, some of the required things include proof of education, passport, approved petitions/forms, your Form I-797, along with other things.

Exceptional Ability (EB-2b, can also be referred to as E21)

You would need to demonstrate exceptional ability, which is to have a specialized degree and expertise that meets the following criteria, which can be found in the USCIS link. Some of the criteria include but are not limited to diplomas, membership in professional associations, and awards. Note: A job offer is required for this type of visa. Your employer would need to submit a Program Electronic Management Review (or PERM for short). Once that's approved, your employer submits Form I-140 and any other required documentation to USCIS. After being approved by the USCIS, you'll receive a Form I-797. This will be needed in the next step, which is to do an interview with your local US embassy/consulate. The specific documentation that you'll bring to an interview varies on a case-by-case basis; but typically speaking, some of the required things include proof of education, passport, approved petitions/forms, your Form I-797, along with other things.

National Interest Waiver (EB-2c)

The National Interest Waiver (NIW) replaces the job offer and labor certification requirements. This means that employer sponsorship is not necessary, meaning that the applicant qualifies for self-petition. Thus, the process involves filing Form I-485, which is the Application to Register Permanent Residence or Adjust Status. The criteria are somewhat similar to the other EB-2 visas; with information about it that can be found via the USCIS link. You would need to hire a lawyer to help you out in the process since an employer will not be sponsoring (therefore helping) you out in this process.

Premium Processing is available for EB-2a and EB-2b visas; which leads to the USCIS making their decision in as little as 15 days. This is offered at an additional charge (around \$1,440).

More information can be accessed on the USCIS website:

<https://www.uscis.gov/forms/all-forms/how-do-i-request-premium-processing>

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EB-3

THIRD PREFERENCE IMMIGRATION VISA CLASS



www.uscis.gov/working-in-the-united-states/permanent-workers/employment-based-immigration-third-preference-eb-3

For this visa class, employers and lawyers are the ones who handle most of the visa application process. Thus, information about the application process is limited.

Another useful site for additional information on EB-3 is the website: *Boundless*:

www.boundless.com/immigration-resources/eb-3-visa-explained

Generally speaking, how the EB-3 visa process works is that your employer would need to submit a Program Electronic Management Review (PERM). After a labor certification is approved, your employer will submit your Form I-140 to USCIS. The step after USCIS approval depends on your circumstances. If residing outside the US, you'll need to set up an interview with a US Consulate or Embassy. If you're a visa holder, you'll need to file Form I-485 so you can change your current visa to a permanent one. The EB-3 visa types are outlined below:

Skilled Workers (EB-3a)

In order to qualify, you must have at least 2 years of job experience, and meet the job qualifications. Education may substitute the required years of work experience needed in some cases. A job offer is required to start the process.

Professionals (EB-3b)

The qualifications for this type of visa include possessing at least a bachelor's degree. A job offer is required to start the process.

Unskilled (EB-3c)

Proof that you have the ability to perform unskilled labor, and said labor must require less than two years of experience or training. A job offer is required to start the process.

Premium Processing is available for EB-3 visas; which leads to the USCIS making their decision in as little as 15 days. This is offered at an additional charge (around \$1,440).

More information can be accessed on the USCIS website:

www.uscis.gov/forms/all-forms/how-do-i-request-premium-processing

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HOW DO I FIND COMPANIES THAT COULD SPONSOR ME?

Finding a company that sponsors international students is difficult. Some job sites also have a filter option in which you can specifically look for jobs in which sponsorship is available and/or if a company is open to hiring candidates with CPT or OPT. Some of these sites include LinkedIn, Indeed, Handshake, Career Shift, and GoinGlobal.

Your Career Shift and GoinGlobal accounts are free through USF. To access it, go to the USF Center for Career & Professional Development's website:



USF CENTER FOR CAREER & PROFESSIONAL DEVELOPMENT

Finding an Internship/Job Resources

careers.usf.edu/resources/page/2/?shared_category=search-for-a-job-internship

TOP COMPANIES THAT SPONSOR

In the next pages, you will find a list of companies that could possibly sponsor for most common degree types, per myvisajobs.com

Table Key:

B = Bachelor's

M = Master's

Eng = Engineer(ing)

Temp = Temporary

Dev = Development or Developer

Admin = Administration

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TOP COMPANIES THAT SPONSOR

Company Name	Top 3 Visa Types	Most Common Degree Type	Top 3 Major Fields	Top Positions for Both Temp + Permanent Visas	Top Engineering Major Types
Accenture	H-1B, L-1, H-4	B	Eng, CS, IT	-	Computer, Electronic, Mechanical
Adobe	H-1B, L-1, F-1	M	CS, Business Admin, Eng	Software Dev, Machine Learning Eng	Computer, Electronic
Advanced Micro Devices	H-1B, L-1, F-1	M	Electrical Eng, Computer Eng, CS	Silicon Design Engineers	Also, Electronics
Amazon	H-1B, L-1, TN	M	CS, Eng, Business Admin	Architect, Software Dev Eng	Computer, Electrical, Electronic
Amazon Data Services	H-1B, L-1, TN	M	CS, Eng, Business Admin	Software Dev Eng, Network Dev Eng	Electrical, Mechanical, Computer
Amazon Development	H-1B, F-1, L-1	M	CS, Eng, Business Admin	Software Dev Engs	Computer, Electrical
Amazon Web Services	H-1B, L-1, F-1	M	CS, Eng, Business Admin	Software Dev Engineering, Professional Service	Computer, Electrical, Electronic
American Express Travel Related Services	H-1B, L-1, TN	B	Eng, CS, Information Systems	Senior Eng, Engineers	Computer, Electronic, General
Anthem	H-1B, H-4	B	CS, Eng, IT	Senior Eng, System Analyst Advisor	Electronics, Electrical, Computer
Apple	H-1B, L-1, O-1	M	Eng, CS, Business Admin	Software Dev Eng, Asic Design Eng	Electrical, Computer, Electronic
Atos Syntel	H-1B, H-4, L-1	B	CS, Electronic Eng, Computer Eng	Project Managers	-
Bank of America	H-1B, L-1, Parolee	M	CS, Eng, IT	Quantitative Finance Analyst, Assistant VP	Computer, Electronic
Barclays Services	H-1B, L-1, E-2	B	Eng, CS, IT	Full Stack Dev, Software Dev	Computer, Electronic
Blackrock Financial Management	H-1B, L-1, TN	M	CS, Eng, Finance	VP, Associate	Computer, Financial
Boston Consulting Group	H-1B, L-1, F-1	M	Business Admin, Finance, Management	Data Scientists	-
Capgemini	H-1B, L-1, H-4	B	Computer Applications, CS, IT	Applications Consultant, Manager	-
Capital One	H-1B, L-1, F-1	M	CS, Eng, Business Admin	Sr Software Eng, Sr Manager	Electronic, Computer
Cerner Corporation	H-1B, F-1	M	CS, Computer and Electrical Eng	-	Software
CGI Technologies	H-1B, L-1, H-4	B	Computer Applications, CS, Eng	Software Dev, Software Eng	Computer, Electronics
Charles Schwab	H-1B, E-3, TN	B	CS, Eng, IT	Software Dev, Software Application Eng	Computer, Electronic
Charter Communications	H-1B, L-2, TPS	M	Eng, CS, Computer Applications	Principal Eng	Electrical
Cisco Systems	H-1B, L-1, F-1	M	Eng, CS, Business Admin	Software Eng, Tech Consulting Eng	Computer, Electrical, Electronic
Citibank	H-1B, L-1, E-3	B	Business Admin, Eng, Economics	Application Dev Tech Analyst	Computer, Electronic
Cognizant Technology	H-1B, L-1, Parolee	B	Eng, CS, IT	Manager, Analyst	Electronic, Computer
Comcast Cable Communications	H-1B, F-1, L-1	M	CS, Eng, Computer Applications	Engineer; Software Development	Electrical, Computer
Compunnel Software	H-1B, F-1, H-4	B	CS, Computer Applications, IT	Software Dev, System Analyst	-

TOP COMPANIES THAT SPONSOR

Company Name	Top 3 Visa Types	Most Common Degree Type	Top 3 Major Fields	Top Positions for Both Temp + Permanent Visas	Top Engineering Major Types
Cummins	H-1B, L-1, TN	M	Mechanical / Electrical Eng, Business	Product Eng, Electronic System Eng	Industrial
Dell USA	H-1B, L-1, TN	M	Business Admin, CS, Eng	Software Eng	Computer, Electronic, Electrical
Deloitte & Touche	H-1B, L-1, TN	M	Accounting, Business Admin, Info Systems	Advisory Sr Consultant, Audit + Assurance Assistant	-
Deloitte Consulting	H-1B, L-1, Parolee	B	Eng, Business Admin, CS	Sr Consultant, Solution Specialist	Computer, Electronic
Deloitte Tax	H-1B, L-1, G4	M	Accounting, Taxation, Econ	Tax Senior, Tax Manager	-
Doordash	H-1B, F-1, TN	M	CS, Eng, Business Admin	Software Eng, Data Scientist	Computer, Software
Ebay	H-1B, L-1, H4	M	CS, Eng, Business Admin	Software Engineers	Software, Computer
Ernst Young	H-1B, L-1, TN	M	Accounting/ Finance, CS, Business Admin	-	-
Expedia	H-1B, L-1, TN	M	CS, Eng, Business Admin	Software Eng, Data Scientist	Computer, Electronic, Electrical
Fis Management	H-1B, L-1, TN	B	Eng, CS, IT	Programmer Analyst, Software Eng	Computer, Electronic
Fiserv Solutions	H-1B, L-1, H4	B	Computer Applications, Eng, CS	Application Analyst, Software Dev	Computer, Electrical
Ford Motor Company	H-1B, L-1, F1	M	Mechanical / Computer Engineering, CS	Product Development Engineer	Electrical
General Motors Company	H-1B, L-1, TN	B	Eng, Business Admin, CS	Software Eng, Design Release Eng	Mechanical, Electrical
Goldman Sachs	H-1B, L-1, H1B1	M	CS, Business Admin, Finance	VP, Extended Managing Director	-
Goldman Sachs Services	H-1B, L-1, Parolee	M	CS, Eng, Info Systems	VP, Analyst	Computer, Electronic
Google	H-1B, F-1, L1	M	CS, Eng, Business Admin	Software Eng, Program Specialist	Electrical, Computer
HCL America	H-1B, L-1, H4	B	Eng, CS, IT	Programmer Analyst, System Analyst	Electronic, Computer
Hexaware Technologies	H-1B, L-1, H4	B	Eng, CS, Info Systems	Technical Architect, System Analyst	Computer, Electronic
IBM	H-1, L-1, F-1	B	Eng, CS, Business Admin	Software Dev, Application Architect	Computer, Electronic
InfoSys	H-1B, L-1, H4	B	Eng, CS, IT	Technology Lead, Project Manager	Electronic, Computer
Intel	H-1B, F-1, L1	M	Eng, CS, Chemistry	Component Design Eng, Process Eng	Electrical, Computer
Intuit	H-1B, L-1, H4	M	CS, Eng, Business Admin	Software Engineers	Computer, Software, Electronic
JP Morgan Chase	H-1B, L-1, TN	B	Eng, CS, Business Admin	Software Engineers	Computer, Electronic
Kforce	H-1B, F-1, TN	B	CS, Computer Applications, IT	Software Developers	-
KPMG	H-1B, L-1, O1	M	Accounting, Business Admin, CS	Managers	-

TOP COMPANIES THAT SPONSOR

Company Name	Top 3 Visa Types	Most Common Degree Type	Top 3 Major Fields	Top Positions for Both Temp + Permanent Visas	Top Engineering Major Types
L&T Technology Services	H-1B, L-1	B	Mechanical / Electronic / Electrical Eng	Design Eng, Software Eng	-
Larsen & Toubro Infotech	H-1B, L-1, L-2	B	CS, Information Systems, Eng	Software Dev, Computer Systems Analyst	Electrical, Computer, Electronic
LinkedIn	H-1B, F-1, L1	M	CS, Eng, Business Admin	Software Engineers	Computer, Software, Electrical
Mastech Digital Technologies	H-1B, F-1, H4	B	Eng, CS, IT	Software Developers	Computer, Electronic
Mastercard International	H-1B, L-1, H4	M	CS, Eng, Business Admin	Software Engineers	Electrical, Computer
McKinsey & Company	H-1B, L-1, F1	M	Business Admin, CS, Business Analytics	Engagement Manager, Business Analyst	-
Meta Platforms (Facebook Inc.)	H-1B, F-1, L1	M	CS, Eng, Business Admin	Eng, Research Scientist, Data Scientist	Computer, Electrical
Micron Technology	H-1B, L-1, F1	M	Electrical / Chem / Electronic Eng	Design Eng, Process Eng	Mechanical, Industrial
Microsoft	HI-B, L-1, F1	M	CS, Eng, Business Admin	Software Eng, Program Manager	Computer, Electrical, Electronic
Mindtree	H-1B, L-1, F1	B	CS, Engineering, Information Systems	Technical Lead, Technical Manager	Electronics, Computer
Morgan Stanley Services	H-1B, L-1, H4	M	Eng, CS, Business Admin	VP, Associate, Analyst	Computer, Electronics
Mphasis Corporation	H-1B, L-1	B	Computer Applications, Engineering, IT	-	Computer, Electronics
Nike	H-1B, L-1, H4	B	CS, Business Admin, IT	Software Engineers	-
Ntt Data	H-1B, L-1, H4	B	CS, Information Systems, Eng	Software Dev Specialist	Electronics, Computer, Mechanical
Nvidia Corporation	H-1B, F-1, L1	M	Electrical / Computer Engineering, CS	Software Engineers	Mechanical
Oath Holdings	H-1B, L-1, H4	M	CS, Eng, Info Systems	Software Dev Engineers	Computer, Software, Electronics
Optum Services	H-1B, L-1, H4	M	CS, Eng, IT	Software Engineers	Electronics, Electrical
Oracle America	H-1B, L-1, F1	M	CS, Eng, Info Systems	Software Dev, Application Developer	Computer, Electrical, Electronic
Paypal	H-1B, L-1, F1	M	CS, Eng, Business Admin	Software Eng	Computer, Electrical, Software
PwC Advisory Services	H-1B, L-1, TN	M	Business Admin, Eng, MIS	Advisory Managers	Computer, Electronic
PwC LLP	H-1B, L-1, E3	M	Accounting, Business Admin, Finance	Sr Associate, Assurance Sr Associate	-
Qualcomm	H-1B, L-1, F1	M	Eng, CS, Telecommunications	Software Eng, Senior Engs	Electrical, Computer, Electronic
Randstad Technologies	H-1B	B	Eng, IT, CS	Software Dev, QA Engineer	Computer, Electronic
Rivian Automotive	H-1B	M	Mechanical / Electrical Eng, CS	-	Automotive and Industrial
Salesforce	H-1B, L-1, F1	M	CS, Eng, Business Admin	Software Engineers	Computer, Electrical, Electronic
Servicenow	H-1B, L-, H4	M	CS, Eng, Business Admin	Software Eng, Sr Tech Support Eng	Computer, Software, Electrical

TOP COMPANIES THAT SPONSOR

Company Name	Top 3 Visa Types	Most Common Degree Type	Top 3 Major Fields	Top Positions for Both Temp + Permanent Visas	Top Engineering Major Types
Slalom	H-1B, TN, O1	M	Eng, CS, Business Admin	Tech Consultant, Solution Architect	Computer, Electronic
Synechron	H-1B, L-1, H4	B	Computer Applications, Eng, CS	-	Computer, Electronic
Tata Consultancy	H-1B, L-1, H4	B	Eng, IT, CS	-	Computer, Electronic
Tech Mahindra (Americas)	H-1B, L-1, Parolee	B	CS, Eng, Info Systems	-	Electronics, Electrical, Computer
Tesla	H-1B, L-1, E3	M	Mechanical / Electrical Eng, CS	Software Development Engineers	Industrial
T-Mobile	H-1B, H-4, F1	M	CS, Eng, Business Admin	Sr Eng, Software Eng.	Electronics, Electrical, Computer
Uber Technologies	H-1B, L-1, TN	M	CS, Eng, Business Admin	Software Eng, Data Scientist	Computer, Electrical
US Bank National Association	H-1B, TN, F-1	M	CS, Computer Applications, Eng	Application Dev, Agile Software Dev	Computer, Electronic
Ust Global	H-1B, L-1, H4	B	Computer Applications, Technology, Info System	System Analyst, Software Architect	-
Virtusa	H-1B, L-1, TN	B	CS, Eng, IT	QA Eng	Electronics, Computer
VM Ware	H-1B, L-1, E3	M	CS, Eng, Business Admin	Member of Tech Staff, Staff Eng	Computer, Electrical, Software
Walmart	H-1B, L-1, F1	M	CS, Eng, IT	Software Eng	Computer, Electronic
Wayfair	H-1B, F-1, TN	M	CS, Eng, Business Admin	Software Eng	Computer, Management
Western Digital Technologies	H-1B, F-1, L1	M	Eng, CS, Business Admin	Sr Eng, Industrial Eng, Principal Eng	Electrical, Computer, Electronics
Wipro Limited	H-1B, L-1	B	Computer Applications, Eng, IT	-	Electronics, Software

SPONSORSHIP HOTSPOTS

Finally, there are “hotspots” in which companies tend to provide sponsorships to international students. Note that this does not mean that visas are given out at these sites only, but have been noted to be relatively popular.

Below are some of the top sites for H-1B Sponsorships in 2022, per *Career Shift*:

Company Name	Location
Amazon	Seattle, WA
Microsoft	Redmond, WA
Google	Mountain View, CA
Meta Platforms	Menlo Park, CA
Cognizant	Plano, TX
Intel	Hillsboro, OR

Company Name	Location
Qualcomm Tech	San Diego, CA
Ernst and Young	New York, NY
Goldman Sachs	New York, NY
Walmart	Bentonville, AR
Salesforce	San Francisco, CA
JP Morgan Chase	Plano, TX



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+ RESOURCES

Free Legal Immigration Aid through SG:

Contact sg_solicitorgeneral@usf.edu for more information and to book an appointment

USF Office of International Services (OIS) | www.usf.edu/world/international-services/

USF Center for Career & Professional Development | careers.usf.edu

USF Student Access to Career Shift and GoInGlobal:

careers.usf.edu/resources/page/2/?shared_category=search-for-a-job-internship

United States Citizenship and Immigration Services (USCIS) | uscis.gov

Visa Premium Processing Info:

<https://www.uscis.gov/forms/all-forms/how-do-i-request-premium-processing>.

Boundless Immigration | boundless.com