



VISA TYPE COMPARISON CHART

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	J-1	H1-B	TN	O-1	E-3	PERMANENT RESIDENCY
Primary Purpose	Cultural Exchange	Temporary employment and has dual intent.	Temporary employment for Canadian and Mexican citizens	Temporary Employment	Temporary Employment for Australian Citizens	Permanent Employment
Duration	Scholar/Professor: Three weeks – 5 years Short-term Scholar: Six months or less	Maximum of 6 years. Applied for in 3-year increments. It can be extended beyond 6 years if in a certain stage of the permanent residency process.	Indefinite. Requested in 3-year increments.	Indefinite. Requested initially for 3 years and can extend in 1-year increments.	Indefinite. Requested in 2-year increments.	Indefinite
Minimum Wage Requirement	No	Yes. Must pay higher of the prevailing wage or actual wage.	No	No	Yes. Must pay higher of the prevailing wage or actual wage.	No
Documents that Identify the Status	DS-2019 issued by Exchange Visitor Services	I-94 and I-797 Approval Notice	I-94 and I-797 Approval Notice	I-94 and I-797 Approval Notice	I-94 and I-797 Approval Notice	Permanent Resident Card
Dependent Status	J-2	H-4	TD	O-3	E-3D	N/A
Dependent Work Authorization	Spouse: Yes Children: Yes	Spouse: No, except once H-1B is in a certain stage of PR applicant process. Children: No	Spouse: No Children: No	Spouse: No Children: No	Spouse: Yes Children: No	N/A
Ways to Extend Status	Contact your J Exchange Visitor program sponsor to file extension.	Department Head initiates request with HR Immigration Services Consultant, must petition to extend with USCIS.	Can file with USCIS or directly through consulate processing for Mexican citizens and port of entry or pre-flight inspection for Canadian citizens.	Department Head initiates requires with HR Immigration Services Consultant, must petition to extend to USCIS.	Department Head initiates request with HR Immigration Services Consultant, must petition with USCIS or directly through consulate processing.	Must file to renew permanent resident card every 10 years.
Eligibility to Continue Employment While Amendment is Pending	Yes. (As long as the amendment is timely filed and DS2019 form has not expired.)	Employee can begin the new working conditions once the petition is submitted to USCIS and the requested start date has occurred.	Employee can begin the new working conditions once the petition is submitted to USCIS and the requested start date has occurred.	Employee can begin the new working conditions once the petition is submitted to USCIS and the requested start date has occurred.	Employee can begin the new working conditions once the petition is submitted to USCIS and the requested start date has occurred.	N/A

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Valid Visa Stamp Required to Enter the U.S.	Yes. (Except for Canadians, who are visa exempt.)	Yes. (Except for Canadians, who are visa exempt.)	Mexican Citizens: Yes Canadian Citizens: No	Yes. (Except for Canadians, who are visa exempt.)	Yes. (Except for Canadians, who are visa exempt.)	N/A
Eligible to Continue Employment While Timely Filed Extension is Pending	No	240 days. Or, if the petition were to be denied within that 240-day period, the employment authorization would end on that day.)	240 days. Or, if the petition were to be denied within that 240-day period, the employment authorization would end on that day.)	240 days. Or, if the petition were to be denied within that 240-day period, the employment authorization would end on that day.)	240 days. Or, if the petition were to be denied within that 240-day period, the employment authorization would end on that day.)	Never expires.
Can Employee Accept Payments Outside of OSU	Yes. Only occasional lectures or consulting and travel reimbursement. Needs prior written authorization from Exchange Visitor Services.	May not be paid honorariums. Can receive reimbursement for travel expenses associated with occasional speeches, lectures, or conferences.	May not be paid honorariums. Can receive reimbursement for travel expenses associated with occasional speeches, lectures, or conferences.	May not be paid honorariums. Can receive reimbursement for travel expenses associated with occasional speeches, lectures, or conferences.	May not be paid honorariums. Can receive reimbursement for travel expenses associated with occasional speeches, lectures, or conferences.	Yes