
INDEX

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

A

AAPPR (Association for Advancing Physician and Provider Recruitment), 251

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, 207–209

special handling of, 191–192

Accreditation Council on Graduate Medical Education (ACGME), 1

Acquisitions. *See* Mergers and acquisitions

ACWIA. *See* American Competitiveness and Workforce Improvement Act of 1998

***Adjudicator’s Field Manual* (USCIS), 110, 152, 179–180**

Adjustment of status

Application to Register Permanent Residence or Adjust Status (Form I-485), 176, 177, 197, 230

backlogged processing, 198, 199

change of employers while application pending, 230, 243

concurrent filing for, 182

consular processing vs., 176–177

EB-1 visas, 206–207

EB-2 visas, 197–199, 201–202

filing for, 176–177

H-1B visas, 231–232

H-4 visas for family members pending applications, 156

interviews, 176–177

medical exam, 177

nonimmigrant who falls out of legal status and, 228–229

petition to adjust J-1 status to LPR, 16–17, 46, 54

PNIW service and time of filing for, 197–198

portability, 230–231

travel while application pending, 177–178

working while pending, 178

Administrative processing

advantages of PNIW petition in cases of, 201–202

consular processing, 162–163

visitor visa applications, 22, 25–26

Advertising, PERM process, 183–186

Advisory opinion on home-residency waiver, 49–50

Agriculture Department, U.S., 71, 72

American Bar Association on unbundling of legal services, 265

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

American Competitiveness and Workforce Improvement Act of 1998 (ACWIA), 141, 145, 187, 192

American Competitiveness in the Twenty-first Century Act of 2000 (AC21), 135, 138, 144, 154, 155, 206, 230, 232

American Immigration Lawyers Association (AILA), 261, 264

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, 80–87

Appeals

- of hardship or persecution waiver denial, 115
- of home-residency waiver denial, 53
- of PERM labor certification denial, 194
- of researcher waiver applications, 69–80

Application for Alien Employment Certification (Form ETA-750B), 210, 212

Application for Employment Authorization (Form I-765), 121, 155, 156

Application for Naturalization (Form N-400), 223

Application for Permanent Employment Certification (Form ETA 9089), 185, 189, 194, 209–210, 212

Application for Waiver of the Foreign Residence Requirement (Form I-612), 50–51, 53, 109

Application for Waiver of the Two-Year Foreign Residence Requirement of the Exchange Visitor Program (Form HHS 426), 74, 77, 78–79

Application to Extend/Change Nonimmigrant Status (Form I-539), 27, 118–119, 153, 154

Application to Register Permanent Residence or Adjust Status (Form I-485), 175, 176, 177, 197–198, 230

Application to Replace Permanent Resident Card (Form I-90), 217

ARC. See Appalachian Regional Commission

Arrival Departure Record (Form I-94)

- Canadian physicians, 255
- Conrad 30 waivers, 64
- creation of electronic, 26
- expiration, 21, 27, 152–153
- grace periods, 229
- H-1B status, 135, 164
- H-4 status, 152–153, 154, 155
- J-1 visas, 37
- J-2 visas, 37, 121

Association for Advancing Physician and Provider Recruitment (AAPPR), 251

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

Asylum process, 113–115, 149, 169, 170

Attorneys, hiring of, 259–266

- acquiring company's immigration attorney, employee meetings, 244
- AILA membership, 261, 264
- attorney's fees, 261
- bar complaints, 266
- board certification in immigration law, 263
- caseload issues, 262
- client references, 262
- communication with and availability of attorney, 263
- conflicts of interest, 225–226, 264
- determining when to hire, 259–260
- disciplinary action against attorney, 261
- educational background, 263
- engagement letters, 264
- ethical conduct, 265
- factors to consider when hiring, 261–265
- focus of practice, 262
- IMG Taskforce membership, 261, 264
- immigration consultants vs. attorneys, 260
- immigration-exclusive practice, 262
- in J-1 waiver process, 105–106
- lack of funds or indigent clients, 265
- language skills, 264–265
- local vs. national, 264
- malpractice actions, 266
- mismanagement of case, 265–266
- over-promising, 264
- paralegal-attorney ratio in law firms, 262
- PERM labor certification, 182, 185
- personality compatibility, 264
- pro bono organizations, 265
- promotional materials and marketing, 263–264
- publishing and authorship, 263
- rankings, 263
- recruiters, role of, 251, 254
- reputation of attorney, 262
- technology skills, 262–263
- terminated and laid off employees, 235
- unbundling of services, 265
- years in practice, 262

Attorney's fees

- factor in choosing attorney, 261
- H-1B visas, 13, 14, 128, 253
- O-1 visas, 253
- PERM labor certification, 253
- VA J-1 waiver process, 105–106

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, 206
 EB-2, 173, 182, 212
 EB-3, 173
 EB-4, 174
 family sponsorship, 172
 green card, 155
 H-4, 156
 per-country green card limits, 174
 PERM cases, 182
 PNIW, 202
 status adjustment, 198, 199, 201, 202

“Benching” barred, 140, 232–233, 235

Biometrics, 27

Board certification, 1, 183, 192. *See also* Specialties

Bureau of Human Rights and Humanitarian Affairs, 113

C

“California Letters,” 7

Canada

visa revalidation, 37
 visa stamping, 255
 visitors, 19

Canadian physicians, 48–49, 141, 146, 157, 179, 255–257

Cap-exemption strategies, 143–150

alternatives to H-1B visas, 146–150
 avoiding H-1B cap, 143–150
 concurrent H-1B petitions, 145
 E-3 visas, 146
 green-card process, 149–150
 H-1B1 visas, 146
 high-skilled worker regulations, 138
 mergers and acquisitions and, 239
 O-1 visas, 147–148
 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
 Conrad 30 waivers, 64
 consular processing, 158
 country of last residence, 47
 funding for program, 44
 J-1 visa requirements, 13, 31–33, 56, 117, 119, 158, 241
 J-1 waiver case number, obtaining, 52
 lost forms, 52
 physician’s review after issuance, 33
 skills, 43–44
 spouses and minor children, 32
 status in U.S., 38
 termination of employment, effect on, 226

Change of citizenship after coming to United States, 49

Change of employer

adjustment of status application pending, 230, 243
 before contract is finished, 253
 during green-card processing, 230–232, 243
 H-1B visas, 136–137, 138–139, 152–153
 H-4 visas for family members, effect on when H-1B makes change, 152–153
 PERM labor certification, 193
 PNIWs, 198

Change of status to work visa, 54, 256

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, 119
 citizenship of, 223
 definition of, 171–172
 Form DS-2019 (Certificate of Eligibility for Exchange Visitor (J-1) Status), 32, 119
 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 (SCHIP), 74
 stepchildren, 171–172
 termination of employment implications, 228

Chilean nationals, H-1B1 visas for, 146

China

backlogged in EB-1 category, 203
 backlogged in EB-2 category, 149, 173, 182, 198, 212

Citizenship, 217–223

- backlogged in EB-3 category, 173
- backlogged in EB-5 category, 174, 212
- EVUS, 26
- green card limits, 174
- nationals from, 16, 26, 49, 129, 149

Citizenship, 217–223

- absence for six months to a year in five years prior to application, 220
- benefits of naturalization, 217–218
- change of citizenship after coming to United States, 49
- children's applications, 223
- comparison to lawful permanent residence (LPR), 170
- costs of naturalization, 219
- ease of travel, 218
- exceptions to requirements, 219–222, 223
- family member immigration, 218
- good moral character, 223
- loss of home-country citizenship, 218–219
- LPR, residence after, 217–218
- naturalization petition, 223
- negatives of, 218–219
- patriotism, 217, 219
- process for, 223
- residence, definition of, 219
- spouse of U.S. citizen applying for, 16, 222
- U.S. citizen employed abroad, spouse of, 222
- U.S. residence requirements, 217–218, 219–222
- waiver of residence requirements, 221

Communicable diseases. *See also* COVID-19 pandemic

- denial of green card due to, 178

Composition-of-the-family hardship, 110–111

Conrad 30 waivers, 55–67

- availability of, 67
- competitive states for, 67
- contract provisions, 62, 313–347
- costs, 61
- credentials and résumé, 64
- differences between state programs, 58–64
- elderly patients, 62
- employer support letters, 62
- fees, 61
- filing of multiple applications, 66–67
 - as flex slots, 15, 55, 60–61, 196, 313–347
- Form DS-2019, 64
- Form I-94, 64
- Form I-797, 64
- funding for application from home country, 65
- H-1B cap and, 66
- HHS-designated shortage area, 57–58
- indigent patients, 62
- interested government agency (IGA) 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, 247
- Medically Underserved Areas (MUAs), 55
- NBRC, office and, 96
- noncompetition clauses, 62
- primary-care physicians, 57–58, 59–60
 - state definition of, 313–347
- recruiting, 63, 313–347
- requirements for, 55–56
- scoring system to prioritize applicants, 58
- self-petition by physician, 65
- state license, 67
- states with federal programs, 63–64, 313–347
- subspecialties, 60, 313–347
- telemedicine positions, 66
- third-party employer sponsors, 65
- timing, 59
- types of facilities and locations eligible, 61
- types of physicians, 59–60
- USMLE requirements, 3
- wages, 63

Consolidations. *See* Mergers and acquisitions

Consular processing of nonimmigrant visas, 157–167

- adjustment of status vs., 176–177
- administrative processing, 162–163
- Certificate of Eligibility for Exchange Visitor (J-1) Status (Form DS-2019), 158
- certified translation, 161
- E-2 visas, 166–167
- E-3 visas, 167
- electronic filing, 158, 160
- expedited appointments, 162
- family member processing, 161–162
- H-1B visas, 167
- H-1B1 visas, 167
- H-4 visas, 153
- interview waiver policy, 162
- J-1 visas, 35–36
- O-1 visas, 167
- online filing, 158
- Online Nonimmigrant Visa Application (Form DS-160), 35, 153, 158–161, 164, 165
- photo requirement, 160–161
- processing application at consulate different than one on DS-160 form, 160
- processing time, 162
- social media presence, questions relating to, 159
- variations in, 157–158
- website information, 157, 158

Contracts

- for ARC waivers, 84–86
- attorney input, importance of, 252
- change of employer before contract is finished, 253

for Conrad program waivers, 62, 313–347
 for DRA waivers, 89–90
 H-1B visas, 253
 for HHS clinical waivers, 75
 for J-1 visas, 17, 253
 mergers and acquisitions, sample transaction
 contract language, 245–246
 PNIWs, 199, 200
 primary-care physicians, contract requirements,
 75, 84–86
 recruiters and, 252–253
 for SCRC waivers, 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, 91
 H-1B visas, 14, 127, 128, 141–142
 J-1 visas, 14
 of naturalization, 219
 NBRC, 100
 payment of fees when hiring foreign worker,
 253
 PERM process, 182
 SCRC waivers, 95

COVID-19 pandemic

clinical skill assessment of ECFMG during, 3
 Conrad 30 waiver requirements excused, 66
 DOS interview waiver, 162
 furloughs, 235
 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., 107

**Delta Regional Authority (DRA), 63, 69–70,
 71, 87–92**

Departments. *See name of specific department*

Deportation, 218

**DHS (Homeland Security Department, U.S.),
 26, 31, 42, 118, 144–145, 245**

Dialysis centers, 130

Disciplinary actions against attorneys, 261

Displacement of U.S. workers, 234

Diversity Visa Lottery, 170

Divorce

J-2 spouse, 45, 106, 119–120
 stepparent relationship and immigration benefits
 after, 172

Downsizing. *See* Layoffs

Driver's license of J-2 visa holders, 122

Dual intent visas, 17, 129, 151

**Due-diligence checklist, immigration docu-
 ments for, 244–245**

E

E-1 visas, 140, 181, 227, 229

E-2 treaty investor visas

as alternative to H-1B visa, 146–147
 documents to present at U.S. consulate, 166–
 167
 grace period, 140, 229
 layoffs, 227

E-3 visas

as alternative to H-1B visa, 146–147
 cap-exemption strategies, 146
 documents to present at U.S. consulate, 167
 grace period, 140, 229
 layoffs, 227
 termination of employment, 233

**EAD. *See* Employment Authorization Docu-
 ment**

**Ease of travel, 218. *See also* Travel in and out
 of United States**

EB-1 visas

adjustment portability, 230–231
 credentialing examinations, 179–180
 extraordinary ability, 148, 179–180, 181
 as green-card category, 150, 173
 mergers and acquisitions, effect of, 242
 outstanding professors and researchers, 207–
 209

EB-1A visas, 203, 204–207

who is included, 203–204

EB-1A visas, 203, 204–207

EB-1B visas, 203, 207–209

EB-1C visas, 203

EB-2 visas, 209–212

adjustment of status for physicians from EB-2
backlogged countries, 198–199
adjustment portability, 230–231
backlogged processing, 149, 173, 212
credentialing examinations and, 179–180
evidence, 210–211
green-cards and, 149, 150, 173
Immigrant Petition for Alien Worker (Form I-140), 209–210, 212
labor certification, 209–210
LPR status and, 173, 179–180
new employer moved to, 212
PERM cases, 181–182
PNIW cases, 195

EB-3 visas, 173

EB-4 visas, 174

EB-5 visas, 212–216

amount of investment, 212, 214
application process, 213
eligible investments, 214
evidence required, 214–215
full-time vs. part-time jobs, 212, 215
as green-card category, 174
investor involvement, 215–216
LPR status and, 174
methods of investment, 214
multiple investors, 215
Pilot Program for EB-5 regional centers, 213
qualifying businesses, 214–215
requirements, 213–214

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

Economic hardships, 111

Educational Commission on Foreign Medical Graduates (ECFMG)

applying for ECFMG J-1 sponsorship, 30–31
certification, 1–5
change in application process, 29
educational requirements for certification, 5
electronic credentials evaluation pilot program, 5
Exchange Visitor Network (EVNet), 29, 30
health insurance for J-2 applicants, 117
identification number provided by, 2, 7
INA §214(b) denials, 25
J-1 visas and, 11, 13, 29. *See also* J-1 visas
J-2 visas for family members, ECFMG J-1 sponsorship and, 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, 241
Online Applicant Status and Information System (OASIS), 7, 29, 30–32, 36
passports and J-2 applicants, 117
program transfer requests, 32
repeat graduate medical training, 34
state requirements, 271–302
termination of employment with teaching hospital, 226
training program liaison (TPL), institution's, 30
travel in and out of United States approval, 36–38
types of medical degrees recognized, 192

Elderly patients, 62

Elected positions, eligibility for, 218

Elective clerkship, 21–22

Electronic Residency Application Service (ERAS), 6–7

Electronic System for Travel Authorization (ESTA), 20–21, 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, 15, 46, 121–122
locum tenens positions, 249

Employment contracts. *See* Contracts

Employment Eligibility Verification (Form I-9), 137, 156, 245–246

EMSWP, change in ECFMG portal to MyIntealth, 29

Energy Department, U.S., 107

EPIC, change in ECFMG portal to MyIntealth, 29

ERAS (Electronic Residency Application Service), 6–7

ESTA (Electronic System for Travel Authorization), 20–21, 26, 27

Ethics

attorneys, hiring of, 265

European countries, return to home country vs. another EU country, 47
 Evidence standards for EB-1A visas, 204–206
 EVUS (Electronic Visa Update System), 26
 Exceptional hardship, defined, 110
 Exchange Visitor Network (EVNet), 29, 30
 Exchange Visitor Waiver Review Board (EVWRB), 79
 Extension of status
 H-1B visas, 15, 135
 H-4 visas, 154
 J-1 visas, 53
 J-2 visas, 123
 visitor visas, 27
 Extenuating circumstances requirement, 226
 Extraordinary ability, 147–148, 204–207. *See also* EB-1A visas; O-1 visas

F

F-1 students visas, 151–152
 Falling out of legal status, 228–229
 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, 228
 unused employment-based green card numbers, 173
 Federal grants, 218
 Federal jobs, 218
 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
 “Fifth Pathway” certificate, 2, 7
 Flex slots. *See* Conrad 30 waivers
 Flowcharts
 H-1Bs, 311–312
 J-1 waivers, 309–310
 Foreign Affairs Manual (FAM)
 B-1 and B-2 status, 21–22, 118
 on extension of stay if waiver granted, 53
 medical residency programs not mentioned in, 21–22

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 AR-11 (Change of Address), 217
 Form DS-156E (Investor Visa, Treaty Trader Application), 166–167
 Form DS-160 (Online Nonimmigrant Visa Application), 22–23, 35, 153, 158–161, 164, 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, 119
 Conrad 30 waivers, 64
 consular processing, 158
 funding for program, 44
 J-1 visa requirements, 13, 31–33, 56, 117, 119, 158, 241
 lost forms, 52
 physician’s review after issuance, 33
 skills, 43–44
 spouses and minor children, 32, 33, 117, 119
 termination of employment, effect on, 226
 Form DS-3035 (J-1 Visa Waiver Recommendation Application), 49–50, 51, 56, 91, 106, 109, 119–120
 Form ETA-750B (Application for Alien Employment Certification), 210, 212
 Form ETA-9035. *See* Labor Condition Application
 Form ETA-9089 (Application for Permanent Employment Certification), 185, 189, 209–210, 212
 Form G-28 (Notice of Entry of Appearance as Attorney or Accredited Representative), 74, 91, 105
 Form HHS 426 (Application for Waiver of the Two-Year Foreign Residence Requirement of the Exchange Visitor Program), 74, 77, 78–79
 Form I-9 (Employment Eligibility Verification), 137, 156, 245–246
 Form I-90 (Application to Replace Permanent Resident Card), 217
 Form I-94 (Arrival Departure Record)
 Canadian physicians, 255
 Conrad 30 waivers, 64

Form I-129 (Petition for a Nonimmigrant Worker), 141, 158, 161, 167, 239

DRA, 91
expiration, 27, 152–153
grace periods, 229
H-1B status, 135, 152–153
H-4 status, 152–153, 154, 155
J-1 visas, 37, 38
J-2 visas, 37, 38, 117–118, 121
online, 26–27
port of entry interview, 26–27

Form I-129 (Petition for a Nonimmigrant Worker), 141, 158, 161, 167, 239

Form I-130 (Petition for Alien Relative), 174, 175

Form I-140 (Immigrant Petition for Alien Worker), 175

adjustment portability, 230–231
EB-1A petitions, 206–207
EB-1B petitions, 209
EB-2 petitions, 209, 212
green-card process, 174, 180
H-1B extensions, 15, 16, 135
H-4 visas, 15, 149, 155
J-1 visas, 15
layoffs, 230–232
LPR status and, 174, 175, 180
PERM process, 182, 187, 188, 193, 194
PNIW cases, 194, 197–202
spouses and children, 15
successor employers, 241–243

Form I-485 (Application to Register Permanent Residence or Adjust Status), 175–177, 197–198, 230

Form I-485 Supplement J, 230

Form I-526 (Immigrant Petition by Alien Entrepreneur), 213

Form I-539 (Application to Extend/Change Nonimmigrant Status), 27, 118–119, 153, 154

Form I-612 (Application for Waiver of the Foreign Residence Requirement), 50–51, 53, 109

Form I-693 (Report of Medical Examination and Vaccination Record), 177

Form I-765 (Application for Employment Authorization), 121, 155, 156

Form I-766. See Employment Authorization Document

Form I-797 (Notice of Action), 51, 64, 155, 164, 255

Form IAP-66. See now Form DS-2019 (Certificate of Eligibility for Exchange Visitor (J-1) Status)

Form N-400 (Application for Naturalization), 223

Form VAF 10-0422b (Network Review and Certification of Facility Waiver Request), 103

Former Soviet republics, return to home country vs. another former Soviet republic, 47

Fraud, 178, 231

Fringe benefits, 131, 233

FSMB (Federation of State Medical Boards), 2

Full-time vs. part-time jobs

EB-5 requirement to create, 212, 214, 215
H-1B visas, 140
PERM labor certification, 192
PNIWs, 196

Furloughs, 234–235

G

Glossary, 349–356

Governor's role in ACR waivers, 83

Grace period

discretionary, 227, 229
E-1 visas, 140, 227, 229
E-2 treaty investor visas, 140, 227, 229
E-3 visas, 140, 227, 229

following termination of employment, 227
 Form I-94 (Arrival Departure Record), 229
 H-1B visas, 18, 140, 227, 229
 H-1B1 visas, 140, 227
 J-1 visas, 38, 227, 229
 J-2 visas, 38
 L-1 visas, 140, 227, 229
 O-1 visas, 140, 229
 TN visas, 140, 227, 229

Graduate medical training in United States, 1–9

accreditation of programs, 1
 Educational Commission on Foreign Medical Graduates (ECFMG) role, 1–5
 “Fifth Pathway” certificate, 2, 7
 PERM labor certification and, 191
 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, 125–142

adjustment of status, 231–232
 advantages and disadvantages, 14–18
 alternatives to, 146–150
 Arrival Departure Record (Form I-94), 135
 attorney’s fees, 13, 14, 128, 253
 “benching” barred, 140, 232–233, 235
 Canadian physicians, 255–257
 cap/quota, 13, 14, 15, 66, 115, 125–128, 137–138, 143, 151, 154, 226, 239. *See also* Cap-exemption strategies
 change from J-1 status to, 45
 change in nature of employment, 139–140
 change of employers, 136–137, 138–139, 152–153
 change of status, 27–28, 38
 consular processing, 157
 contracts, 253
 conversion to J-1 status, 148
 costs, 14, 128, 141–142
 documents to present at U.S. consulate, 167
 dual intent visas, 17, 129
 ease of administration, 15
 employer document retention requirement, 13
 employer penalties, 234
 employment flexibility, 17–18
 exam requirements, 13, 14
 faster processing fee, 142

flowchart, 311–312
 for-profit training programs, 15
 full-time vs. part-time jobs, 136
 grace period, 18, 140, 227, 229
 green card eligibility, 16
 “H-1B dependency,” 233–234, 236
 hardship or persecution waiver and, 113–115
 Immigrant Petition for Alien Worker (Form I-140), 15, 16, 135
 important factors to consider in seeking, 125–129
 independent contractors, 248
 international renown, 133–134
 J-1 visas compared, 11–18
 Labor Condition Application (LCA), 130–132, 233, 235
 layoffs, 227, 232–234
 licenses, 134–135
 locum tenens positions, 247–249
 mergers and acquisitions, effect of, 238–240
 national renown, 133–134
 O-1 visa transfer to, 103
 petition. *See* Form I-129
 petitioner (institution as), 11
 planning for six years, 128–129
 portability, 137–138, 226, 227
 positions typically used for, 125
 post-training physicians on, 311–312
 premium processing, 142
 prevailing wages, 128, 129–132
 process, 129–142
 qualifying for, 132–133
 quotas. *See* cap/quota, *this heading*
 recruiters, 252–253
 renown of applicant, 133–134
 return transportation upon termination of employment, 233
 secondary employers and, 234
 self-employed individuals, 65, 248
 severance benefits, 233
 60-day grace period, 18
 sponsorship requirements, 13, 106
 stateside visa renewal, 163–165
 at teaching hospitals, 130, 239
 temporary employment inactivity, 140
 termination of employment implications, 226–227, 233
 third-party employers, 136
 timing issues, 16–17
 training periods, 14
 travel outside of United States, 141
 USMLE requirements, 3, 133, 133. 134, 134
 validity duration, 135
 visitor visas, change of status to, 227–228
 wages paid, 13

H-1B1 spouses, 156

H-1B1 spouses, 156

H-1B1 visas, 140, 146, 167, 227

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), 152–153, 154, 155
- backlogged processing of green cards, 155
- change of employer by H-1B, effect of, 152–153
- change of status to H-1B, 121, 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), 15, 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
- meeting I-9 requirements for employment, 156
- pending adjustment applications, 156
- premium processing, 153
- process for obtaining, 153
- processing time for EAD, 155
- proving spousal relationship, 155
- status when H-1B traveling outside United States, 152
- validity duration, 151

Hardship and persecution waivers, 109–115

- appeal of denial, 115
- composition-of-the-family hardship, 110–111
- economic hardships, 111
- examples of hardship factors, 110–113
- exceptional hardship, defined, 110
- J-1 hardship waiver, 110, 113–115
- medical hardships, 111
- persecution vs. asylum process, 113–115
- persecution waiver, 113–115
- political and security-related hardships, 112
- process of seeking, 109–110
- psychological hardships, 112
- public policy, 112–113
- separation for two years, 113
- sociocultural hardships, 112
- source of funds, 112

Health and Human Services Department (HHS)

- clinical waivers, 71–75, 79

- designation of medically underserved areas, 57–58, 195–196
- Exchange Visitor Waiver Review Board, 79
- grant-funding, 79
- HPSA facilities, 72
- Medically Underserved Areas, 57–58, 72
- one-year fellowship, waiver eligibility, 73
- primary-care physicians, HHS waivers, 72–73
- processing time for waivers, 75, 80
- public interest waivers, 69–70
- researcher waivers, 75–80
- specialties, clinical waivers, 72–73
- waiver application requirements, 73–75

Healthcare Integrity and Protection Data

Bank reports, 104

Health Professional Shortage Areas (HPSAs).

See also Conrad 30 waivers

- defined, 57–58
- Delta Regional Authority physicians, 89
- HHS clinical waivers and, 72
- NBRC waivers, 97
- PNIW and, 195–196
- SCRC waivers, 94
- shortage areas, 195–196
- state programs, 271–302

HHS. See Health and Human Services Department

Higher Education Act of 1965, 141

High-skilled worker regulation

- caps, 144–145, 150
- governmental research organization, defined, 144–145

Homeland Security Department, U.S. (DHS), 26, 31, 42, 118, 144–145, 245

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

- advisory opinion, 49–50
- appeal of waiver denial, 53
- asylum, 114
- Canadian physicians, 255, 256
- change of citizenship after coming to United States, 49
- change of status to work visa, 54
- commuting to work in United States, 48–49
- consequences of failing to meet, 12
- defined, 41–43
- denial of green card due to failure to satisfy, 177
- extension of stay if waiver granted, 53
- failure to satisfy, 47
- Form DS-3035 (J-1 Visa Waiver Recommendation Application), 49–50, 51, 56, 91, 106, 109, 119–120
- funding for program, 44
- Immigrant Petition for Alien Worker (Form I-140), 46
- J-2 visas for family members, 16

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

leaving United States and re-entering in another nonimmigrant category, 46–47
location to satisfy requirement, 47
petition to adjust status to LPR, 16, 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
spouse and children, 16, 45–46. *See also* J-2 visas for family members
substantial compliance, 49
time spent in home country during J-1 program not counted, 48
unclear whether requirement applies, 49–50
waiver case number, 51–52
waiver process, 15, 16, 50–51
working for home country in place other than home country, 47

Hospitals

for-profit hospitals, 15, 125
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. *See* Interested government agency (IGA) waivers

IMED (International Medical Education Directory), 5

IMGs. *See* International Medical Graduates
Immigrant investors, 212–216. *See also* EB-5 visas

Immigrant Petition by Alien Entrepreneur (Form I-526), 213

Immigrant Petition for Alien Worker (Form I-140)

EB-1A petitions, 206–207
EB-1B petitions, 209
EB-2 petitions, 209, 212
green-card process, 174, 175, 180
H-1B extensions, 15, 135
H-4 petitions, 15, 149, 155
home-residency requirement, 46
layoffs, 230–231
LPR status and, 174, 175, 180
PERM process, 182, 187, 188, 193, 194

PNIW cases, 197–202
spouses and children, 15, 154, 155
successor employers, 241–243

Immigration and Nationality Act of 1952 (INA)

§203(b)(2), 210
§212(e), 12, 16, 22, 41–49, 52, 69, 103, 119, 120, 255
§214(b), 25, 33, 46
§214(l), 55–56
§221(g), 165
§222(h), 165
§248, 103
§248(a), 42–43
§319(b), 222

Immigration consultants, 260

Independent contractors, 248, 249

India

backlogged in EB-1 category, 203
backlogged in EB-2 category, 149, 173, 182, 198, 212
backlogged in EB-3 category, 173
backlogged in EB-5 category, 174, 212
E-2 exclusion, 146
Mission India, H-1B visa stateside visa renewal, 163–165
nationals from, 16, 129, 149
per-country green card limits, 174

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

Indigent patients, 62, 86, 87, 89, 95, 99. *See also* Medicaid

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, 106–107, 309–310. *See also* Appalachian Regional Commission; Delta Regional Authority; Public interest waivers; Southeast Crescent Regional Commission

Interior Department, U.S., 107

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, 267

Interview waiver policy, 162

government resources, 267–268
IMG Taskforce, 261, 264
locum tenens positions, 247–249
organizations involved in processing, 267
qualifying for graduate medical training, 1
websites applicable, 268–269

Interview waiver policy, 162

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

Investor Visa, Treaty Trader Application (Form DS-156E), 166–167

IWA, change in ECFMG portal, 29

J

J-1 visas, 29–39

adjustment of status, 16–17
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, 255–255
Certificate of Eligibility for Exchange Visitor (J-1) Status (Form DS-2019), 13, 31–33, 56, 158, 241
change of specialties after arrival, 34
change of status, 27–28, 38
consulate filing for, 35–36
contracts, 17, 253
conversion to J-2 status, 120
costs, 14
dependents. *See* J-2 visas for family members
documentation needed, 29–30, 31–32, 36
documents to present at U.S. consulate, 36, 167
ease of administration, 15
ECFMG and, 2, 11, 29–30
employment flexibility, 17
examinations, 29–30
exam requirements, 14
Exchange Visitor Network (EVNet), 29, 30
extension of status, 53
extension to sit for specialty board examination, 39
extenuating circumstances requirement after termination, 226
extra requirements, 14
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, 39, 227, 229–230
green card process, 16–17
H-1B visa compared, 11–18
H-1B visa converted to J-1 status, 148

hardship or persecution waiver and, 110, 113–115. *See also* Hardship and persecution waivers
home-residency requirement, 12, 41–54. *See also* Home-residency requirement
institution's preference for, 11
institution's training program liaison (TPL), 30
intent to return home, 33
language skills, 13
locum tenens positions, 247, 248
LPR requirements, 115
maintaining status in United States, 38
mergers and acquisitions, effect of, 239, 240
moonlighting, 35
PERM labor certification, 16
PERM process, 182
Physician National Interest Waivers, 16–17
qualifications, 29–30
recruiters, 253
repeat graduate medical training, 34
requirements and restrictions, 12–13
research positions, 34
service period, 16–17
spouses and children, 15–16
Statement of Need, 13, 30
taxation, 122
termination of employment implications, 226
time limit, 33
timing issues, 16–17
training periods, 14
travel in and out of United States, 36–38
underserved areas, 15, 17
USMLE requirements, 3, 12, 29, 134
validity duration, 33
visa revalidation for certain trips outside of United States, 37–38
waivers, 3, 12, 15, 16–17, 50–51, 106–107, 309–310

J-1 Visa Waiver Recommendation Application (Form DS-3035), 49–50, 51, 56, 91, 106, 109, 119–120

J-2 visas for family members, 117–123

advantages and disadvantages of H-1B and J-1 status, 15–16
application process, 118–119
Arrival Departure Record (Form I-94), 37, 38
B-2 visas, 117–118
consular processing, 32, 35–36
conversion to H-1B status, 121
conversion to J-1 status, 121
death of J-1 spouse, effect of, 119–120
divorce, effect of, 45, 106, 119–120
driver's license, 122
ECFMG J-1 sponsorship and, 31, 32, 33
eligible persons, 117
employment authorization, 121–122
extension of status, 123

family member other than spouse or minor child, 117–118
 Form I-94 (Arrival Departure Record), 37, 38
 grace period at end of stay, 39
 health insurance, 117
 home-residency requirement, 16, 45–46, 120
 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, 123
 same-sex spouses, 117
 school enrollment of J-2s, 122
 Social Security numbers, 122
 spouses and children, 15–16
 taxation, 122
 travel in and out of United States, 36–38, 123
 validity duration, 117

L

L visas

grace period, 140, 227
 J-1 reentry, 46–47

Labor Certification Application (Form ETA-9089), 185, 189, 194, 209–210, 212

Labor Condition Application (LCA, Form ETA-9035)

H-1B visa and, 130–132, 233, 235
 mergers and acquisitions, effect of, 238–239
 purpose of, 130–132

Labor Department, U.S.

Labor Condition Application, filing with. *See* Labor Condition Application
 mergers and acquisitions, effect of, 238–239
 payment of fees when hiring foreign worker, restrictions on, 105–106, 128, 253
 PERM process. *See* PERM labor certification
 prevailing wage determination, 129–132
 termination of employment, factors in determining, 233
 withdrawal of H-1B petition required to eliminate liability for foreign worker, 139, 231
 withdrawal of VA sponsorship for waiver, notice to, 106

Language skills

attorney choice and, 264–265
 Conrad 30 waivers, 63
 J-1 visas, 13
 PERM labor certification, 191

Lawful permanent residence (LPR), 169–180

application process, 175
 asylees and refugees, 170
 backlogged process, 155

backlogged processing, 155
 cancellation of removal, 170
 cap-exemption strategies, 149–150
 categories of, 170
 change of employer during, 230–232
 child, defined, 171–172
 citizenship compared, 170
 communicable diseases, denial for, 178
 credentialing examinations for physicians to qualify for, 179–180
 defined, 169
 denial of, 178
 diversity immigrant visas, 170
 EB (employment-based) categories, 170, 173–174
 EB-1 visas, 148, 150, 173, 179–180
 EB-2 visas, 173, 179–180
 EB-3 visas, 173
 EB-5 visas, 174
 family sponsorship, 170
 first preference, 171, 172
 Form I-140 (Immigrant Petition for Alien Worker), 174, 175, 180
 fourth preference, 171, 173
 green-card categories, 149, 171
 H-1B doctors and, 17
 H-4 visas for family members, 155, 156
 home-residency requirement, 177
 Immigrant Petition for Alien Worker (Form I-140), 174, 175, 180
 J-1 visas, 16
 layoff, effect on already held LPR status, 232
 layoff, effect on pending application, 230
 legalization program, 170
 license requirements, 179–180
 lottery, 170
 married couples, 171
 mergers and acquisitions, effect on, 241–243
 overstay denial, 177
 parent, defined, 171
 per-country limits, 174
 PERM labor certification and, 149, 179
 petition to adjust J-1 status to, 46, 54
 PNIWs and, 179
 priority date, job change effect on, 231–232
 registry, 170
 second preference, 171, 173
 spillovers, 174
 spouse, defined, 171
 stages of process for, 175
 termination of employment, 230–232
 third preference, 171, 173
 time for permanent residency following application, 178–179
 wait time for processing, 174–175

Layoffs, 225. *See also* Termination of employment

Layoffs, 225. *See also* Termination of employment

LCA. *See* Labor Condition Application

Letters of recommendation

Conrad 30 waivers, 61–62
researcher waivers, 78

Liaison Committee on Medical Education (LCME)–accredited U.S. and Canada medical schools, 30, 257

Licensing requirements by state, 9, 256, 271–302

Liquidated damages clauses

ARC waivers, 84–86
Conrad 30 contracts, 62
DRA waiver, 89–90
employment contracts, 253
NBRC waivers, 97–98
PNIW applications, 200

Locum tenens, 247–249

Lotteries, Diversity Visa, 170

LPR. *See* Lawful permanent residence

M

Married couples. *See also* H-4 visas for family members; 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, 228

“The Match,” 4, 7–9

Medicaid

federal IGA waiver, employer required to accept, 70, 72, 74, 89, 95, 99

Medical clerkship, 21–22

Medical Education Credentials Submission Form (Form 344), 8

Medical hardships, 111

Medically Underserved Areas (MUAs). *See also* Conrad 30 waivers

Conrad 30 waivers, 55
DRA waivers, 89
HHS designations, 57–58
HPSA requirement, 72
J-1 visas, 15, 17
NBRC waivers, 97
PNIW, 195–196
primary-care physicians, 57–58
SCRC waivers, 94
state programs, 271–302
waivers, 17

Medical residency programs. *See also* National Resident Matching Program; Teaching hospitals

Electronic Residency Application Service (ERAS), 6–7
Foreign Affairs Manual silent on, 21–22
July 1 as start date of, 239
licensing requirements by state, 9, 271–302
“The Match,” 4, 7–9

Medical School Release Request (Form 345), 8

Medical Student Performance Evaluations (MSPEs), 7

Medicare

federal IGA waiver, employer required to accept, 70, 72, 74, 89, 95, 99
number of resident positions determined by, 7

Mental Health Professional Shortage Areas (MHPSA), 57–58, 89, 94, 96, 196, 271–302

Mergers and acquisitions, 237–246

cap-exemption strategies, 239
determining effect of deal on immigrant physicians, 237–238
due-diligence checklist, immigration documents for, 244–245
green-card applications, effect on, 241–243
H-1B visa holders, effect on, 238–240
immigration issues to consider, 243–244
J-1 visas, effect on, 241
sample corporate reorganization memo, 240–241
sample transaction contract language, 245–246
successors in interest, 238, 239, 242–243, 244
timing of closing, 238
travel in and out of United States, effect on, 244
types of deals, 238

Mexico

automatic visa revalidation, short trips, to, 37
per-country green card limits, 174
TN visa, 146

MHPSA. *See* **Mental Health Professional Shortage Areas**
Mission Canada, H-1B visa stateside visa renewal, 163–165
Mission India, H-1B visa stateside visa renewal, 163–165
Moonlighting, 17, 18, 35, 137, 145, 249
MSPEs (Medical Student Performance Evaluations), 7
MUAs. *See* **Medically Underserved Areas**
Multiple employers and H-1B visas, 138–139, 145
Multiple locations of employment, 192
MyIntealth ECFMG online portal, transition to, 29

N

NAFTA (North American Free Trade Agreement), 146
NALTO (National Association of Locum Tenens Organizations), 251
NAPR (National Association of Physician Recruiters), 251
National Aeronautics and Space Administration (NASA), 107
National Association of Locum Tenens Organizations (NALTO), 251
National Association of Physician Recruiters (NAPR), 251
National Board of Medical Examiners (NBME), 2, 29
National Health Service Corps (NHSC) program, 73
National Institutes of Health (NIH) grant-funding, 79
National Interest Waivers (NIWs). *See* **EB-2 visas; Physician National Interest Waivers**
National Practitioner Data Bank Reports, 104
National Prevailing Wage Center (NPWC), 187–188
National Resident Matching Program, 2, 4, 7–9
National Science Foundation, 107
Native American tribal facilities, HHS clinical waivers for, 71, 72
Naturalization. *See also* **Citizenship**
 age requirement, 219

benefits and costs of, 217–218
 physical requirements for, 220
 U.S. residence requirement, 219–222
NBME (National Board of Medical Examiners), 2, 29
NBRC. *See* **Northern Border Regional Commission**
Network Review and Certification of Facility Waiver Request (Form VAF 10-0422b), 103
NHSC (National Health Service Corps) program, 73
NIH (National Institutes of Health) grant-funding, 79
NIWs (National Interest Waivers). *See* **EB-2 visas; Physician National Interest Waivers**
Noncompetition clauses, 62, 70, 75, 84, 89, 95, 98, 253
Nonimmigrant visas. *See also* **Consular processing of nonimmigrant visas; E-2 treaty investor visas; J-1 visas; Visitor visas**
 falling out of legal status, 228–229
 Form DS-160 (Online Nonimmigrant Visa Application), 22–23, 35, 153, 158–161, 164, 165
 Form I-539 (Application to Extend/Change Nonimmigrant Status), 27, 118–119, 153, 154
 leaving United States and re-entering in another nonimmigrant category, 46–47
No objection waivers, 44, 52, 70
North American Free Trade Agreement (NAFTA), 146
Northern Border Regional Commission (NBRC), 69–70, 96–100
 application, 99–100
 Conrad 30 office and, 96
 contract, 97–99
 fee, 100
 locations, 97
 notice posting, required, 99
 “out of status” physicians, 100
 primary care physicians, 96
 recruiting, 97
 specialties, 96
 states, 96
Notice of Action (Form I-797), 51, 64, 155
Notice posting, required
 ARC, 86–87
 DRA, 99
 NBRC, 99

NPWC (National Prevailing Wage Center), 187–188

Nursing homes, 130

O

O-1 visas

- aliens of extraordinary ability, 147–148
- consular processing, 157
- documents to present at U.S. consulate, 167
- EB-1A visas and, 204–205
- furlough, effect of, 235
- grace period, 140, 229
- J-1 visas and, 12, 46–47, 76, 103
- locum tenens positions, 249

Observerships, 19, 21–22, 24, 25, 52, 166

Online Applicant Status and Information System (OASIS), 7, 29, 30–32, 36

Online Nonimmigrant Visa Application (Form DS-160), 22–23, 35, 153, 158–161, 164, 165

Online portal

- MyInTealth ECFMG portal, transition to, 29

Outstanding professors and researchers, 203–204, 207–209

Overstay

- denial of green card due to, 177
- VA waiver and, 102

P

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

Patriotism, 217, 219

Penalties

- H-1B violations, 234
- payment of fees when hiring foreign worker, 253

Permanent residence. *See also* Lawful permanent residence

- Canadian physicians, 256–257
- less common paths to achieving, 203–216
- PERM labor certification leading to, 181–194.
- See also* PERM labor certification time after application for, 178–179

PERM labor certification, 181–194

- academic positions, special handling of, 191–192
- adjudication process, 193–194
- advantages and disadvantages, 181–182
- advertising requirements, 183–186

- appeal of denial, 194
- audits, 193
- backlogged processing, 182
- board certified or board eligible (BC/BE), 183, 192
- change of employer, effect of, 193
- contacting applicants and interview process, 189–190
- disadvantages of, 182
- EB-2 visas, 181–182
- employer's attestations, 188
- failure to complete training prior to starting position, 192
- full-time vs. part-time jobs, 192
- graduate medical training in United States and, 191
- H-1B visas, 16
- hiring both qualified candidate and immigrant candidate, 193
- Immigrant Petition for Alien Worker (Form I-140), 182, 187, 188, 193, 194
- for J-1 visas, 16
- language requirements, 191
- layoffs and termination of employment, 230, 232
- license requirements, 179, 183, 192
- LPR status and, 149, 179
- minimum job requirements, 189, 190, 191
- multiple worksites, 192
- notice requirements, 186
- permanent residency, leading to, 181–194
- PNIW compared to, 181–182, 201–202
- prevailing wages, 183, 184, 186–188, 192, 193–194
- protected U.S. workers, 190
- relocation of employer during process, 193
- for residents and fellows, 191
- rural health clinics, 183
- self-employed physicians, 193
- steps in process, 182–185
- type of medical degree, 192
- validity duration of PERM approval, 194
- valid reasons to reject U.S. candidates, 189
- wage requirements, 183, 184, 186–188, 192

Persecution. *See* Hardship and persecution waivers

Petition for Alien Relative (Form I-130), 174, 175

Petition for a Nonimmigrant Worker (Form I-129), 141, 158, 161, 167, 239

Philippines

- backlogged in EB-3 category, 173

Physician National Interest Waivers (PNIWs), 195–202

- adjustment of status before completion of service, 198

- administrative processing, advantages of PNIW petition in cases of, 202
- approved labor certification, 209–210
- backlogged processing, 202
- change of employers, 198
- clinical work, 196
- continuous service, 197–198
- credit for work in shortage area prior to filing application, 196
- definition of, 195
- EB-2 visas, 195
- employment contracts, 199, 200
- evidence, 210–211
- five-year service requirement, 197–198
- flex slots, 196
- full-time vs. part-time jobs, 196
- green-card strategy, 149–150
- HPSAs and, 195–196
- Immigrant Petition for Alien Worker (Form I-140), 197, 198, 199, 200, 201–202
- J-1 three-year service and, 198–199
- license requirement, 179
- LPR status and, 179
- Medically Underserved Areas (MUAs), 195
- mergers and acquisitions, 243
- new employers, 212
- no limits on number allowed, 196
- PERM compared with, 181–182, 201–202
- premium processing of I-140 petitions, 201–202
- primary-care physicians, 199
- proving completion of service, 201
- same government agency letter for both J-1 waiver and PNIW, 200
- self-employment, 200
- self-petitions, 200, 243
- shortage areas qualified for, 149–150, 195–196
- specialties, 199
- sponsoring government agencies, 196–197
- state programs, 271–302
- state restrictions, 200–201
- Physician National Interest Waivers (PNIWs)**
 - premium processing, 202
- Pilot Program for EB-5 regional centers, 213**
- Political and security-related hardships, 112**
- Political contributions, 218**
- Portability**
 - adjustment portability, 230–231
 - of H-1B visas, 137–138, 226, 227
- Postgraduate Training Authorization Letters (PTALs), 7**
- Preliminary or transitional training program, 5–6**
- Premium processing, 13, 142, 153, 182, 194, 201**
 - H-4 visas for family members, 153
- Prevailing wages**
 - H-1B visas, 128, 129–132
 - locum physicians, 248
 - PERM labor certification, 183, 184, 186–188, 192, 193–194
- Primary-care physicians**
 - ARC sponsorship, 82, 87
 - Conrad 30 waivers, 59–60
 - definition of primary care (by state Conrad 30 program), 313–347
 - definition of primary care (by state NIW program), 271–302
 - DRA waivers, 88, 89
 - employment contract requirements, 75, 84–86
 - graduate medical training programs, 6
 - HHS waivers, 72–74
 - IGA waivers, 70
 - MUAs, 57–58
 - NBRC, 96
 - one-year fellowship, HHS waiver and, 73
 - PNIW, 199
 - SCRC waivers, 94
- Prisons and jails, HPSA designation, 57**
- Program Electronic Review Management System. *See* PERM labor certification**
- Psychological hardships, 112**
- PTALs (Postgraduate Training Authorization Letters), 7**
- Public interest waivers, 69–107. *See also* Physician National Interest Waivers**
 - application contents for IGA waivers, 70–71
 - clinical waivers, 71–75
 - HHS clinical waivers, 71–75
 - interested government agency (IGA) waivers, rules governing, 50–51, 69–71. *See also* Interested government agency (IGA) waivers
 - research waivers, 75–80
 - VA, 103–105
- Public policy, hardship waivers, 112–113**

Q

Questionnaires

- for physician candidate, 252, 303–305
- for physician employer, 252, 307–308

R

Reciprocity of licensing, state provisions, 271–302

Recruiting

- ARC waivers, 84
- Conrad program waivers, 63, 313–347
- DRA waivers, 90–91
- HHS clinical waivers, 72, 74
- NBRC, 97
- PERM process, 181, 183–186
- physician expectations, 254
- re-recruitment for VA waivers, 106
- role of recruiter, 251–254
- SCRC waivers, 94
- VA waivers, 101

Refugees, 170

Religious workers, 174

Report of Medical Examination and Vaccination Record (Form I-693), 177

Reputation of attorney, 262

Researcher waivers, HHS, 75–80

Research scholars

- J-1 visas, 34
- outstanding professors and researchers, 203–204, 207–209

Resources and websites, 267–269

Return fare, 233

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, 183
- state J-1 waivers, 61, 71

S

Same-sex spouses

- family green card category, 171
- J-2 visas for, 117

Schooling for family members

- H-4 visas, 151–152
- J-2 visas, 122

SCRC. *See* Southeast Crescent Regional Commission

Secondary employers and H-1B workers, 234

Security clearances for visitor visa applications, 25–26

Self-employed physicians

- H-1B visas, 248

- PERM labor certification, 193
- PNIWs, 200

Self-petitions

- Conrad 30 waivers, 65
- PNIWs, 200

Severance benefits, 228, 233

SEVIS (Student and Exchange Visitor Information System), 31, 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

SOAP (Supplemental Offer and Acceptance Program), 8

Social media presence, questions relating to, 48, 159, 176

Social Security Act, 72

Sociocultural hardships, 112

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

Special immigrant juveniles, 174

Specialties

- American Board of Medical Specialties (ABMS), 1, 33
- ARC waivers, 82
- board certification, 1, 183, 192
- change of specialties after arrival (J-1), 34
- Conrad program waivers, 60, 61, 313–347
- DRA waivers, 88, 89
- extension of J-1 visa to sit for specialty board examination, 39
- HHS clinical waivers, 72–73
- NBRC, 96
- PNIWs, 199
- requirements for practice in, 6
- SCRC waivers, 94
- transitional or preliminary program, 6

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 (S-CHIP), 74

State Department policies

- administrative processing, 22, 25–26
- Foreign Affairs Manual*, 21–22
- hardship or persecution waiver, 115
- IGA waivers. *See* Interested government agency (IGA) waivers
- interview waiver policy, 162
- medical residency programs, 21–22

stateside visa renewal pilot program, 163–165
 VA waivers, 100
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, 271–302

States

ARC constituents, 80–82
 availability of waivers, 67
 chart of Conrad 30 waivers, 313–347
 competitive states for Conrad 30 waivers, 67
 DRA constituents, 87–88
 licensing requirements, 9, 256, 271–302
 SCRC constituents, 92–94

Stateside visa renewal, 163–165

Student and Exchange Visitor Information System (SEVIS), 31, 158

Successors in interest, 238, 239, 242–243, 244

Supplemental Offer and Acceptance Program (SOAP), 8

Supplement J, Form I-485, 230–231

Syria, TPS status for physicians from, 148

T

Taxation, 122, 218, 219

Teaching hospitals. *See also* Educational Commission on Foreign Medical Graduates; Medical residency programs

classification of residents and fellows, 130
 H-1Bs at, 130, 239
 July 1 as start date of residency in, 239
 qualifications for H-1B exemption, 144–145
 termination of employment with, 226

Telemedicine positions, 66

Temporary Protected Status (TPS), 148–149

Termination of employment, 226–236

adjustment portability, 230–231
 change of status to visitor status, 227
 employers' consequences, 232–234
 extenuating circumstances requirement, 226
 factors in determining, 233
 falling out of legal status, 228–229
 Form I-140 (Immigrant Petition for Alien Worker), 230–232
 furloughs vs., 234–235
 grace period after, 227, 229–230
 H-1B dependency and, 233–234, 236
 J-1 visas, implications for, 226
 LPR status, effect on, 233

notice, 228, 233, 235
 pending green card applications, 230
 portability of H-1B visas. *See* Portability strategies for preventing negative immigration consequences, 235–236
 Supplement J, Form I-485, 230–231
 unemployment compensation, eligibility for, 228
 visitor visas, change of status to, 227–228
 voluntary termination, 234

Third-party employers

H-1B visas, 136
 as sponsors, 65

TN visas

alternative to H-1B status, 146
 grace period, 140, 227, 229

TPL (training program liaison), 30

TPS (Temporary Protected Status), 148–149

Training program liaison (TPL), 30

Transitional or preliminary training program, 6

Translation of documents, 5, 161

Travel in and out of United States

adjustment of status application pending, 178
 ECFMG and, 36–38
 H-1B visa holders, 141
 J-1 visa holders, 36–38
 J-2 visa holders, 36–38
 J-2 visa holders remaining in United States while J-1 travels outside of United States, 123
 leaving United States and re-entering in another nonimmigrant category, 46–47
 mergers and acquisitions, effect on, 244
 visa revalidation for certain trips outside United States, 37–38

U

Unemployment compensation, 228, 232

United States Departments. *See name of specific department*

United States Medical Licensing Examination (USMLE)

Bulletin of Information, 2
 Canadian physicians, 256
 fee schedule, 5
 graduate medical training, 2–5
 H-1B visa requirements, 3, 133, 134
 J-1 visa requirements, 3, 12, 29, 134
 state requirements, 271–302

University professors, 203–204, 207–209

University professors, 203–204, 207–209

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

USCIS M-274 Manual

H-1B portability, 137

USCIS regional service centers, 212

V

VA Form 10-2850, 104

Veterans Administration, 71

Veterans Affairs Department (VA), 69–70, 100–106, 196

Veterans Integrated Service Network, 105

Visa Bulletin, 174–175

Visa Qualifying Examination, 29

Visa renewal, stateside, 163–165

Visa revalidation, 37–38

Visa Waiver Program (VWP), 19–21, 157

Visitor visas, 19–28

administrative processing, 22, 25–26

after the interview, 25–26

application process, 22–23

approval of applications, 25

change of status, 27–28

denial of applications, 25

documents to present at U.S. consulate or port

of entry, 23–24, 165–167

elective clerkships, 21–22

Electronic System for Travel Authorization (ESTA), 20–21, 26, 27

entry stamp, 27

EVUS, 26

exceptions, 19–21

extension of stay, 27

Form DS-160 (Online Nonimmigrant Visa Application), 22–23, 35, 153, 158–161, 164, 165

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

Form I-539 (Application to Extend/Change Nonimmigrant Status), 27, 118–119

H-1B visa seeking change of status to, 227–228

interviews, 24–25

legitimate reasons for, 21–22

multiple entries, 21

observership applicant, 21–22

photograph for, 23

port-of-entry interview, 26–27

residency, interviewing for, 21–22

USMLE steps, completion of, 21–22

validity duration, 21

Visa Waiver Program (VWP), 19–21, 157

wait time for processing applications, 22

Voting rights, 217

VWP (Visa Waiver Program), 19–21, 157

W

Wages. *See* Prevailing wages

Waiver Review Division, 109–110, 113

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

flowchart, 309–310

J-1 visa holders, 12, 15, 50–51, 106–107. *See also specific waiver*

medically underserved community work, 17

Veterans Affairs, 100