# PAYMENT GUIDELINES BY NON-IMMIGRANT VISA TYPE

| Categories | Visa Status | Visa Type/Purpose | Employment Eligibility | Payment as an Independent Contractor | Honorarium | Performance | Expense/Travel Reimbursments (Qualified Plan) | Prize or Award | Scholarship or Fellowship |
|---|---|---|---|---|---|---|---|---|---|
| Non-Employees/Guests | A-1 | Diplomat or International Government Official | No | No | No | No | Yes | No | No |
| | A-2 | Dependent of Diplomat | No | No | No | No | Yes | No | No |
| | B-1 | Visitor/Business | No | No | Yes (1) | No | Yes | Yes (3) | No |
| | B-2 | Visitor/Pleasure | No | No | No | No | No | No | No |
| | E-3 | Temporary Worker in a Specialty Occupation | No (4) | No | No | No | Yes | No | No |
| | G1/G4 | Representative of International Organization | No | No | No | No | Yes | No | No |
| | H-1B | Temporary Worker | No (4) | No | No | No | Yes | No | No |
| | H-4 | Spouse of H-1B | No | No | No | No | Yes | No | No |
| | O-1 | Extraordinary Ability | No (4) | No | No | Yes | Yes | No | No |
| | O-3 | Spouse of O-1 | No | No | No | Yes | Yes | No | No |
| | P-1 | Athlete/Entertainer Group | No | No | No | Yes | Yes | No | No |
| | P-2 | Athlete/Entertainer Under Reciprocal Exchange Program | No | No | No | Yes | Yes | No | No |
| | P-3 | Culturally Unique Entertainers | No | No | No | Yes | Yes | No | No |
| | TD | Spouse of TN | No | No | No | No | Yes | No | No |
| | TN | Trade NAFTA | No | No | No | No | Yes | No (4) | No |
| | WB | Visa Waiver for Business | No | No | Yes (1) | No | Yes | Yes (3) | No |
| | WT | Visa Waiver for Tourist | No | No | No | No | No | No | No |
| | | | | | | | | | |
| MBL Employees / Sponsored by MBL | H-1B | Tempory Worker | Yes | No | No | No | Yes | No | No |
| | O-1 | Extraordinary Ability | Yes | No | No | No | Yes | No | No |
| | E-3 | Temporary Worker in a Specialty Occupation | Yes | No | No | No | Yes | No | No |
| | TN | Trade NAFTA | Yes | No | Yes (5) | No | Yes | Yes | No |
| | | | | | | | | | |
| Students and Scholars Sponsored by Other US Institutions *(Non-MLB)* | F-1 | Student | Yes (7) | No | Yes (7) | No | Yes | Yes | Yes |
| | F-1-OPT | Optional Practical Training | Yes (7) | Yes (6) | Yes (7) | No | Yes | Yes | Yes |
| | F-1-CPT | Curricular Practical Training | No | No | No | No | Yes | Yes | No |
| | F-2 | Spouse of F-1 | No | No | No | No | Yes | Yes | No |
| | J-1 | Student | Yes (7) | No | Yes (7) | No | Yes | Yes (7) | Yes (7) |
| | J-2 | Spouse of J-1 | No | Yes (8) | Yes (8) | No | Yes | Yes | No |
| | J-1 | Professor/Researcher | Yes (7) | No | Yes (7) | No | Yes | Yes (7) | No |
| | J-1 | Short-Term Scholar | Yes (7) | No | Yes (7) | No | Yes | Yes (7) | No |
| | | | | | | | | | |
| Exchange Visitors Sponsored by MBL | J-1 | Professor/Researcher | Yes | No | Yes (6) | No | Yes | Yes | Yes |
| | | Short-Term Scholar | Yes | No | Yes (6) | No | Yes | Yes | Yes |
| | | | | | | | | | |

(1) Subject to the requirements of the 9/5/6 Rule, foreign nationals in B-1, and VWB status may accept an ***honorarium and/or reimbursement of travel expenses*** for "usual academic activity or activities" if spending 9 days or less at the MBL and if the individual has accepted such payment from no more than 5 educational or research institutions (including the MBL) in the previous 6-month period. Letter stating acceptance of terms required PRIOR to engaging in activity.
(2) Different rules apply to students and scholars. For questions regarding sponsorship by the MBL, contact immigration@mbl.edu or Human Resources.
(3) Subject to automatic 30% withholding. For tax questions, please contact Financial Affairs at foreignnational@mbl.edu.
(4) Only if for work relevant to primary position at the MBL.
(5) Requires written authorization from the MBL.
(6) Requires employment authorization from USCIS and I-20 or DS-2019 endorsement from international Office at sponsoring institution.
(7) With appropriate written authorization from sponsoring institution.
(8) With appropriate employment authorization from USCIS.

Last Revised: 2/2024

**NOTE: The MBL is not designated to sponsor F-1 students, J-1 -Students or J-1 Student Interns.**