

CATEGORY	CANDIDATE PROFILE	TYPES OF MISSIONS	VALIDITY	PRE-REQUISITES FOR THE SPONSOR	TIME & BUDGET
B1	Employee belonging to the team that comes and goes to the USA for precise and temporary missions	- Participation in trade fairs - Business meetings with the company's partners or potential clients	10 years with the possibility to stay in the USA for up to 6 months per year	- Not employing the candidate through a US subsidiary - The employee must not be sent to perform operational work (as a supervisor)	Preparation: 1 month Estimated Costs = \$750
L1	Transfer of an executive or specialist with 1 year of seniority in the team	Mission lasting 1 to 3 years to put an operational structure in place in the USA	- 1 year if the US subsidiary has existed < 1 year - 3 years if the US subsidiary has existed > 3 years Renewable within a period of 7 years for an executive and 5 years for a specialist	- The US subsidiary must be affiliated with the structure that employs the candidate - Commercial lease (private office) - Business plan - Plan to recruit at least 7 employees within 12 months	Preparation: 3 to 4 months Estimated Costs = \$3,500  Accelerated options available
E1	Employee essential for the development of the business in the USA	Management mission lasting multiple years	5 years, renewable every 5 years with no limit	- The ultimate shareholder must come from a country that has signed a treaty of commerce with the USA - Existing business ties between this country and the USA; this must represent 51% of the US subsidiary's international commerce - Applicant's nationality is the same as shareholder's	Request for 1 <sup>st</sup> employee: - Preparation: 2 to 3 months - Estimated Costs = \$7,000 Request for 2 <sup>nd</sup> employee and all subsequent employees: - Preparation: 1 to 2 months - Estimated Costs = \$3,000
E2	Employee essential for the development of the business in the USA	Management mission lasting multiple years	5 years, renewable every 5 years with no limit	- The ultimate shareholder must come from a country that has signed a treaty of commerce with the USA - Commercial lease (private office) - Business plan and proof of a significant investment in the USA (>\$100k) - Applicant's nationality is the same as shareholder's	Request for 1 <sup>st</sup> employee: - Preparation: 3 to 4 months - Estimated Costs = \$8,000 Request for 2 <sup>nd</sup> employee and all subsequent employees: - Preparation: 1 to 2 months - Estimated Costs = \$4,000
H1B	Degree-holding employee (4 years of study) or one with significant professional experience (> 10 years)	Technical mission or management mission lasting multiple years	3 years, renewable once for 3 more years	- Salary level is set by the Department of Labor - Assembly of a dossier to submit before April 1 - The US subsidiary cannot employ the candidate before October 1	- 3 months to prepare the dossier to be submitted before April 1 - Random selection (computerized lottery) in May - Visa granted on October 1 Estimated Costs = \$4,000
O1	Employee with extraordinary qualifications	Mission entrusted to a key actor in the sector	3 years, renewable with no limit	Assembly of a dossier justifying the candidate's exceptional qualifications	Preparation: 2 to 3 months Estimated Costs = \$4,000
J1	Student intern or young college graduate	Internship that corresponds to the training or professional experience	12 months (student) 18 months (graduate)	- The intern must be received by an existing structure - The ratio of 1 intern to 5 employees at the workplace must be respected - The intern must be paid for missions exceeding 6 months	Preparation: 1 to 2 months Estimated Costs = \$1,500