

Immigration Today: Developments & Impacts to Healthcare Immigration

3RNET

Matthew Webster
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Fredrikson

Agenda

1. Introductions
2. Immigration Developments (Past, Present, Future)
3. Immigration Strategies
4. Q&A

Immigration Developments (Past, Present, Future)

Current Enforcement Trends

Significant increase in enforcement staff & funding

Rapid terminations of statuses (e.g., Humanitarian Parole, TPS)

ICE “Meet and Greet” Outreach

Increased Audits and Site Visits (>2,270)

IMAGE program “education”

Changing agency priorities

Rescission of Sensitive Locations Memorandum

ICE Raids & I-9 Audits

- I-9 Audits increasing and most likely:
 - Where employer has had **previous audit**
 - In **certain industries** known to have a high % of undocumented workers historically (construction, staffing agencies, hospitality, seasonal, etc.)
 - Where **specific complaint made** (competitors, separated employees)
- ICE Raids usually occur:
 - When **I-9 Audit is underway** and has **identified undocumented employees**
 - When **credible complaint/report** gives “**probable cause**” that unauthorized workers are present

DHS Worksite Enforcement Trends

First Trump Administration

- Worksite Raids- From 2017-2019: 1,800 arrests from worksite raids
- I-9 Audits (FY2019 – 6,450) = **10x** as many I-9 Audits as Biden (FY2025 - <700)
 - FY2020 Goal was between 12,000 – 15,000 audits (but COVID-19 intervened)

Expect an increase in I-9 audits and worksite raids and investigations

DHS/HSI Enforcement: Historical Statistics

Areas of Investigations	2017	2018
Worksite	1691	6848
I-9 Audits	1360	5981
Administrative work-related arrests	172	1525
Criminal work-related arrests	139	779

All of the above categories surged by 300 to 750 percent over one year.

<https://www.ice.gov/news/releases/ice-worksite-enforcement-investigations-fy18-surge>

Rescission of 2011 DHS Sensitive Locations Memo

- 2011 DHS Sensitive Locations Memo directed ICE/CBP to refrain to “fullest extent possible” from enforcement action in/near “Protected Areas.”
 - Protected Areas included:
 - Medical & mental health care facilities (hospitals, health clinics, vaccination/testing sites, urgent care centers, sites serving pregnant individuals and CHCs)
 - Social service providers
 - Schools
 - Churches and places of worship
 - Courthouses
- DHS enforcement in Protected Areas only with prior permission or exigent circumstances where:
 - National security threat
 - Imminent risk of death/violence/physical harm
 - Hot pursuit of individual who poses public safety threat OR who was personally witnessed crossing border
 - Imminent risk of spoliation of evidence in criminal case
 - Safe alternative location does not exist

Rescission of DHS Sensitive Locations Memo

- January 20, 2025 (Inauguration Day), President Trump rescinded 2011 Sensitive Locations Memo that enshrined longstanding policy.
 - *“Criminals will no longer be able to hide in America’s schools and churches to avoid arrest.” Acting DHS Secretary Benjamin Huffman*
- In place of DHS Sensitive Locations Memo, DHS agents are instructed to use “common sense.”
- What was not rescinded/changed?
 - 4th Amendment
 - HIPAA
 - FERPA
 - Other state/federal privacy laws
 - Federal and state anti-discrimination laws
 - I-9 compliance requirements
 - Your organization’s mission
 - Your workplace culture
 - Your clients/patients

Overview of TPS and Terminations

South Sudan	09/02/2023	09/03/2025	Nov. 3, 2025	175 (~ 200)	~ 280
Burma	03/21/2024	09/26/2025	Nov. 25, 2025	3,275	7,300
Ethiopia	04/11/2024	10/13/2025	Dec. 12, 2025	3,745	12,800
Yemen	07/02/2024	01/02/2026	March 3, 2026	1,975	4,000
Somalia	07/12/2024	01/16/2026	March 17, 2026	605	4,900
El Salvador	03/09/2001	07/11/2026	Sept. 9, 2026	174,190	232,000
Sudan	03/01/2022	08/20/2026	Oct. 19, 2026	1,635	3,950
Ukraine	04/11/2022	08/20/2026	Oct. 19, 2026	63,425	103,700

<https://immigrationforum.org/wp-content/uploads/2025/06/Temporary-Protected-Status-Fact-Sheet-June-2025.pdf>

Designated Country	Required Arrival Date	Secretary's Decision Due	Expiration Date	TPS Holders	TPS Eligible
Venezuela (2023)	07/31/2023	02/01/2025	Termination effective on May 19, 2025* (pursuant to U.S. Supreme Court decision)	248,775	472,000
Afghanistan	09/20/2023	03/21/2025	May 20, 2025 (termination effective on July 14, 2025)	11,700 (~ May 2025)	17,700
Cameroon	10/05/2023	04/08/2025	June 7, 2025 (termination effective on August 4, 2025)	5,200 (~ June 2025)	10,000
Nepal	06/24/2015	04/25/2025	June 24, 2025 (termination effective on August 5, 2025)	12,700 (~ June 2025)	~ 14,500
Honduras	12/30/1998	05/06/2025	July 5, 2025	52,585	~ 76,000
Nicaragua	12/30/1998	05/06/2025	July 5, 2025	2,935	~ 4,000
Haiti	06/03/2024	06/04/2025	August 3, 2025	260,790	474,000
Venezuela (2021)	03/08/2021	07/12/2025	Sept. 10, 2025	256,625	323,000
Syria	01/25/2024	08/01/2025	Sept. 30, 2025	3,750	8,200

Overview of TPS and Terminations

	Afghanistan	Cameroon	Haiti	Honduras	Nepal	Nicaragua	Venezuela 2021	Venezuela 2023
Initial TPS Designation Date	5/20/2022	6/7/2022	8/4/2024	1/5/1999	6/4/2015	1/5/1999	3/9/2021	10/3/2023
TPS Expiration Date	7/14/2025	8/4/2025	9/2/2025*	9/8/2025	8/5/2025	9/8/2025	9/10/2025	4/7/2025
TPS EAD Automatic Extension Date	7/14/2025	8/4/2025	9/2/2025*	9/8/2025	8/5/2025	9/8/2025	None (expired 3/10/2025)	TBD

- **HAITI** - A federal judge stayed the termination of this program on July 1, 2025, so it remains unclear when the program will end.
- **VENEZUELA (2023)** - Due to a federal judge's order on May 30, 2025, Venezuela TPS beneficiaries from the 2023 redesignation (**not** the 2021 initial designation) who have EADs with expiration dates of April 2, 2025, and who received a I-765 Receipt Notice issued on or before February 5, 2025, have their EADs automatically extended for 540 days pending resolution of that litigation.

Current Immigration Litigation

- Birthright Citizenship (stayed b/c of class action suit)
- 7/16/25 Class Action Lawsuit to Stop ICE Arrests at Courthouses
- Litigation Challenging All TPS and HP Terminations
- Litigation Challenging Rescission of Sensitive Locations Memo
- Lawsuits Challenging Third-Country Removal
- Student Visa Revocation Cases
- Sanctuary Cities/Jurisdictions

Full Travel Ban

- Afghanistan
- Burma
- Chad
- Republic of Congo
- Equatorial Guinea
- Eritrea
- Haiti
- Iran
- Libya
- Somalia
- Sudan
- Yemen

Partial Travel Ban

- Burundi
- Cuba
- Laos
- Sierra Leone
- Togo
- Turkmenistan
- Venezuela

Proposed Travel Bans (30 countries A-Z) (maybe in August 2025)

- Angola
- Antigua and Barbuda
- Benin
- Bhutan
- Burkina Faso
- Cabo Verde
- Cambodia
- Cameroon
- Cote D'Ivoire
- Democratic Republic of Congo
- Djibouti
- Dominica
- Ethiopia
- Egypt
- Gabon
- The Gambia
- Ghana
- Kyrgyzstan
- Liberia
- Malawi
- Mauritania
- Niger
- Nigeria
- Saint Kitts and Nevis
- Saint Lucia
- Sao Tome and Principe
- Senegal
- South Sudan
- Syria
- Tanzania
- Tonga
- Tuvalu
- Uganda
- Vanuatu
- Zambia
- Zimbabwe

Immigration Updates Impacting Healthcare Immigration

H-1B Modernization Regulations

- Automatic cap-gap extensions of F-1 OPT EADs
- Increased FDNS investigations/audits
- Deference policy for extensions with prior I-129 approvals
- Remote work specifically permitted

Physician Immigration Updates

- I-612 Delays with USCIS & missing worksite addresses
- J-1 visa pause in Summer 2025
- Canadians = IMGs (if Canadian degree issued after 7/1/2025)

Physician Immigration

J-1 Exchange Visitor Program: A Brief Primer



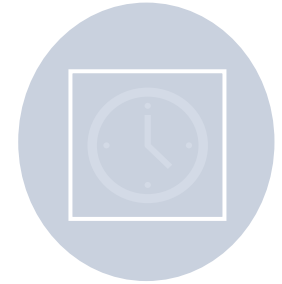
DEFINITION: J-
1 EXCHANGE
VISITOR



WHY
PHYSICIANS?



ECFMG &
DEPARTMENT
OF STATE



TIME &
ACTIVITY
LIMITATIONS

2-Year Home Residence Obligation

- Blanket coverage to ALL J-1 clinical trainees
- Requires residence and physical presence in HOME COUNTRY
- Implications:
 - Ineligibility for an H-1B visa
 - Ineligibility for permanent residence
- Conversely: does not disqualify eligibility for other nonimmigrant visas (O-1, TN, etc.)

Options for J-1 Physician on Completing GME?

- #1 Return home for two years
- #2 Obtain a waiver of two-year home residence obligation
- #3 Qualify for alternative visa status other than H-1B



Bases for Physician J-1 Waivers

- Interested Government Agency (IGA) sponsorship
 - Conrad State 30 Program/State Department of Health
 - Regional Commissions (DRA, ARC, SCRC, NBRC)
 - Department of Health and Human Services (HHS)
- Exceptional hardship to USC relative
- Persecution

Release/no-objection statement from home country unavailable for IMG physicians

Can only receive ONE waiver – first waiver approved controls

What are the Federal Requirements for IGA Waivers?

Conrad Program Only - Limit of 30 waivers/fiscal year

- Medically underserved placements: up to 30
- FLEX waivers: 10

Full-time employment/ 40 hours clinical care in HPSA/MUA/MUP worksite

Need to agree to work in position within 90 days of waiver issuance


3-year H-1B employment obligation


Conrad State 30 Waiver Program: What Is It?




- Allows state DOH to recommend up to 30 physicians/ year who will serve the public interest
- Public policy focus: expanding the safety net
- Federal-State partnership
 - Federal: creates basic structure
 - State:
 - *Fill in the blanks*
 - *Administer the program to meet needs of State*
 - *NOTE: Unless codified or subject to state regulations, state DOH has wide latitude to craft Conrad 30 program to meet **patient needs & maximize waiver usage***

State Conrad Waiver Nuances that Matter

 Special Application Periods (“First in, First out,” 60-day filing period, phased filings, etc.)


 Primary Care vs. Specialty Care

 Primary Care: Definition & Scope


 Historical Usage Numbers & Competitiveness

 Limitations on Underserved Designations


 FLEX Policy & Competitiveness

 Non-Compete & Other Contract Language Requirements

 Departure Policies & Reporting Requirements

 Limitation on # of waivers per employer

 Additional forms/affidavits?

 Timing of program application/consideration/decision periods

Historical Waiver Usage (FY22)

- In FY22, **24/50 states** filled all 30 Conrad slots.
- Only **19%** of Conrad 30 waiver slots were filled by Primary Care Physicians
- **77%** of Conrad 30 slots were for Specialists
- **70%** of Conrad 30 slots were for non-rural placements

State	Primary Care	Psych	Specialists	Rural	Non-Rural	Rural / Non-Rural Split	Flex 107	FY 22 Total
Alabama	0	1	24	1	24		5	25
Alaska	1	0	0	1	0		0	1
Arizona	8	1	21	14	16		6	30
Arkansas	7	0	23	20	10		10	30
California	17	5	6	No Data Available				28
Colorado	4	0	6	1	9		4	10
Connecticut	2	1	27	0	30		0	30
Delaware	3	3	21	24	3		9	27
Dist. Of Col	8	1	0	0	9		0	9
Florida	3	1	25	1	28		1	29
Georgia	1	0	29	0	13		0	30
Hawaii	3	2	8	1	12		10	13
Idaho	0	0	5	2	3		0	5
Illinois	7	1	22	5	25		1	30
Indiana	11	2	17	3	27		0	30
Iowa	6	1	23	4	26		2	30
Kansas	1	0	17	1	17		4	18
Kentucky	3	0	27	12	18		10	30
Louisiana	8	1	21	20	10		10	30
Maine			No Data Available					
Maryland	10	4	16	10	20		7	30
Massachusetts	4	1	21	6	20		6	26
Michigan	6	3	21	12	18		0	30
Minnesota	5	2	23	11	19		8	30
Mississippi	0	0	10	8	2		3	10
Missouri	2	0	28	2	28		0	30
Montana			No Data Available					
Nebraska	4	0	14	7	11		10	18
Nevada	2	0	13	0	15		1	15
New Hampshire	16	1	11	13	15		10	28
New Jersey	6	0	5	0	11		2	11
New Mexico	6	2	22	20	10		10	30
New York	1	1	28	2	28		0	30
North Carolina	2	1	15	6	12		8	18
North Dakota	1	1	8	0	10		10	10
Ohio	2	0	27	2	27		10	29
Oklahoma	0	1	29	9	21		10	30
Oregon	13	1	16	8	22		3	30
Pennsylvania	2	2	26	7	22	1	4	30
Puerto Rico	0	0	0	0	0		0	0
Rhode Island	6	1	23	0	30		10	30
South Carolina	1	0	23	3	21		7	24
South Dakota	3	0	9	0	12		9	12
Tennessee	1	0	29	13	17		2	30
Texas	6	2	22	1	26	3	0	30
Utah	1	1	3	0	5		3	5
Vermont	1	0	6	3	4		7	7
Virginia	8	2	22	10	20		0	30
Washington	5	2	18	6	19		0	25
West Virginia	4	0	24	6	22		1	28
Wisconsin	3	2	19	10	14		10	24
Wyoming	0	0	4	0	4		2	4
Totals	214	50	857	285	786	4	225	1,119
Filled all slots								24

<https://www.3rnet.org/j1-filled>

Historical Waiver Usage (2001-2022)

- Overall Conrad 30 usage peaked in **FY20 at 1,182** but has remained **above 1,000 waivers** since **FY18**
- Since FY18, about **half of states** have filled all 30 slots

<https://www.3rnet.org/j1-filled>

State	Conrad 30 State Totals from FY 2001 through FY 2022																					
	FY 01 Total	FY 02 Total	FY 03 Total	FY 04 GAO Total	FY 05 GAO Total	FY 06 Total	FY 07 Total	FY 08 Total	FY 09 Total	FY 10 Total	FY 11 Total	FY 12 Total	FY 13 Total	FY 14 Total	FY 15 Total	FY 16 Total	FY 17 Total	FY 18 Total	FY 19 Total	FY 20 Total	FY 21 Total	FY 22 Total
Alabama	4	6	18	19	24	15	12	15	13	10	23	28	20	20	13	22	16	18	17	26	27	25
Alaska	1	1	5	0	1	3	No Data	No Data	No Data	2	1	0	1	0	3	0	2	0	6	0	2	1
Arizona	19	30	30	30	30	30	30	30	30	18	25	30	30	30	30	24	25	29	27	30	30	30
Arkansas	0	30	30	30	29	14	No Data	18	No Data	No Data	14	14	28	25	21	30		17	27	29	30	30
California	0	30	30	30	30	30	30	30	30	30	30	30	27	30	30	30	No Data	30	30	30	23	28
Colorado	0	0	11	3	5	9	9	7	13	5	13	13	11	14	7	9	7	14	12	16	11	10
Connecticut	20	20	27	30	26	21	20	No Data	22	29	21	30	30	30	30	No Data	No Data	30	30	30	30	30
Delaware	18	25	21	21	16	12	14	14	12	14	13	10	15	15	12	13	20	16	16	24	29	27
Dist. Of Col	9	7	3	9	3	2	2	4	5	3	5	8	4	3	9	14	14	15	8	No Data		9
Florida	17	25	30	30	30	29	29	30	30	30	30	30	30	30	30	No Data	No Data	30	30	30	30	29
Georgia	20	20	30	30	28	18	8	7	12	19	23	18	30	30	21	28	30	30	30	30	30	30
Hawaii	0	0	2	1	4	4	3	6	1	0	3	4	5	4	11	11	7	5	5	11	4	13
Idaho	0	0	0	0	1	1	0	1	1	0	5	0	1	2	2	0	0	4	4	1	1	5
Illinois	20	22	28	30	30	30	30	30	30	30	30	30	29	30	30	30	30	30	30	30	30	30
Indiana	18	28	27	30	30	29	14	18	29	30	30	30	30	30	30	30	30	30	30	30	30	30
Iowa	20	30	30	30	28	29	30	30	29	25	30	30	30	30	30	28	30	30	30	30	30	30
Kansas	0	4	14	26	17	17	14	16	13	16	22	23	28	24	25	30	25	30	30	30	29	18
Kentucky	20	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30
Louisiana	0	15	15	13	10	15	22	22	15	25	19	18	20	12	17	12	6	12	12	15	22	30
Maine	12	20	29	18	25	18	25	23	9	25	27	22	30	27	30	30	30	30	30	30	No Data	
Maryland	6	9	15	22	29	24	16	18	21	18	30	29	30	30	30	30	30	30	30	30	30	30
Massachusetts	20	30	28	30	30	30	30	30	30	30	30	29	25	30	29	30	0	30	29	30	30	26
Michigan	20	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30
Minnesota	14	23	30	15	21	17	21	23	15	21	29	30	30	30	30	30	30	30	30	30	30	30
Mississippi	14	13	19	17	18	8	9	7	3	7	3	8	7	5	6	5	2	4	6	6	10	10
Missouri	20	30	30	30	30	30	30	30	30	29	30	30	30	30	30	30	30	30	30	30	30	30
Montana	1	2	2	1	0	0	3	6	2	1	2	2	4	2	7	10	6	6	10	10	12	No Data
Nebraska	13	17	15	7	13	13	10	14	9	11	12	13	21	14	15	13	15	18	19	14	25	18
Nevada	20	20	26	18	13	11	9	11	9	2	2	4	7	3	2	8	8	14	23	11	14	15
New Hampshire	5	9	6	11	15	15	10	15	13	5	8	17	19	11	24	10	22	22	21	16	21	28
New Jersey	4	0	2	1	2	4	2	2	1	1	1	2	1	3	4	2	No Data	6	0	22	12	11
New Mexico	20	30	29	27	29	23	14	12	23	30	18	26	29	30	30	30	30	30	30	30	30	30
New York	20	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30
North Carolina	8	14	10	11	16	14	No Data	No Data	12	11	5	7	15	28	No Data	22	26	30	30	30	23	18
North Dakota	7	10	11	13	6	7	9	6	9	10	12	13	15	9	10	11	11	14	12	12	12	10
Ohio	19	30	30	30	30	26	18	12	14	16	11	21	21	24	26	30	25	30	26	30	21	29
Oklahoma	5	0	0	17	12	7	No Data	9	10	7	13	13	22	17	13	10	27	26	30	27	30	30
Oregon	0	4	20	19	22	14	19	26	24	14	27	18	29	29	26	30	30	30	30	30	26	30
Pennsylvania	9	10	13	16	22	26	27	30	29	30	23	30	30	30	16	28	30	30	30	30	30	30
Puerto Rico	No Data	No Data	No Data	No Data	No Data	No Data	No Data	No Data	No Data	No Data	No Data	No Data	No Data	No Data	No Data	No Data	0	No Data	1	0	1	0
Rhode Island	20	30	30	30	30	30	20	No Data	19	No Data	No Data	No Data	27	27	16	30	30	22	30	30	30	30
South Carolina	19	20	30	26	21	20	13	23	19	16	25	21	17	30	30	21	22	28	24	28	30	24
South Dakota	0	12	10	6	6	9	10	7	6	7	6	12	11	9	8	10	11	13	14	13	11	12
Tennessee	20	30	21	27	12	9	6	5	10	7	13	11	11	6	12	12	13	17	18	22	27	30
Texas	0	11	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30
Utah	18	17	4	6	5	4	1	3	1	1	3	2	4	3	1	4	5	7	9	3	5	5
Vermont	1	1	0	1	2	1	0	0	1	0	2	4	3	5	3	7	3	7	6	7	4	7
Virginia	8	6	17	13	19	14	14	21	13	20	24	30	30	30	30	23	30	30	30	30	30	30
Washington	20	19	30	30	28	20	30	30	30	30	26	22	30	30	30	30	30	30	30	30	30	25
West Virginia	Data	20	22	14	18	15	5	15	17	23	30	29	25	30	30	14	27	22	27	28	26	28
Wisconsin	20	21	29	23	12	16	20	21	19	11	18	16	20	18	30	20	30	30	30	28	28	24
Wyoming	1	1	3	3	4	4	3	6	6	5	7	10	4	10	4	10	5	7	6	5	4	4
Totals	550	842	982	964	952	857	761	803	809	794	894	937	1,036	1,029	991	973	950	1,083	1,135	1,162	1,150	1,119
Filled all slots	15	25	15	18	13	10	11	12	11	12	11	14	17	22	19	19	20	19	25	26	24	24
			(GAO)		(GAO)													Overall Total = 20,773				

- While some states have historically always filled, newer additions are:
 - Arizona
 - Arkansas
 - Louisiana
 - Oklahoma
- States which once filled but have not recently are:
 - California
 - Kansas
 - North Carolina
 - Washington

Conrad State 30 Waiver Programs: Key Points

Plan Early!

- October 1 is the start of federal Fiscal Year and the opening date for most state Conrad 30 programs
- Some states (MN, NM, GA, etc.) permit early filing but don't make decisions until after 10/1
- Ideally you would match summer before end of residency/fellowship

Timing for state notifications

- Depending on the timing of the state notifications, you may have time to file another waiver if not selected in that state's Conrad 30 program

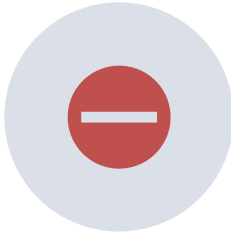
Likelihood of success?

- Understand the competitiveness of that state's Conrad 30 program & whether any other unlimited waiver programs are available

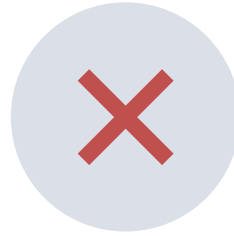
Department of Health & Human Services Clinical Waiver

- Primary Care Only
 - Family practice, general pediatrics, obstetrics/gynecology, general internal medicine, or general psychiatry; and
 - Board certified or board eligible in primary care discipline in the last 12 months
- Previously FQHC; Now HPSA Score of 7 or Higher
- Endorsement from State Department of Health
- Sliding Fee Scale

Delta Regional Authority (DRA) Waiver Program



LIMITED TO HPSA /
MUA/MHPSA/MUP
WITHIN DRA REGION



NO QUOTA



45-DAY MANDATORY
RECRUITMENT WITHIN
12 MONTHS OF SUBMISSION

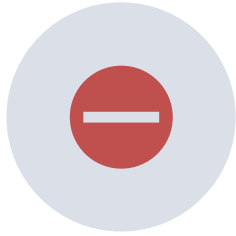


SPECIALTY & PRIMARY
CARE PHYSICIANS

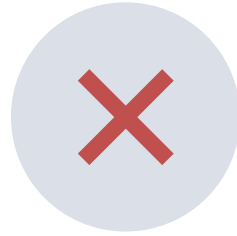


<https://dra.gov/>

Appalachian Regional Commission (ARC) Waiver Program



LIMITED TO HPSA / MUA
WITHIN ARC REGION



NO QUOTA



6-MONTH MANDATORY
RECRUITMENT

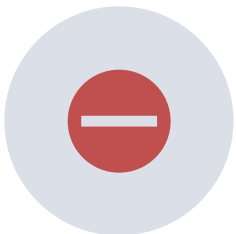


PRIMARY CARE,
PSYCHIATRISTS, AND
SUB-SPECIALTY
PHYSICIANS

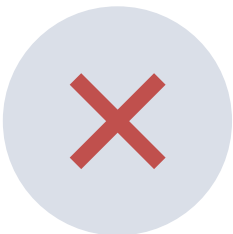


<https://arc.gov/>

Southeast Crescent Regional Commission (SCRC) Waiver Program



LIMITED TO HPSA / MUA
WITHIN SCRC REGION



NO QUOTA



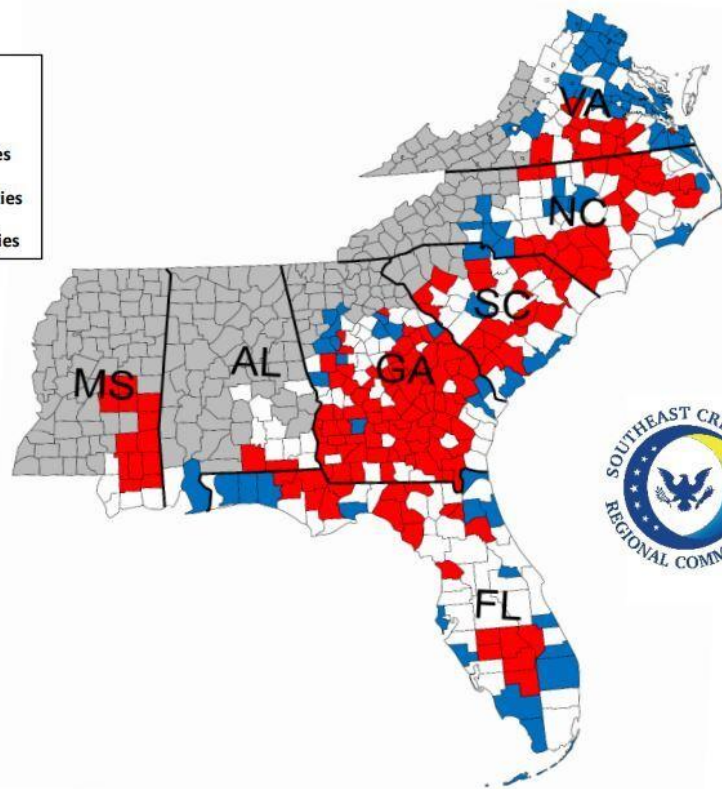
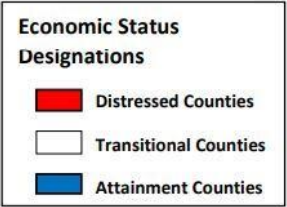
45-DAY MANDATORY
RECRUITMENT



\$3000 APPLICATION
FEE; \$3000 EXPEDITE
FEE (45 DAYS)

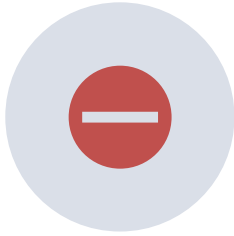


PRIMARY CARE,
PSYCHIATRISTS, AND
SUB-SPECIALTY
PHYSICIANS

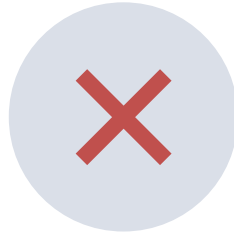


https://scrc.gov/sites/default/files/2024-07/fy24_scrc_regional_map.pdf

Northern Border Regional Commission (NBRC) Waiver Program



LIMITED TO HPSA / MUA
WITHIN REGION
(ME, NH, NY, VT)



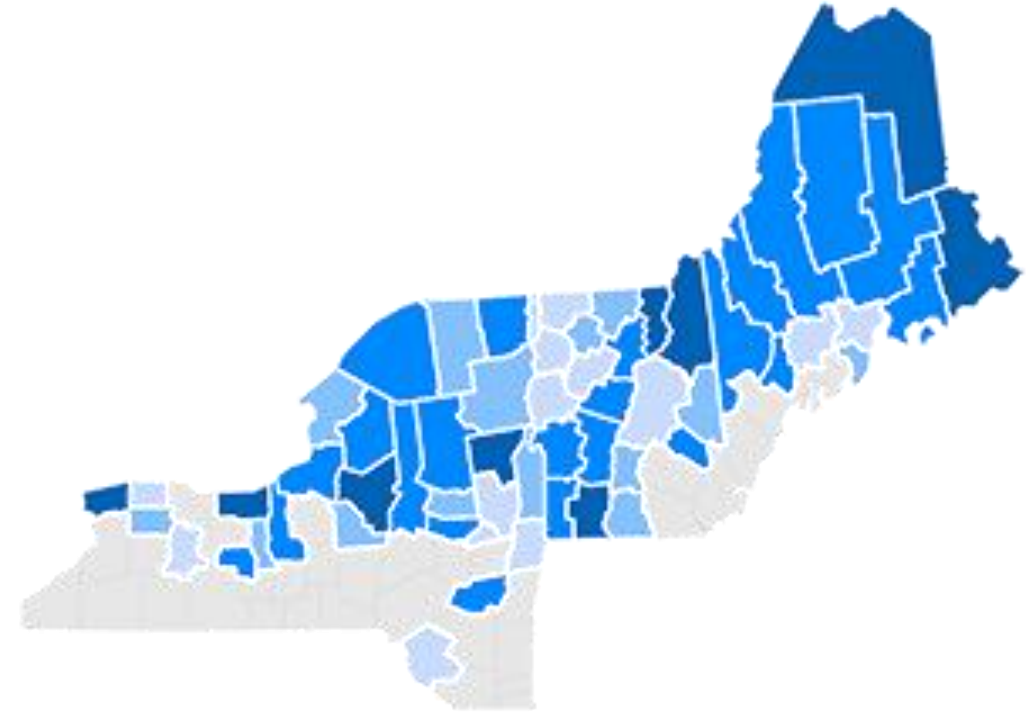
NO QUOTA



6-MONTH MANDATORY
RECRUITMENT



PRIMARY CARE,
PSYCHIATRISTS, AND
SUB-SPECIALTY
PHYSICIANS



<https://www.nbrc.gov/>

Once Waiver Recommended by Agency

- Requires subsequent clearance by DOS and USCIS
- Timelines vary (generally 18-20+ weeks for waiver approval)
- Can file H-1B petition on DOS recommendation (preferably at least USCIS I-612 Receipt Notice)
- 3-year H-1B employment obligation



H-1B Process

- Nonimmigrant Visa Status
- 6-Year Maximum*
- Mandatory 3-Year H-1B Obligation
 - Except in extenuating circumstances
- Two-Step Process
 - Labor Condition Application with DOL
 - H-1B Petition with USCIS



Making the Match: Key Considerations & Questions

- Does employer sponsor physicians for waivers?
- What retention programs/initiatives exist?
- Do physicians stay on after the 3 years?
- Do employer sponsor physicians for permanent residence? When?
- Do employers support paying for physician families?



Thank you!



Matthew Webster

Senior Attorney

612.492.7234

mwebster@fredlaw.com

Fredrikson



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