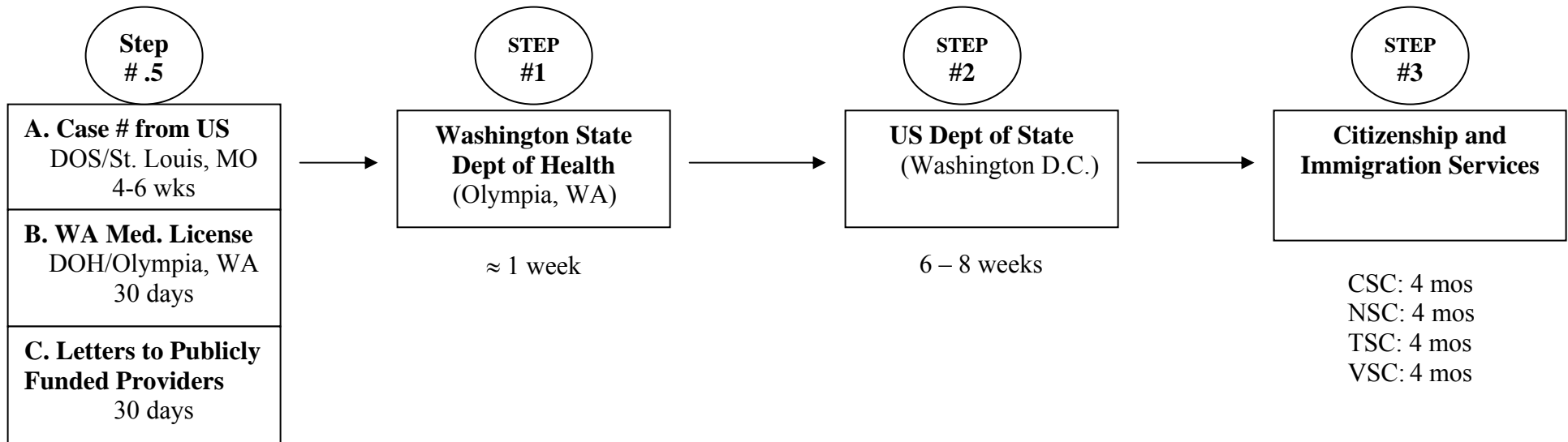


# J-1 WAIVER & H1B PROCESS

By Tom Roach

## I. J-1 Waiver Process



## II. H1-B Process

