

L-1A – Executive or Manager

Executive capacity is defined as:

- Directs the management of the organization or a major component or function;
- Establishes goals or policies;
- Exercises wide latitude in discretionary decision making and
- Receives only general supervision or direction from higher-level executives, board of directors or stockholders.

Managerial capacity is defined as:

- Managerial capacity means an assignment with the organization in which the employee personally:
- Manages the organization, department, subdivision, function or component;
 - Supervises and controls the work of other supervisory, professional or managerial employees or manages an essential function within the organization or subdivision of the organization;
- Has the authority to hire and fire or recommend personnel actions (if another directly supervises employees), or if no direct supervision, functions at a senior level and
- Exercises discretion over day-to-day operations of the activity or function.

L-1B – Specialized Knowledge

Specialized knowledge is defined as:

- Someone who has special knowledge of the company product and its application in international markets or has an advanced level of knowledge of processes and procedures of the company.

L-2 Accompanying Family

- L-1 dependents (including spouse and children under 21)
- Allowed to remain in the U.S. with the L-1 visa holder and may obtain approval to work in the U.S. in any type of employment