

**Hiring Non-citizens
June 2009**

1. IMMIGRANT ALIENS. An immigrant (meaning a lawful permanent resident alien or a person granted asylum or refugee status) who is an intending citizen (meaning he or she is eligible for citizenship, has filed a declaration of intent to become a United States' citizen, is actually residing in the U.S., and within 6 months of being eligible for citizenship applies for citizenship) may be from any country.
2. NONIMMIGRANT ALIENS. In determining the level of and requirements for access to information given to a nonimmigrant¹, the "country list"² is as follows:

Albania	Denmark	Ireland	Philippines
Argentina	Dominican Republic	Israel	Poland
Australia	Ecuador	Italy	Portugal
Bahamas	El Salvador	Japan	Romania
Belgium	Estonia	Latvia	Slovakia
Bolivia	France	Lithuania	Slovak Republic
Brazil	Germany	Luxembourg	Slovenia
Bulgaria	Greece	Netherlands	Spain
Canada	Guatemala	New Zealand	South Korea
Chile	Haiti	Nicaragua	Thailand
Colombia	Honduras	Norway	Trinidad & Tobago
Costa Rica	Hungary	Panama	Turkey
Croatia	Iceland	Paraguay	United Kingdom
Cuba		Peru	Uruguay
Czech Republic			Venezuela

3. In addition, the following persons are also eligible for hire³: (a) nationals of the U.S.; (b) Refugees from South Vietnam, Cambodia, or Laos who were paroled into the U.S. after January 1, 1975; and (c) nationals from the People's Republic of China eligible for adjustment of status under the Chinese Student Protection Act of 1992; and (d) aliens from Cuba, Poland, South Vietnam, the countries of former Soviet Union, or the Baltic countries lawfully admitted to the United States for permanent residence.⁴

¹ A nonimmigrant is a foreign citizen who has been granted a visa to enter the United States temporarily for a specific purpose and does not intend to become a U.S. citizen. To be eligible for hire, the nonimmigrant must have a visa, such as an H-1B, that authorizes him or her to work in the United States.

² The country list is the list of countries from which non-citizens are eligible to be hired by a U.S. federal agency that uses appropriated funds (the "appropriations ban"). The Board is not subject to the appropriations' ban but, as a common point of reference, uses the "country list" in deciding which non-citizens may have access to sensitive information.

³ These additional categories are also included in the appropriations ban. See footnote 2.

⁴ The former Soviet Union countries are: Armenia; Azerbaijan; Belarus; Estonia; Georgia; Kazakhstan; Latvia; Lithuania; Moldova; Russia; Tajikistan; Turkmenistan; Ukraine and Uzbekistan. The Baltic countries are: Estonia; Latvia; and Lithuania.