

### **Side Letter XX Visa Sponsorship**

The University does not sponsor staff positions for nonimmigrant visas, with the following exceptions:

- Research Technologists, under a specific agreement with UWHR and subject to the conditions thereof.
- Units may sponsor TN Professional visas for staff applying directly at the U.S. port of entry (for Canadians) or consulate (for Mexicans).

The University does not sponsor staff positions for immigrant visas/permanent residence. Staff employees who have independent/self-sponsored employment authorization are eligible for employment by the University only for the duration of that employment authorization. Staff are permitted at their own expense to self-sponsor in any nonimmigrant or immigrant visa category not requiring employer sponsorship.