PHOENIX
IMMIGRATION CONSULTING SERVICES

L-1A Intracompany Transferee Visa: Temporary Visa for Managers and Executives

L-1A

Transfer a manager or executive to a related U.S. company, or open a new U.S. office, with no cap or lottery and a direct route to the EB-1C green card.

3 years	7 years	1 year	None
Initial stay (1 year for a new office)	Maximum stay in L-1A status	Prior employment abroad, within 3 years	Annual cap or lottery

Why the L-1A

The L-1A visa allows a multinational company to transfer a manager or executive from a foreign office to a related U.S. parent, branch, subsidiary or affiliate. Business owners can also expand into the United States through a new-office L-1A, initially granted for one year. There is no annual cap or lottery, the visa is dual intent and spouses can work. L-1A managers can move toward a green card through EB-1C, without PERM labor certification.

Key benefits

Expand into the U.S.
Open and lead a U.S. branch or subsidiary through the new-office L-1A.

No cap or lottery
No annual cap or lottery, and dual intent lets you pursue a green card while in L-1A status.

Family comes too
L-2 spouses are authorized to work incident to status; children under 21 can join you and attend school.

Direct EB-1C route
A direct route to the EB-1C green card for managers and executives, without labor certification.

At a glance

Visa type
Temporary, dual intent

Employer sponsor
Related U.S. company files Form I-129

Length of stay
3 years initially; 7 years maximum

Path to green card
EB-1C manager/executive, no PERM

Program overview

- Moves a manager or executive from a foreign office to a related U.S. parent, branch, subsidiary or affiliate
- The new-office L-1A lets business owners establish a U.S. operation, initially for one year
- Large employers with an approved Blanket L can apply directly at a U.S. consulate

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Qualifying routes

The L-1A can transfer staff to an existing related U.S. company or open a new U.S. office.

Option 1
Existing U.S. company

3 years

Transfer to a related U.S. parent, branch, subsidiary or affiliate; initial stay up to 3 years, 7 years maximum.

Option 2
New office

1 year

Secured U.S. premises, investment, business plan and organizational chart; the first approval lasts one year.

Option 3
Blanket L

Consulate

Large employers with an approved Blanket L can apply directly at a U.S. consulate.

Option 4
EB-1C green card

No PERM

Managers and executives can file Form I-140 in the EB-1C multinational manager category without labor certification.

Eligibility requirements

- A qualifying relationship (parent, branch, subsidiary or affiliate) between the foreign and U.S. companies
- At least one continuous year of full-time employment with the foreign company in the three years before transfer
- A managerial or executive role in the U.S. (specialized-knowledge staff use L-1B)
- Both companies actively doing business
- New office: a credible plan for the U.S. office to support the managerial role within one year

A **$4,500** Public Law 114-113 fee applies to employers with 50+ U.S. employees, more than half in H-1B or L status.

Good to know

- USCIS fees: **$1,385** for Form I-129 (**$695** small employers and nonprofits) and a **$500** fraud fee for initial petitions
- Asylum Program Fee of **$600** (**$300** small employers, **$0** nonprofits); premium processing is **$2,965**
- New-office approvals last one year; the extension must show the business supports a managerial or executive role
- Hiring and revenue plans should be realistic from day one

Your application journey

Setup

01 Structure review: qualifying relationship and role

02 New office: establish the U.S. entity, premises and business plan

Visa

03 U.S. company files Form I-129 (or Blanket L at the consulate)

04 Visa interview preparation and consular processing

05 Grow the U.S. office and file the extension

Green card

06 **EB-1C (Form I-140) manager or executive petition filed**

Talk to a Phoenix advisor

We assess your eligibility, compare the routes open to you and manage your application from first consultation to approval.

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Program rules, government fees, processing times and visa-free access can change at any time. Figures are indicative as of November 2026; please confirm current terms with Phoenix Immigration Consulting Services before applying. This fact sheet is for general information and is not legal advice.