TN explained for HR

A two-minute briefing for hiring a Mexican professional under the USMCA.

Hiring a Mexican citizen

The route is different for a Mexican citizen. Canadians are visa-exempt and apply in person at a port of entry; a Mexican citizen must first have a TN visa from a U.S. consulate, before they travel.

Your part is the same support letter described in the companion one-pager for Canadian hires: offer the job in writing, review the letter that describes the job, its duties, its length and the pay, correct anything that is not accurate, then print it on company letterhead and sign it. TNPath's builder prepares that letter draft for the consular route too, in English, for US$99.

The steps on your hire's side are:

1. They complete the DS-160 application and pay the MRV fee of US$185 per applicant.
2. They attend an appointment at an Applicant Service Center (CAS) for biometrics, then the consular interview.
3. They pay the reciprocity (issuance) fee for the visa: US$79 for 12 months, or US$357 for 48 months.
4. Once the visa is issued, they travel to the United States; CBP admits them and issues an I-94 for up to three years.

The visa and the I-94 are separate things: the visa is for entry; the I-94 governs the stay.

What TN is, the TN–H-1B comparison, and what you are and are not asked to do are the same as for a Canadian hire — see TN explained for HR at tnpath.com/employers/tn-for-hr/