The O-1A & EB-1A Evidence Checklist

A self-assessment worksheet to see where your profile stands before you talk to anyone.

How to use this checklist

Tick every item you can already document, not just claim. Both visas ask you to meet at least three criteria (or show a one-time major international award) and then pass an overall review of whether your record shows sustained acclaim. Having paperwork for a criterion is not the same as meeting it: USCIS looks at the quality, scope and independence of the evidence, not only the count.

Tags show where each criterion applies: O-1A, EB-1A, or both. Use the worksheet at the end to count your strongest areas.

Part 1 - The evidence criteria

- [ ] **Awards and prizes** — O-1A + EB-1A

  Nationally or internationally recognized prizes or awards for excellence in your field.

  Gather: award letter or certificate, the selection criteria, number of nominees/winners, coverage of the award, who granted it.

- [ ] **Membership in selective associations** — O-1A + EB-1A

  Membership in associations that require outstanding achievement, judged by recognized experts.

  Gather: bylaws or admission criteria, your acceptance letter, proof that peers or experts decide who is admitted.

- [ ] **Published material about you** — O-1A + EB-1A

  Articles or coverage ABOUT you and your work in professional or major trade publications or major media.

  Gather: copies with date, title and author, circulation or audience data for the outlet, translations of any non-English pieces.

- [ ] **Judging the work of others** — O-1A + EB-1A

  Serving as a judge of others in your field, individually or on a panel.

  Gather: peer-review invitations and confirmations, jury or committee letters, grant-review or competition judging records.

- [ ] **Original contributions of major significance** — O-1A + EB-1A

  Original scientific, scholarly, artistic, athletic or business-related contributions of major significance.

  Gather: independent letters explaining what changed because of your work, adoption by others, products, patents, revenue or usage data, citations.

- [ ] **Scholarly articles** — O-1A + EB-1A

  Authorship of scholarly articles in professional or major trade publications or other major media.

  Gather: publication list, links or copies, citation counts, journal or outlet standing.

- [ ] **Critical or leading role at distinguished organizations** — O-1A + EB-1A

  A critical (O-1A) or leading or critical (EB-1A) role for organizations with a distinguished reputation.

  Gather: org charts, role descriptions, letters from senior leaders, evidence of the organization's reputation (press, funding, awards, customers).

- [ ] **High salary or remuneration** — O-1A + EB-1A
  A high salary or other significant remuneration compared with others in your field.
  Gather: contracts, tax or pay records, equity or fee documentation, and wage data for comparable roles and locations.

- [ ] **Exhibitions or showcases of your work** — EB-1A only
  Display of your work at artistic exhibitions or showcases.
  Gather: exhibition programs, venue information, press about the show, invitations.

- [ ] **Commercial success in the performing arts** — EB-1A only
  Evidence of commercial success such as box office receipts, sales or streaming figures.
  Gather: sales and royalty statements, chart or ranking data, ticketing or distribution reports.

Part 2 - Supporting documents

- [ ] **Up-to-date CV listing achievements, publications, roles and awards**
- [ ] **Three to five recommendation letters, ideally from independent experts who know your work (not only close**
- [ ] **Certified translations for every document that is not in English**
- [ ] **Citation report or other impact data for your work (Google Scholar, Scopus, product or audience metrics)**
- [ ] **Press kit: all media mentions collected with dates, outlets and audience size**
- [ ] **Passport and current status documents (for the filing stage)**

O-1 specific

- [ ] **A U.S. employer or agent and a clear itinerary or description of the work you will do** — O-1
- [ ] **A written advisory opinion from a relevant peer group or labor organization (your lawyer can tell you whethe** — O-1
- [ ] **Contracts or term sheets for the U.S. engagements** — O-1

Part 3 - Score yourself

Count the criteria where you have STRONG, independent, well-documented evidence (not just a mention).

- [ ] **0 or 1 strong criteria** — Build first
  Your profile may need more time. Focus on publications, judging invitations, press and independent recognition. Our blog explains how to build each.

- [ ] **2 strong criteria** — Close
  One more strong area could change the picture. Identify the criterion that is easiest to strengthen in the next 6 to 12 months.

- [ ] **3 or more strong criteria** — Worth a serious look
  You may have enough on paper. The next question is the overall picture: sustained acclaim and the quality of the evidence. A professional review is a sensible next step.

Want a second pair of eyes on your profile?

Take the free assessment at talenttoamerica.com/assessment/

or write to hello@talenttoamerica.com

Disclaimer: TalentToAmerica.com is an information resource, not a law firm. Nothing in this checklist is legal advice, and no attorney-client relationship is created by using it. Immigration rules change; verify current requirements with USCIS or a licensed immigration attorney.