There are **H-1B Cap-Exempt** employers that hire professionals on H-1B visa throughout the year regardless of the H-1B quota situation. Cap exempt employers are those establishments which are not subjected to the annual H-1B visa numerical limitation as set by the US Government. Following classes of employers fall under the Cap-Exempt category.

1. **A "Not for profit institution of higher education:"**
   Most common form of institutions of high education is a college or university. Incidentally most of the colleges and universities in the US are non-profit entities. There are hundreds of universities and colleges listed in the H1visajobs.com Online Databases for you to approach for employment with sponsorship for H-1B under cap-exempt category.

2. **A "Not for profit entity related or affiliated to an institution of higher education:"**
   Most common forms of such H-1B sponsors are research labs, medical hospitals, etc., that are affiliated to colleges and universities. Other types of employers in this class include those with shared ownership or control by the same board or federation operated by an institution of higher education, or attached to an institution of higher education as a member, branch, cooperative, or subsidiary.

3. **A "Not for profit research organization or a governmental research organization:"**
   There are several hundreds of establishments in US that fall in this class. Note that “not for profit research organization” must meet both the criteria that the establishment must be “not for profit” as well as a "research" entity. To avoid any confusions, USCIS defines a nonprofit research organization as one “that is primarily engaged in basic research and/or applied research.” Moreover, it defines a governmental organization as “a United States Government entity whose primary mission is the performance or promotion of basic research or applied research.”

Cap-Exempt employers can sponsor for any specialty occupation just like a cap-subject employer. Look at a Cap-Exempt employer as a multi-million dollar operation with branches across the US and in India, Europe, etc, employing a few thousand employees, interacting with 100,000 customers across the world. Now, as you can imagine, in order to keep the business running those employers must hire accountants, financial analysts, HR specialists, System Administrators, engineers, IT professionals, etc. **Cap-Exempt H-1B petitions (visa applications) are filed throughout the year. Therefore, you can start working as soon as you are granted an H-1B visa/status.**