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As the applicant’s interim parole notice indicates, the bearer of such document is paroled under INA 212(d)(5). Although individuals paroled under INA 212(d)(5) for humanitarian reasons are not employment authorized de facto by means of their parole document, such individuals are eligible to *seek* employment authorization under 8 CFR 274a.12 (c)(11) and may thus be issued an employment authorization document.

INA 212(d)(5):  
  
(5)(A) The Attorney General may, except as provided in subparagraph (B) or in section 1184(f) of this title, in his discretion parole into the United States temporarily under such conditions as he may prescribe only on a case-by-case basis for urgent humanitarian reasons or significant public benefit any alien applying for admission to the United States, but such parole of such alien shall not be regarded as an admission of the alien and when the purposes of such parole shall, in the opinion of the Attorney General, have been served the alien shall forthwith return or be returned to the custody from which he was paroled and thereafter his case shall continue to be dealt with in the same manner as that of any other applicant for admission to the United States.

(B) The Attorney General may not parole into the United States an alien who is a refugee unless the Attorney General determines that compelling reasons in the public interest with respect to that particular alien require that the alien be paroled into the United States rather than be admitted as a refugee under section 1157 of this title.

8 CFR 274.a12(c)

(c) ***Aliens who must apply for employment authorization.*** An alien within a class of aliens described in this section must apply for work authorization. If authorized, such an alien may accept employment subject to any restrictions stated in the regulations or cited on the employment authorization document. USCIS, in its discretion, may establish a specific validity period for an employment authorization document, which may include any period when an administrative appeal or judicial review of an application or petition is pending.

(11) Except as provided in [paragraphs (b)(37)](https://www.ecfr.gov/current/title-8/section-274a.12#p-274a.12(b)(37)) and [(c)(34)](https://www.ecfr.gov/current/title-8/section-274a.12#p-274a.12(c)(34)) of this section and [§ 212.19(h)(4) of this chapter](https://www.ecfr.gov/current/title-8/section-212.19#p-212.19(h)(4)), an alien paroled into the United States temporarily for urgent humanitarian reasons or significant public benefit pursuant to section 212(d)(5) of the Act.