Type of Visa Status	Appropriate Activities	Can Expenses Be Reimbursed?	Can ECU Pay Person?	What Payroll Department Needs to Process Payment
B-1 Business Visitor or B-2 Visitor for Pleasure (sometimes called "Visitor -	Researcher if doing own	Eligible to receive reimbursement for travel expenses and per diem. Must provide all required documentation including visa, passport, I-94, W8BEN, and international information form to determine taxation.	Might be eligible to receive honorarium in limited circumstances; otherwise no payment.	Please contact the International Tax unit in Payroll to determine if the visitor is eligible for honorarium before invitation is extended and to determine if payment is taxable to the individual on a temporary visa: INTERNATIONALTAX@ECU.EDU
DACA with EAD card (employment authorization document)	Work authorized	Yes, must provide all required documentation including visa, passport, EAD, I-94, social security card, approval notice, and international information form to determine taxation.	Yes, with EAD card.	Advise the employee to contact the International Tax unit in Payroll to schedule an appointment to complete the international tax assessment: INTERNATIONALTAX@ECU.EDU
	Work authorized	Yes, must provide all required documentation including visa, passport, EAD, I-94, social security card, approval notice, and international information form to	Yes, with E-3 approval	Advise the employee to contact the International Tax unit in Payroll to schedule an appointment to complete the international tax assessment:
	only work at ECU.	determine taxation.	information.	INTERNATIONALTAX@ECU.EDU
	May be employed on- campus up to 20hrs/wk during classes, and full- time when school is not in session or during annual vacation.	Yes, must provide all required documentation including visa, passport, EAD, I-94, social security card, approval notice, and international information form to determine taxation.	Yes, with I-20.	Advise the student to contact the International Tax unit in Payroll to schedule an appointment to complete the international tax assessment: INTERNATIONALTAX@ECU.EDU
F-1 ECU student with	If Scholarships and Fellowships require no work, they can be received with Assistantships. If work is required to receive payment, it is an Assistantship. Assistantships with .5 FTE use up all 20 hrs/wk of available work authorization when school is in session; can work		Yes, with I-20 endorsed	Advise the student to contact the International Tax unit in Payroll to schedule an appointment to complete the international tax assessment:
·	break/holiday.	taxation.	by DSO.	INTERNATIONALTAX@ECU.EDU

Type of Visa Status	Appropriate Activities	Can Expenses Be Reimbursed?	Can ECU Pay Person?	What Payroll Department Needs to Process Payment
		Yes, must provide all required		
		documentation including visa,		
		passport, I-94, social security		Advise the student to contact the International Tax unit in
F-1 ECU student with (CPT)	Work authorized in field of	card, I-20, and international	Yes, if student has CPT	Payroll to schedule an appointment to complete the
Curricular Practical	study. May be full-time or	information form to determine	authorization on I-20	international tax assessment:
Training	part-time.	taxation.	(page 3).	INTERNATIONALTAX@ECU.EDU
	Work authorized only if			
	student has OPT EAD card	Yes, must provide all required		
	and student is working in	documentation including visa,		
	field of study. May be full-	passport, EAD, I-94, social security		Advise the student to contact the International Tax unit in
	time or part-time. Part-	card, I-20, and international		Payroll to schedule an appointment to complete the
F-1 ECU student with (OPT)	time OPT is at least 20	information form to determine	Yes, if student has an	international tax assessment:
Optional Practical Training	hrs/wk.	taxation.	OPT EAD card.	INTERNATIONALTAX@ECU.EDU
		Work-related expenses might be		
		reimbursable, if other schools		
		DSO authorizes them. Must		
	Work authorized only if	provide all required		
	student has CPT authorized	documentation including visa,		
	by school to work at ECU in	passport, EAD, I-94, social security	Yes, if student has CPT	Please contact the International Tax unit in Payroll prior to
	field of study, or an OPT	card, I-20, and international	authorization on I-20 to	the non-ECU F-1 student's visit to campus to determine if
	EAD card and student is	information form to determine	work at ECU or an OPT	eligible for reimbursement. Additional documentation will
F-1 student, not at ECU	working in field of study. Work authorized only if	taxation.	EAD card.	be required: INTERNATIONALTAX@ECU.EDU
	student has OPT EAD card	Yes, must provide all required		
	_	documentation including visa,		
	field of study. May be full-	passport, EAD, I-94, social security		Advise the student to contact the International Tax unit in
	time or part-time. Part-	card, I-20, and international		Payroll to schedule an appointment to complete the
, ·	time OPT is at least 20	information form to determine	Yes, if student has an	international tax assessment:
at ECU	hrs/wk.	taxation.	OPT EAD card.	INTERNATIONALTAX@ECU.EDU
		Yes, must provide all required		
		documentation including visa,		
	Work authorized	passport, I-797, I-94, social		Advise the employee to contact the International Tax unit in
	professional employee, can	security card, and international		Payroll to schedule an appointment to complete the
	only work at ECU (with	information form to determine	Yes, with H-1B approval	international tax assessment:
H-1B with ECU	some exceptions).	taxation.	notice.	INTERNATIONALTAX@ECU.EDU

Type of Visa Status	Appropriate Activities	Can Expenses Be Reimbursed?	Can ECU Pay Person?	What Payroll Department Needs to Process Payment
		Yes after H-1B petition with ECU is		
	Work authorized	filed with USCIS (US Citizenship		
	professional employee at	and Immigration Services), must		
	ECU only after H-1B	provide all required		
	petition for ECU if filed	documentation including visa,		
	with government, in	passport, I-797, I-94, social	Yes - but only after ECU	Advise the employee to contact the International Tax unit in
H-1B with another	limited circumstances.	security card, and international	has received USCIS	Payroll to schedule an appointment to complete the
employer, but coming to	OTHERWISE, NO WORK	information form to determine	receipt notice for filing	international tax assessment:
work at ECU	AUTHORIZATION.	taxation.	our H-1B petition.	INTERNATIONALTAX@ECU.EDU
	Visitor or Guest Lecturer,			Please contact the International Tax unit in Payroll to
	performer, etc. (not the			determine if the visitor is eligible for honorarium/travel
H-1B with another	benefit of ECU). Cannot be		Please contact the	before invitation is extended and to determine if payment is
	an ECU employee. NO	Please contact the International	International Tax unit in	taxable to the individual on a temporary visa:
to perform, lecture, etc.	WORK AUTHORIZATION.	Tax unit in Payroll.	Payroll.	INTERNATIONALTAX@ECU.EDU
		Yes, must provide all required	,	
		documentation including visa,		
		passport, EAD, I-94, social security		Advise the employee to contact the International Tax unit in
	Work authorized with EAD	card, and international		Payroll to schedule an appointment to complete the
	card. Otherwise, no H-4	information form to determine		international tax assessment:
H-4 with EAD card	work authorization.	taxation.	Yes, with EAD card.	INTERNATIONALTAX@ECU.EDU
		Yes, must provide all required		
		documentation including visa,		
		passport, DS2019, I-94, social		Advise the employee to contact the International Tax unit in
	· ·	security card, and international		Payroll to schedule an appointment to complete the
I 4 with EQU	scholar, alien physician,	information form to determine	V with DC2040	international tax assessment:
J-1 with ECU	post-doc, etc.) at ECU.	taxation.	Yes, with DS2019.	INTERNATIONALTAX@ECU.EDU
		Might be eligible to receive		
	Not work authorized unless			
	, , ,	expenses and per diem, in some		
		·	Might be eligible to	
	authorize employment at	required documentation including		Permission from sponsoring agency for person to be at
	ECU in the form of a letter	visa, passport, DS2019, I-94, social		ECU is required. Please contact the International Tax unit in
		security card, and international	otherwise no payment	Payroll to determine if the visitor is eligible for
14	·	information form to determine	unless other J-1 sponsor	honorarium/travel before invitation is extended and to
J-1 sponsored by another	the work location on the	_	authorizes employment	determine if payment is taxable to the individual on a
entity	DS-2019.	reimbursement.	at ECU.	temporary visa: <u>INTERNATIONALTAX@ECU.EDU</u>

Type of Visa Status	Appropriate Activities	Can Expenses Be Reimbursed?	Can ECU Pay Person?	What Payroll Department Needs to Process Payment
		Yes, must provide all required		
		documentation including visa,		
		passport,DS2019, EAD, I-94, social		Advise the employee to contact the International Tax unit in
	Work authorized with EAD	security card, and international		Payroll to schedule an appointment to complete the
	card. Otherwise, no J-2	information form to determine		international tax assessment:
J-2 with EAD card	work authorization.	taxation.	Yes, with EAD card.	INTERNATIONALTAX@ECU.EDU
		Yes, must provide all required		
		documentation including visa,		
		passport, EAD, I-94, social security		Advise the employee to contact the International Tax unit in
	Work authorized with EAD	card, and international		Payroll to schedule an appointment to complete the
	card. Otherwise, no L-2	information form to determine		international tax assessment:
L-2 with EAD card	work authorization.	taxation.	Yes, with EAD card.	INTERNATIONALTAX@ECU.EDU
		Yes, must provide all required		
	Work authorized	documentation including visa,		
	employee, can only work at	passport, I-797, I-94, social		Advise the employee to contact the International Tax unit in
	ECU. If O-1 not sponsored	security card, and international	Yes, with O-1 approval	Payroll to schedule an appointment to complete the
	by ECU, cannot work at	information form to determine	notice with ECU	international tax assessment:
O-1 sponsored by ECU	ECU.	taxation.	indicated as sponsor.	INTERNATIONALTAX@ECU.EDU
		Yes, must provide all required		
		documentation including visa,		
		passport, EAD, I-94, social security		Advise the employee to contact the International Tax unit in
		card, and international		Payroll to schedule an appointment to complete the
TPS (Temporary Protected	Work authorized with EAD	information form to determine		international tax assessment:
Status) with EAD Card	card.	taxation.	Yes, with EAD card.	INTERNATIONALTAX@ECU.EDU
	Work authorized	Yes, must provide all required		
	1	documentation including visa,		
	only work at ECU (with	passport, TN I-94 card, social		Advise the employee to contact the International Tax unit in
	some exceptions). If TN	security card, and international		Payroll to schedule an appointment to complete the
TN with ECU, for Canadian	not sponsored by ECU,	information form to determine		international tax assessment:
and Mexican citizens only	cannot work at ECU.	taxation.	Yes with TN I-94 card.	INTERNATIONALTAX@ECU.EDU
		Fligible to receive weight burgers		
	Visitor or Cuast Lasturas as	Eligible to receive reimbursement		
		for travel expenses and per diem.		Please contact the International Tay unit in Payrell to
	Researcher if doing own	Must provide all required	Misht be elisible to	Please contact the International Tax unit in Payroll to
NAID NAIT NO NAI	,	documentation including visa,	Might be eligible to	determine if the visitor is eligible for honorarium before
WB or WT - Visa Waiver	ECU). Cannot be an ECU	passport, I-94, W8BEN, and	receive honorarium in	invitation is extended and to determine if payment is
(Sometimes called "Visitor -	1 ' '		· ·	taxable to the individual on a temporary visa:
No Pay")			otherwise no payment.	INTERNATIONALTAX@ECU.EDU se and questions including accounts payable payment

For all other visa types or any questions regarding payment eligibility for individuals on a temporary visa as employees and questions including accounts payable payment eligiblity regarding individuals on a temportary visa visiting ECU ito perform, research, guest lecturer, etc. please contact the International Tax unit in Payroll:

INTERNATIONALTAX@ECU.EDU