

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 - No Pay)	Visitor or Guest Lecturer or Researcher if doing own research (not the benefit of ECU). Cannot be an ECU employee. NO WORK AUTHORIZATION.	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
E-3 with ECU, for Australians only	Work authorized professional employee, can only work at ECU.	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 E-3 approval notice and I-94 information.	Advise the employee 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	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

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F-1 ECU student with scholarship or assistantship or fellowship	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 more when school is on break/holiday.	Yes, must provide all required documentation including visa, passport, I-94, social security card, I-20, and international information form to determine taxation.	Yes, with I-20 endorsed by DSO.	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 (CPT) Curricular Practical Training	Work authorized in field of study. May be full-time or part-time.	Yes, must provide all required documentation including visa, passport, I-94, social security card, I-20, and international information form to determine taxation.	Yes, if student has CPT authorization on I-20 (page 3).	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 (OPT) Optional Practical Training	Work authorized only if student has OPT EAD card and student is working in field of study. May be full-time or part-time. Part-time OPT is at least 20 hrs/wk.	Yes, must provide all required documentation including visa, passport, EAD, I-94, social security card, I-20, and international information form to determine taxation.	Yes, if student has an OPT EAD card.	Advise the student to contact the International Tax unit in Payroll to schedule an appointment to complete the international tax assessment: INTERNATIONALTAX@ECU.EDU

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F-1 student, not at ECU	Work authorized only if student has CPT authorized by school to work at ECU in field of study, or an OPT EAD card and student is working in field of study.	Work-related expenses might be reimbursable, if other schools DSO authorizes them. Must provide all required documentation including visa, passport, EAD, I-94, social security card, I-20, and international information form to determine taxation.	Yes, if student has CPT authorization on I-20 to work at ECU or an OPT EAD card.	Please contact the International Tax unit in Payroll prior to the non-ECU F-1 student's visit to campus to determine if eligible for reimbursement. Additional documentation will be required: INTERNATIONALTAX@ECU.EDU
F-1 student with OPT, not at ECU	Work authorized only if student has OPT EAD card and student is working in field of study. May be full-time or part-time. Part-time OPT is at least 20 hrs/wk.	Yes, must provide all required documentation including visa, passport, EAD, I-94, social security card, I-20, and international information form to determine taxation.	Yes, if student has an OPT EAD card.	Advise the student to contact the International Tax unit in Payroll to schedule an appointment to complete the international tax assessment: INTERNATIONALTAX@ECU.EDU
H-1B with ECU	Work authorized professional employee, can only work at ECU (with some exceptions).	Yes, must provide all required documentation including visa, passport, I-797, I-94, social security card, and international information form to determine taxation.	Yes, with H-1B approval notice.	Advise the employee to contact the International Tax unit in Payroll to schedule an appointment to complete the international tax assessment: INTERNATIONALTAX@ECU.EDU
H-1B with another employer, but coming to work at ECU	Work authorized professional employee at ECU only after H-1B petition for ECU if filed with government, in limited circumstances. OTHERWISE, NO WORK AUTHORIZATION.	Yes after H-1B petition with ECU is filed with USCIS (US Citizenship and Immigration Services), must provide all required documentation including visa, passport, I-797, I-94, social security card, and international information form to determine taxation.	Yes - but only after ECU has received USCIS receipt notice for filing our H-1B petition.	Advise the employee to contact the International Tax unit in Payroll to schedule an appointment to complete the international tax assessment: INTERNATIONALTAX@ECU.EDU
H-1B with another employer, but visiting ECU to perform, lecture, etc.	Visitor or Guest Lecturer, performer, etc. (not the benefit of ECU). Cannot be an ECU employee. NO WORK AUTHORIZATION.	Please contact the International Tax unit in Payroll.	Please contact the International Tax unit in Payroll.	Please contact the International Tax unit in Payroll to determine if the visitor is eligible for honorarium/travel before invitation is extended and to determine if payment is taxable to the individual on a temporary visa: INTERNATIONALTAX@ECU.EDU

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H-4 with EAD card	Work authorized with EAD card. Otherwise, no H-4 work authorization.	Yes, must provide all required documentation including visa, passport, EAD, I-94, social security card, 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
J-1 with ECU	Work authorized exchange visitor (student, researcher, scholar, alien physician, post-doc, etc.) at ECU.	Yes, must provide all required documentation including visa, passport, DS2019, I-94, social security card, and international information form to determine taxation.	Yes, with DS2019.	Advise the employee to contact the International Tax unit in Payroll to schedule an appointment to complete the international tax assessment: INTERNATIONALTAX@ECU.EDU
J-1 sponsored by another entity	Not work authorized unless terms of J-1 program (such as Fulbright) specifically authorize employment at ECU in the form of a letter authorizing employment at ECU and/or ECU is listed as the work location on the DS-2019.	Might be eligible to receive reimbursement for travel expenses and per diem, in some circumstances. Must provide all required documentation including visa, passport, DS2019, I-94, social security card, and international information form to determine taxation if individual is eligible for reimbursement.	Might be eligible to receive honorarium in limited circumstances; otherwise, no payment unless other J-1 sponsor authorizes employment at ECU.	Permission from sponsoring agency for person to be at ECU is required. Please contact the International Tax unit in Payroll to determine if the visitor is eligible for honorarium/travel before invitation is extended and to determine if payment is taxable to the individual on a temporary visa: INTERNATIONALTAX@ECU.EDU
J-2 with EAD card	Work authorized with EAD card. Otherwise, no J-2 work authorization.	Yes, must provide all required documentation including visa, passport, DS2019, EAD, I-94, social security card, 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
L-2 with EAD card	Work authorized with EAD card. Otherwise, no L-2 work authorization.	Yes, must provide all required documentation including visa, passport, EAD, I-94, social security card, 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

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O-1 sponsored by ECU	Work authorized employee, can only work at ECU. If O-1 not sponsored by ECU, cannot work at ECU.	Yes, must provide all required documentation including visa, passport, I-797, I-94, social security card, and international information form to determine taxation.	Yes, with O-1 approval notice with ECU indicated as sponsor.	Advise the employee to contact the International Tax unit in Payroll to schedule an appointment to complete the international tax assessment: INTERNATIONALTAX@ECU.EDU
TPS (Temporary Protected Status) with EAD Card	Work authorized with EAD card.	Yes, must provide all required documentation including visa, passport, EAD, I-94, social security card, 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
TN with ECU, for Canadian and Mexican citizens only	Work authorized professional employee, can only work at ECU (with some exceptions). If TN not sponsored by ECU, cannot work at ECU.	Yes, must provide all required documentation including visa, passport, TN I-94 card, social security card, and international information form to determine taxation.	Yes with TN I-94 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
WB or WT - Visa Waiver (Sometimes called "Visitor - No Pay")	Visitor or Guest Lecturer or Researcher if doing own research (not the benefit of ECU). Cannot be an ECU employee. NO WORK AUTHORIZATION.	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

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 eligibility regarding individuals on a temporary visa visiting ECU to perform, research, guest lecturer, etc. please contact the International Tax unit in Payroll: INTERNATIONALTAX@ECU.EDU