Payments That Can Be Issued to Foreign Nationals

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VISA CLASSIFICATION	DEFINITION OF VISA	UNCSA EMPLOYMENT	INDEPENDENT CONTRACTOR	HONORARIUM	UNCSA SCHOLARSHIP & FELLOWSHIP	UNCSA PRIZE OR AWARD	TRAVEL REIMBURSEMENT
B-1	Visitor for Business	NO	NO	YES WITH RESTRICTIONS ¹	NO	YES WITH RESTRICTIONS ²	YES
Visa Waiver Business	Visa Waiver for Business (VWB)	NO	NO	YES WITH RESTRICTIONS ¹	NO	YES WITH RESTRICTIONS ²	YES WITH RESTRICTIONS ¹
B-2	Visitor for Tourism	NO	NO	YES WITH RESTRICTIONS ¹	NO	YES WITH RESTRICTIONS ²	YES WITH RESTRICTIONS ¹
Visa Waiver Tourism	Visa Waiver for Tourism (VWT)	NO	NO	YES WITH RESTRICTIONS ¹	NO	YES WITH RESTRICTIONS ²	YES WITH RESTRICTIONS ¹
F-1 Sponsored by UNCSA*	Student	YES RESTRICTIONS OFF-CAMPUS ³	NO	YES WITH RESTRICTIONS ³	YES	YES	YES
F-1 <u>Non</u> -UNCSA^	Student	YES WITH RESTRICTIONS ⁴	NO	YES WITH RESTRICTIONS ⁴	YES	YES	YES
H1-B, O-1 & E-3 Sponsored by UNCSA*	Temporary Worker in Specialty Occupation	YES, ONLY AT UNCSA	NO	YES WITH RESTRICTIONS ⁵	NO	YES	YES
H1-B, O-1 & E-3 <u>Non</u> -UNCSA^	Temporary Worker in Specialty Occupation	NO	NO	NO	NO	NO	YES
J-1 Scholar Sponsored by UNCSA*	Exchange Visitor (Scholar)	YES	YES WITH RESTRICTIONS ³	YES WITH RESTRICTIONS ³	NO	YES	YES
J-1 Scholar <u>Non</u> -UNCSA^	Exchange Visitor (Scholar)	YES WITH RESTRICTIONS ^{3,4}	YES WITH RESTRICTIONS ⁴	YES WITH RESTRICTIONS ⁴	NO	YES	YES
J-1 Student Sponsored by UNCSA*	Exchange Visitor (Student)	YES	NO	YES WITH RESTRICTIONS ³	YES	YES	YES
J-1 Student <u>Non</u> -UNCSA^	Exchange Visitor (Student)	YES WITH RESTRICTIONS ⁴	NO	YES WITH RESTRICTIONS ⁴	YES WITH RESTRICTIONS ⁴	YES WITH RESTRICTIONS ⁴	YES
TN Sponsored by UNCSA*	Trade NAFTA (for Canada & Mexico)	YES, ONLY AT UNCSA	NO	YES WITH RESTRICTIONS ⁵	NO	YES	YES
TN <u>Non</u> -UNCSA^	Trade NAFTA (for Canada & Mexico)	NO	NO	NO	NO	NO	YES

¹RESTRICTIONS: Paid academic activity cannot last longer than 9 days from more than 5 institutions within a 6-month period; the Honorarium Rule (aka "9/5/6" Rule). Individuals on a B-2 or VWT should only be invited to participate in an academic activity if they are already in the US. Anyone currently outside of the US who is invited to the UNCSA should be advised to obtain B-1 or VWB status.

²RESTRICTIONS: Payment automatically subject to 30% US federal tax withholding.

³RESTRICTIONS: Requires written authorization from UNCSA.

⁴RESTRICTIONS: Requires written authorization from sponsoring university, person, and entity (if required).

⁵RESTRICTIONS: The payment is allowable if it is for work relevant to a primary position at UNCSA.

*Currently, UNCSA does not sponsor foreign nationals. This would be the scenario if we were allowed to sponsor the foreign national.

^ This scenario would apply to any other university that is sponsoring the foreign national.

The visa types listed on this chart are the most common visas at the University. If you have a visitor on a visa that is not listed, please contact the Controller's office for more information.