

## FOREIGN NATIONAL CODES USED IN THE CENTRAL PAYROLL SYSTEM

### OSC CODES

<b>GC (Green Card)</b>	Employees holding a green card for employment. We will be tracking only.
<b>REF (Refugee)</b>	Used for employees designated in a refugee status.
<b>RA (Resident Alien)</b>	For permanent resident alien employees.
<b>FN (Foreign National)</b>	Used for any other individual who does not qualify for one of the above classifications.

### TEMPORARY WORKERS

<b>E1</b>	Individual in the United States to conduct trade under a treaty. Category includes key employees of the organization engaged in such trading. Dependents also enter on E-1 visa. E-1 spouse may work for up to two years with an EAD. Dependents may engage in full-time study but only spouses may work.
<b>E2</b>	Individual in the United States to develop and direct an organization in which the individual has invested substantial capital under a treaty. Dependents also enter on E-2 visa. E-2 spouse may work for up to two years with an EAD. Dependents may engage in full-time study but only spouses may work.
<b>H1B</b>	Individual in the United States to perform professional services for a sponsoring employer for a specified period of time.
<b>H1C</b>	Individual in the United States to perform professional nursing for the sponsoring organization for a specified period of time.
<b>H2A</b>	Individual in the United States to perform temporary agricultural work.
<b>H2B</b>	Individual in the United States in a temporary position for which a shortage exists in the United States.
<b>H3</b>	Individual in the United States to participate in a training program provided by the sponsoring employer.
<b>L1</b>	Individual transferred to the United States from an affiliated office or entity of the U.S. employer to work as an executive, manager or specialist.
<b>L2</b>	Dependent of an L-1 transferee. May work up to two years with an EAD or may engage in full or part-time study.
<b>O1</b>	Individual of extraordinary ability in the sciences, arts, business, education or athletics.
<b>O2</b>	Personnel accompanying an O-1 visa holder.
<b>P1</b>	Internationally recognized entertainer or athlete and essential personnel.
<b>P2</b>	Artist or entertainer in the United States under a reciprocal exchange program.

<b>P3</b>	Individual in the United States in a culturally unique program to perform, coach, teach or train.
<b>R1</b>	Individual in the United States as a member of a bona fide religious organization carrying out religious activities.
<b>TN</b>	A citizen of Canada or Mexico in the United States under NAFTA to perform specific services for a sponsoring employer for a specific period of time.

### GOVERNMENT RELATED INDIVIDUALS

<b>A1 or A2</b>	Individual in the United States as employees of a foreign government. Authorized to work for the sponsoring organization only. Dependents are also issued A-1/A-2 visas. Dependents may be authorized to engage in full-time study or work. EAD required.
<b>A3</b>	Personal employee of a foreign government official.
<b>G1, G2, G3, or G4</b>	Individual in the United States as a representative of an international organization such as the United Nations. Authorized to work for the sponsoring organization only. Dependents are also issued these visas. Dependents may be authorized to engage in full-time study or work. EAD required.
<b>G5</b>	Personal employee of a representative of an international organization.

### STUDENTS

<b>F1</b>	Academic or language training student admitted for duration of stay (D/S). May be employed on campus. No EAD required. May be employed off campus for economic reasons. EAD required. May be authorized for curricular practical training. No EAD required. May be authorized for optional practical training. EAD required. <i>(Exempt from FICA for five years.)</i>
<b>F3</b>	Part-time student commuting from Canada or Mexico.
<b>J1 (Student)</b>	Student category checked on DS-2019 admitted as a student for duration of stay under the Exchange Visitor application. May be authorized by responsible officer at the institution for practical training. No EAD required. <i>(Exempt from FICA for five years.)</i>
<b>J2 (Student)</b>	Dependent of a J-1 (Student) principal visa holder. May be authorized to work for economic reasons. Must have an EAD.
<b>M1</b>	Vocational student admitted for duration of status. May be employed for practical training. EAD required.
<b>M3</b>	Part-time student commuting from Canada or Mexico.

### TEACHERS AND TRAINEES

<b>J1 (Non-Student)</b>	All Exchange Visitors admitted in other than the Student category on the Form DS-2019 (IAP-66). May engage in the activity authorized by the DS-2019 category. Categories include Research Scholar, Teacher, Alien Physician, etc. <i>(Exempt from FICA for two years.)</i>
<b>J2 (Non-Student)</b>	Dependent of J-1 (Non-Student) visa holders. May be authorized to work for economic reasons but not to support the J-1 principal. EAD required.

<b>Q1 (Non-Student)</b>	Participant in an International Cultural Exchange Program. Authorized to work for petitioning organization. EAD not required.
<b>Q2 (Non-student)</b>	Participant in the Irish Peace Process Cultural and Training Program.
<b>Q3 (Non-student)</b>	Dependent of Q-2 visa holders.