

NONIMMIGRANT CATEGORIES

OSC CODES

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

TEMPORARY VISITORS [These codes are not payable through Central Payroll]

B1	Individual in the United States to engage in certain business activities related to the individuals overseas employer. May be reimbursed travel expenses. May not work or be paid for independent contractor services with one exception. May be paid an honorarium by a non-profit institution if certain criteria are met.
VWB	Individual permitted to enter the United States for business without a visa. Laws regarding employment are generally the same as those for a B-1 visa holder.
B2	Individual in the United States to engage in tourism and recreation. May not be paid with one exception. May be paid an honorarium by a non-profit institution if certain criteria are met.
B2	Individual entering the United States with the clear intent to engage in study. Must change to an F-1 or J-1 student category before I-94 period expires.
VWT	Individual permitted to enter the United States for pleasure without a visa. Laws regarding activities and payment are generally the same as those for a B-2 visa holder.
C1	Individuals in transit through the United States on stopover.
D1 or D2	Crewmen employed on a ship or aircraft on stopover in the United States.
U1	Victim of criminal activity.

TEMPORARY WORKERS

E1	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.
E2	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.
H1B	Individual in the United States to perform professional services for a sponsoring employer for a specified period of time.
H1C	Individual in the United States to perform professional nursing for the sponsoring organization for a

	specified period of time.
H2A	Individual in the United States to perform temporary agricultural work.
H2B	Individual in the United States in a temporary position for which a shortage exists in the United States.
H3	Individual in the United States to participate in a training program provided by the sponsoring employer.
H4	Dependent of an H principal visa holder. May engage in full or part-time study. May not work. [This code is not payable through Central Payroll]
L1	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.
L2	Dependent of an L-1 transferee. May work up to two years with an EAD or may engage in full or part-time study.
O1	Individual of extraordinary ability in the sciences, arts, business, education or athletics.
O2	Personnel accompanying an O-1 visa holder.
O3	Dependent of an O-1 or O-2 visa holder. May engage in full-time study. May not work. [This code is not payable through Central Payroll]
P1	Internationally recognized entertainer or athlete and essential personnel.
P2	Artist or entertainer in the United States under a reciprocal exchange program.
P3	Individual in the United States in a culturally unique program to perform, coach, teach or train.
P4	Dependent of a P principal visa holder. May engage in full-time study. May not work. [This code is not payable through Central Payroll]
R1	Individual in the United States as a member of a bona fide religious organization carrying out religious activities.
R2	Dependent of an R-1 visa holder. May engage in full-time study. May not work. [This code is not payable through Central Payroll]
TN	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.
TD	Dependent of a TN visa holder. May engage in full-time study. May not work. [This code is not payable through Central Payroll]

GOVERNMENT RELATED INDIVIDUALS

A1 or A2	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.
A3	Personal employee of a foreign government official.
G1, G2,	Individual in the United States as a representative of an international organization such as the

G3, or G4	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.
G5	Personal employee of a representative of an international organization.

STUDENTS

F1	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.
F2	Dependent of an F-1 student admitted to accompany principal visa holder. May not work. [This code is not payable through Central Payroll]
F3	Part-time student commuting from Canada or Mexico.
J1 (Student)	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.
J2 (Student)	Dependent of a J-1 (Student) principal visa holder. May be authorized to work for economic reasons. Must have an EAD.
M1	Vocational student admitted for duration of status. May be employed for practical training. EAD required.
M2	Dependent of an M-1 principal visa holder. May not work. [This code is not payable through Central Payroll]
M3	Part-time student commuting from Canada or Mexico.

TEACHERS AND TRAINEES

J1 (Non-Student)	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.
J2 (Non-Student)	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.
Q1 (Non-Student)	Participant in an International Cultural Exchange Program. Authorized to work for petitioning organization. EAD not required.
Q2 (Non-student)	Participant in the Irish Peace Process Cultural and Training Program.
Q3 (Non-student)	Dependent of Q-2 visa holders.