

# INTERNATIONAL COMPENSATION AND TAXATION (ICT)

**Payroll | University Controller's Office**

Eveleen Sng

International Compensation and Taxation Manager

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# Contact Information for International Compensation & Taxation



**CONTACT US**

**[ICTquestions@ncsu.edu](mailto:ICTquestions@ncsu.edu)**

(Be sure your students know this is a legitimate NC State email address, and they need to respond when they receive an email from ICT!)

The ICTquestions email inbox is monitored by multiple staff. There are no longer face-to-face meetings required and everything is done online.

# Overview of The Tax System

- U.S. Citizen
- Lawful Permanent Resident
- Resident Alien for Tax Purposes
- Nonresident Alien for Tax Purposes

All International employees who are receiving any form of compensation need to complete a tax assessment with ICT

# International Graduate Assistants



Department of Homeland Security  
U. S. Immigration and Customs Enforcement

I-20, Certificate of Eligibility for Nonimmigrant Student Status  
OMB NO. 1653-0038

SEVIS ID: NOC [REDACTED]

|  |  |   |
|--|--|---|
| <b>SURNAME/PRIMARY NAME</b><br>[REDACTED]      | <b>GIVEN NAME</b><br>[REDACTED]        | <b>Class of Admission</b><br><br><b>F-1</b><br><br><b>ACADEMIC AND LANGUAGE</b> |
| <b>PREFERRED NAME</b><br>[REDACTED]            | <b>PASSPORT NAME</b><br>[REDACTED]     |   |
| <b>COUNTRY OF BIRTH</b><br>CHINA               | <b>COUNTRY OF CITIZENSHIP</b><br>CHINA |   |
| <b>CITY OF BIRTH</b><br>[REDACTED]             | <b>DATE OF BIRTH</b><br>[REDACTED]     |   |
| <b>FORM ISSUE REASON</b><br>INITIAL ATTENDANCE | <b>ADMISSION NUMBER</b><br>[REDACTED]  |   |

|   |   |
|---|---|
| <b>SCHOOL INFORMATION</b>   |   |
| <b>SCHOOL NAME</b><br>North Carolina State University<br>NC State University                                      | <b>SCHOOL ADDRESS</b><br>[REDACTED], OIS, [REDACTED], RALEIGH, NC 27695 |
| <b>SCHOOL OFFICIAL TO CONTACT UPON ARRIVAL</b><br>[REDACTED]<br>International Admissions & Recruitment Specialist | <b>SCHOOL CODE AND APPROVAL DATE</b><br>[REDACTED]<br>14 OCTOBER 2002   |

|  |   |  |
|--|---|--|
| <b>PROGRAM OF STUDY</b>                        |   |  |
| <b>EDUCATION LEVEL</b><br>DOCTORATE            | <b>MAJOR 1</b><br>[REDACTED]                                  | <b>MAJOR 2</b><br>None 00.0000                 |
| <b>PROGRAM ENGLISH PROFICIENCY</b><br>Required | <b>ENGLISH PROFICIENCY NOTES</b><br>Student is proficient     | <b>EARLIEST ADMISSION DATE</b><br>17 JULY 2023 |
| <b>START OF CLASSES</b><br>21 AUGUST 2023      | <b>PROGRAM START/END DATE</b><br>16 AUGUST 2023 - 06 MAY 2028 |  |

|  |                  |  |                  |
|--|------------------|--|------------------|
| <b>FINANCIALS</b>                            |                  | <b>FINANCIALS</b>                      |                  |
| <b>ESTIMATED AVERAGE COSTS FOR: 9 MONTHS</b> |                  | <b>STUDENT'S FUNDING FOR: 9 MONTHS</b> |                  |
| Tuition and Fees                             | \$ 33,515        | Personal Funds                         | \$ 0             |
| Living Expenses                              | \$ 15,840        | Assistantship/Tuition Remission        | \$ 55,632        |
| Expenses of Dependents (0)                   | \$               | Funds From Another Source              | \$               |
| Insurance                                    | \$ 2,799         | On-Campus Employment                   | \$               |
| <b>TOTAL</b>                                 | <b>\$ 52,154</b> | <b>TOTAL</b>                           | <b>\$ 55,632</b> |

|   |
|---|
| <b>REMARKS</b><br>ENROLLED STUDENTS ARE REQUIRED TO PURCHASE AND MAINTAIN STUDENT MEDICAL INSURANCE. REQUIRED ORIENTATION: August 16, 2023 CLASSES BEGIN: August 21, 2023 |
|---|

# International Graduate Assistants



U.S. Department of State

**CERTIFICATE OF ELIGIBILITY FOR EXCHANGE VISITOR STATUS (J-NONIMMIGRANT)**

FORM DS-2019 (REV. 07/2017)  
EXPIRES 10/31/2030  
ESTIMATED BURDEN TIME: 45 min  
\*See Page 2

|   |  |  |  |   |  |   |  |  |  |
|---|--|--|--|---|--|---|--|--|--|
| 1. Surname/Primary Name: [REDACTED]   |  | Given Name: [REDACTED]                     |  | Gender: [REDACTED]  |  | NO [REDACTED]   |  |  |  |
| Date of Birth (mm-dd-yyyy): [REDACTED]  |  | City of Birth: [REDACTED]                  |  | Country of Birth: GEORGIA   |  | Citizenship Country Code: GG                                  |  |  |  |
|   |  |  |  | Citizenship Country: GEORGIA  |  | J-1   |  |  |  |
| Legal Permanent Residence Country Code: GG  |  | Legal Permanent Residence Country: GEORGIA |  | Position Code: 214  |  |   |  | Position: UNIVERSITY GRADUATE STUDENTS |  |
| Primary Site of Activity: North Carolina State U - Graduate School<br>[REDACTED]<br>[REDACTED]<br>RALEIGH, NC 27606   |  |  |  |   |  |   |  |  |  |
| 2. Program Sponsor: U.S. Department of State (Fulbright Students - 1)   |  |  |  |   |  | Program Number: [REDACTED]                                    |  |  |  |
| Participating Program Official Description:<br>RESEARCH SCHOLAR; SPECIALIST; STUDENT ASSOCIATE; STUDENT BACHELORS; STUDENT DOCTORATE; STUDENT INTERN; STUDENT MASTERS; STUDENT NON-DEGREE   |  |  |  |   |  |   |  |  |  |
| Purpose of this form: Amend a previous form: Academic Training Updated  |  |  |  |   |  |   |  |  |  |
| 3. Form Covers Period:<br>From (mm-dd-yyyy): 07-10-2022<br>To (mm-dd-yyyy): 05-04-2024  |  |  |  | 4. Exchange Visitor Category:<br>STUDENT MASTERS<br>Subject/Field Code: 45.0901<br>Subject/Field Code Remarks: [REDACTED] |  |   |  |  |  |
| 5. During the period covered by this form, the total estimated financial support (in U.S. \$) is to be provided to the exchange visitor by:<br>Current Program Sponsor funds: [REDACTED]<br>North Carolina State U; Huskie: [REDACTED]<br>Total: [REDACTED]   |  |  |  |   |  | Academic Training:<br>[REDACTED]<br>(05/17/2023 - 08/19/2023) |  |  |  |
| 6. RESPONSIBLE OFFICER OR ALTERNATE RESPONSIBLE OFFICER ATTESTATION: I attest that prior to issuing this Form DS-2019, the Program Sponsor organization identified above, for which I serve as the Responsible Officer or Alternate Responsible Officer, has verified, in accordance with the requirements of 22 CFR 62.13(b), that each prospective exchange visitor: (i) is eligible and qualified for, and accepted into, the program in which he or she will participate; (ii) possesses adequate financial resources to participate in and complete his or her exchange visitor program; and (iii) possesses adequate financial resources to support an accompanying spouse and dependents, if any. I also attest that upon printing and signing this form, I am physically present in the United States or in a U.S. territory. A notification copy of this form has been provided to the U.S. Department of State. |  |  |  | 7. [REDACTED]   |  |   |  |  |  |
|   |  |  |  | Name of Official Preparing Form<br>Office of Academic Exchange Programs (ECA/A/E)<br>WASHINGTON, DC 20037                 |  | Alternate Responsible Officer<br>Title<br>[REDACTED]          |  |  |  |
|   |  |  |  | Address of Responsible Officer or Alternate Responsible Officer<br>[REDACTED]   |  | Telephone Number<br>[REDACTED]                                |  |  |  |
|   |  |  |  | Signature of Responsible Officer or Alternate Responsible Officer<br>[REDACTED]   |  | Date (mm-dd-yyyy)<br>04-28-2023                               |  |  |  |

# Types of Taxable Compensation Per IRS

The IRS considers these items to be taxable income to an International employee:

- Tax liability for the following types of payments is determined by ICT:

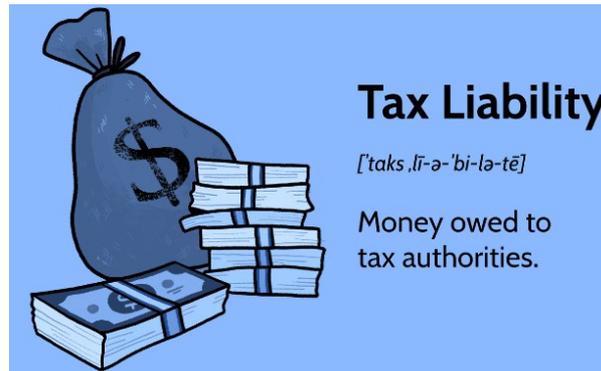
- Wages
- Graduate Assistantships
- Scholarships
- Fellowships



- Tax liability for the following types of payments is determined by the Tax Compliance Team:

[tax\\_compliance@ncsu.edu](mailto:tax_compliance@ncsu.edu)

- Stipends
- Travel Reimbursements
- Housing Allowances
- Honoraria
- Awards



# Why is it so important for our International employees to email the ICT Team?

- International employees should be assessed by ICT, ideally **BEFORE THE PAYMENT IS PROCESSED**
- International employees in Nonresident Alien (NRA) tax status have a special set of tax guidelines that they must follow

Table 2

| Payroll Period        | Add Additional  |
|-----------------------|-----------------|
| Weekly .....          | \$288.50        |
| <b>Biweekly</b> ..... | <b>576.90</b>   |
| Semimonthly .....     | 625.00          |
| <b>Monthly</b> .....  | <b>1,250.00</b> |

| Pay Period             | Weekly | <b>Biweekly</b> | Semimonthly | <b>Monthly</b> |
|------------------------|--------|-----------------|-------------|----------------|
| Additional Withholding | \$11   | <b>\$22</b>     | \$24        | <b>\$47</b>    |

- Exempt International employees in NRA tax status from FICA
- Update their SSN to the HR system on PeopleSoft
- Extend treaty benefits

# Sprintax Calculus

Sprintax's tax determination software, an innovative, paper-free way to understand our international visitors' tax position and manage all their tax-related documents. It's a secure, web-based, hassle-free tool which will help NC State to carry out tax residency determination, treaty eligibility and helps ensure NC State is withholding correctly from payments made to our international visitors

# Sprintax Calculus



## Login anywhere, anytime!

Cloud-based, secure and automated nonresident tax solution.



## Calculates tax withholding

Our system calculates nonresident tax withholding and determines whether they are eligible for any tax treaties or deductions.



## Nonresident tax compliance guaranteed

Instant generation of tax forms (such as 1042-S, W-4, W-8BEN and more).



## Tax residency determination

Determines tax residency status, based on the substantial presence test.



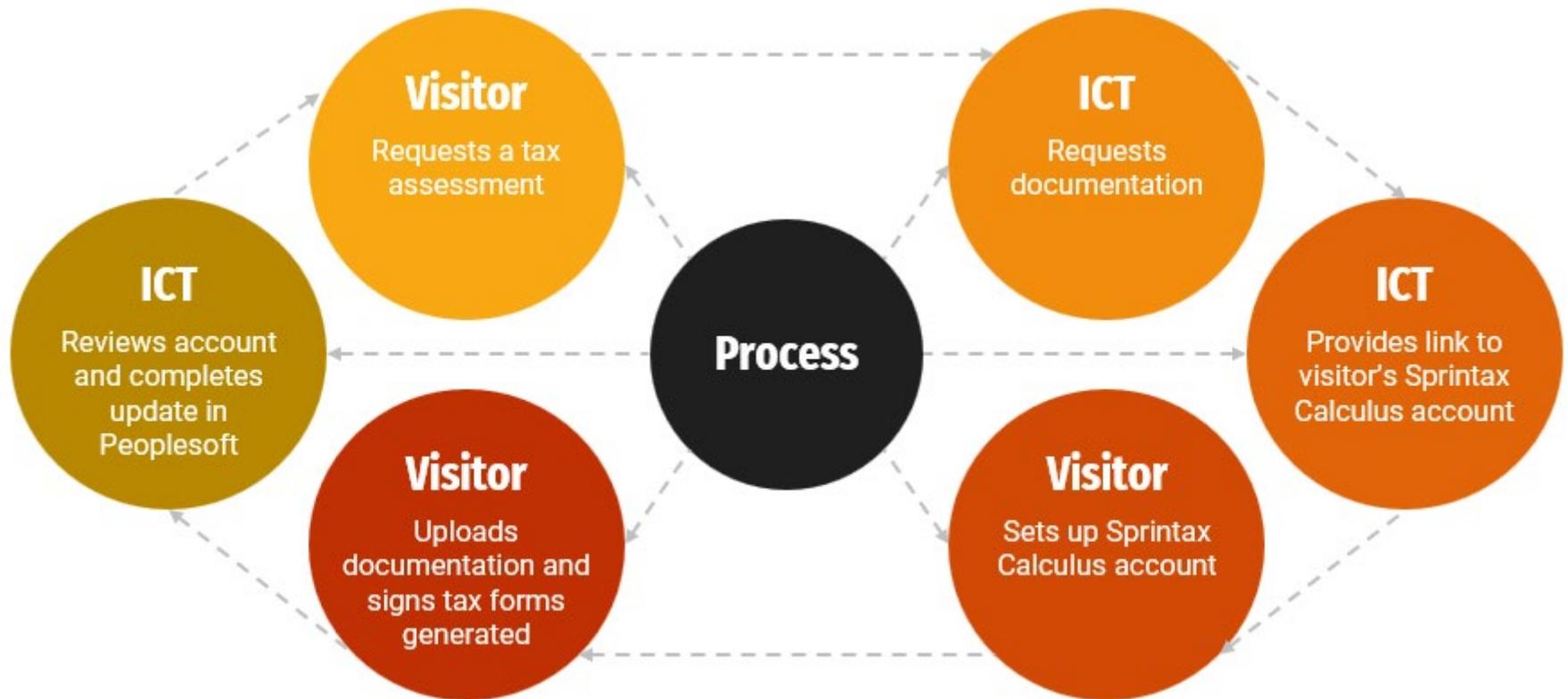
## Easy to use admin & dashboards. Advanced reporting tools

Personalized reporting and management of your nonresident tax profiles.

# How It Works

1. User is added to the system
2. User completes easy online questionnaire
3. Calculus checks residency status and treaty eligibility
4. Calculus prepares the necessary IRS forms (W-4, W-8BEN, 8233 etc.)
5. Employee signs and submits relevant forms
6. Calculus prepares tax withholding calculation

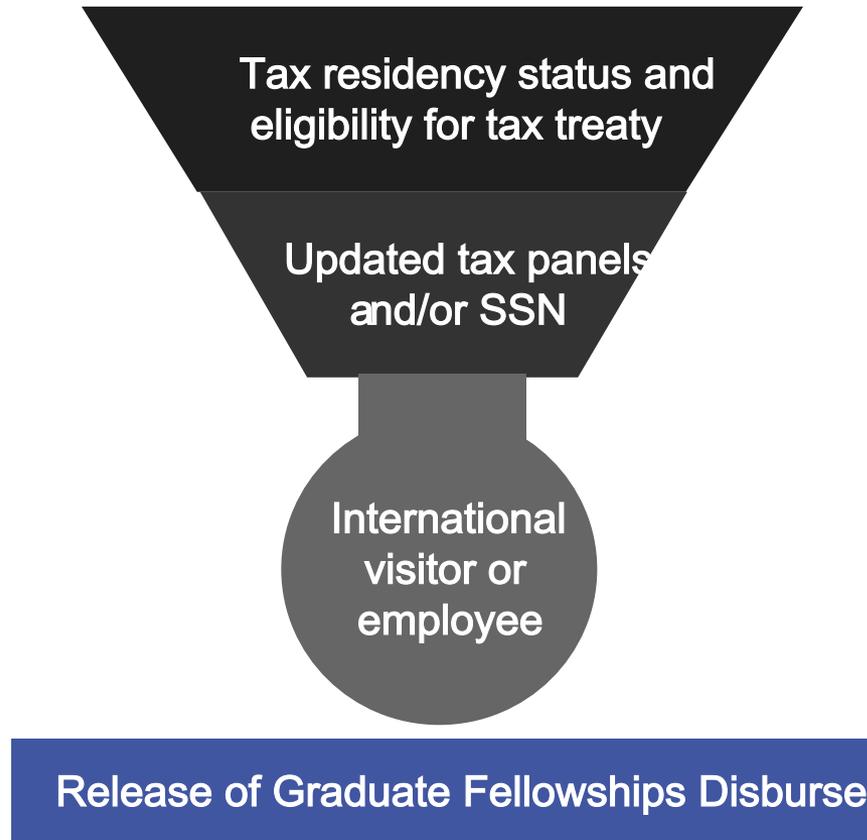
# How is a tax assessment performed?



# Graduate Fellowships/Scholarships

- International students must complete a tax assessment for graduate fellowship funds to be disbursed
- F-1 and J-1 students are subject to 14% withholding for Nonresident Aliens for tax purposes
- If a treaty is in place, may be exempt from 14% withholding for Nonresident Aliens for tax purposes
- F-1 and J-1 students are exempt from withholding for Resident Aliens for tax purposes

# What is the outcome of a tax assessment?



# International Compensation and Taxation

## Contact Information

For all questions please e-mail:

[ictquestions@ncsu.edu](mailto:ictquestions@ncsu.edu)

ⓘ The ICT team cannot offer tax advice or provide direction in completing a year end tax return or how to reply to IRS correspondence.