If hiring an international student, you MUST contact the Payroll Office prior to submitting the E-PCR and hiring documents to the HR MDC. Sprintax Tas Determination System (TDS) is a software used by Texas State University to assists international employees and students with determining their U.S. tax residency status and possible eligibility for tax treaty benefits.

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|  | **Instruction** | **Information** |
|  | Student needs to have a valid SSNor receipt showing they have applied for one | If you have a person with no SSN or a temporary SSN starting with 99, send them to theInternational Office. They will give them a letter which they will take to the SSAoffice in order to obtain a valid number. When the permanent SSN is received,please forward a copy to HR and Payroll. |
|  | Student should complete the Sprintax Tax Determination System (TDS) | To access this site, followthe link provided: [Sprintax](https://www.txst.edu/payroll/Are-you-a.../international-EMPLOYEE.html). This is needed to determine the individual’s correct tax status. |
|  | Student provides, I-94, U.S. Visa, I-20 or DS2019 | This is needed to determine the individual’s correct tax status. [Student Visa Information](http://www.foreignborn.com/study_in_us/7-student_visa.htm) |
|  | Include a copy of the foreign passport page with expiration date of passport | This is needed to determine the individual’s correct tax status. |
|  | Invite student to complete the electronic I-9.Employer completes Electronic I-9; E-Verify process | Access <http://ows01.hireright.com/login/>Forward I-9 request to selected student, requesting completion of Sec. 1; must be completed no later than 1st day of hire1st - 3rd day employment, employer views submitted work authorization documents; completes Sec. 2. Completes E-Verify process and receives validation.You will need to upload copies of the support documents used in section 2 to the I-9. |
|  | Department completes a quick hire or quick rehire PCR | The E-PCR will be electronically routed to the account manager for signature. |
|  | Student and departmentcomplete the Acknowledgement.Form. |  The [Acknowledgement Form](http://gato-docs.its.txstate.edu/jcr%3A1f13574a-599d-4af6-971c-7e0850fbf303/Hourly_Student_Worker_Acknowledgement_Form.pdf) has a link to the information for [Worker's Compensation](http://www.fss.txstate.edu/ehsrm/workers.html), [Employee Notice of Network Rights Documents (ENGLISH)](https://www.fss.txst.edu/ehsrm/workers/wcchange.html) and [Student Worker Safety Training](https://www.fss.txst.edu/ehsrm/programs/studsfty.html). |
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|  | Meet the processing deadline | E-PCRs must be received in the Human Resources MDC by the published deadlines for timely processing. Click [here](http://www.hr.txstate.edu/mdc/staff-pcr/pcr-deadlines.html) for the PCR deadlines. For pay dates, click [here](https://www.txst.edu/payroll/Payroll-Calendars.html). |
|  | Student Worker Safety Program | Student Worker Safety Orientation is a requirement that all student workers complete the safety orientation training course administered by Environmental, Health, Safety, Risk and Emergency Management and test with a score of 70% or higher. The training only must be completed once during their employment at Texas State.  This training is administered through SAP. Student employees will be automatically flagged upon hiring and should complete this course within 30 days. After 30 days, if they have not completed the training, their direct supervisor will be notified. |
| All support documents must be attached electronically to the E-PCR, using the correct naming convention.Please remember to also attach the [Acknowledgement Form](http://gato-docs.its.txstate.edu/jcr%3A1f13574a-599d-4af6-971c-7e0850fbf303/Hourly_Student_Worker_Acknowledgement_Form.pdf). The form can be found on the HR site under [FORMS](https://www.hr.txst.edu/forms.html) and the under New Hire Support (Hourly Student Worker)[.](http://www.hr.txstate.edu/Forms/newhireforms.html) |