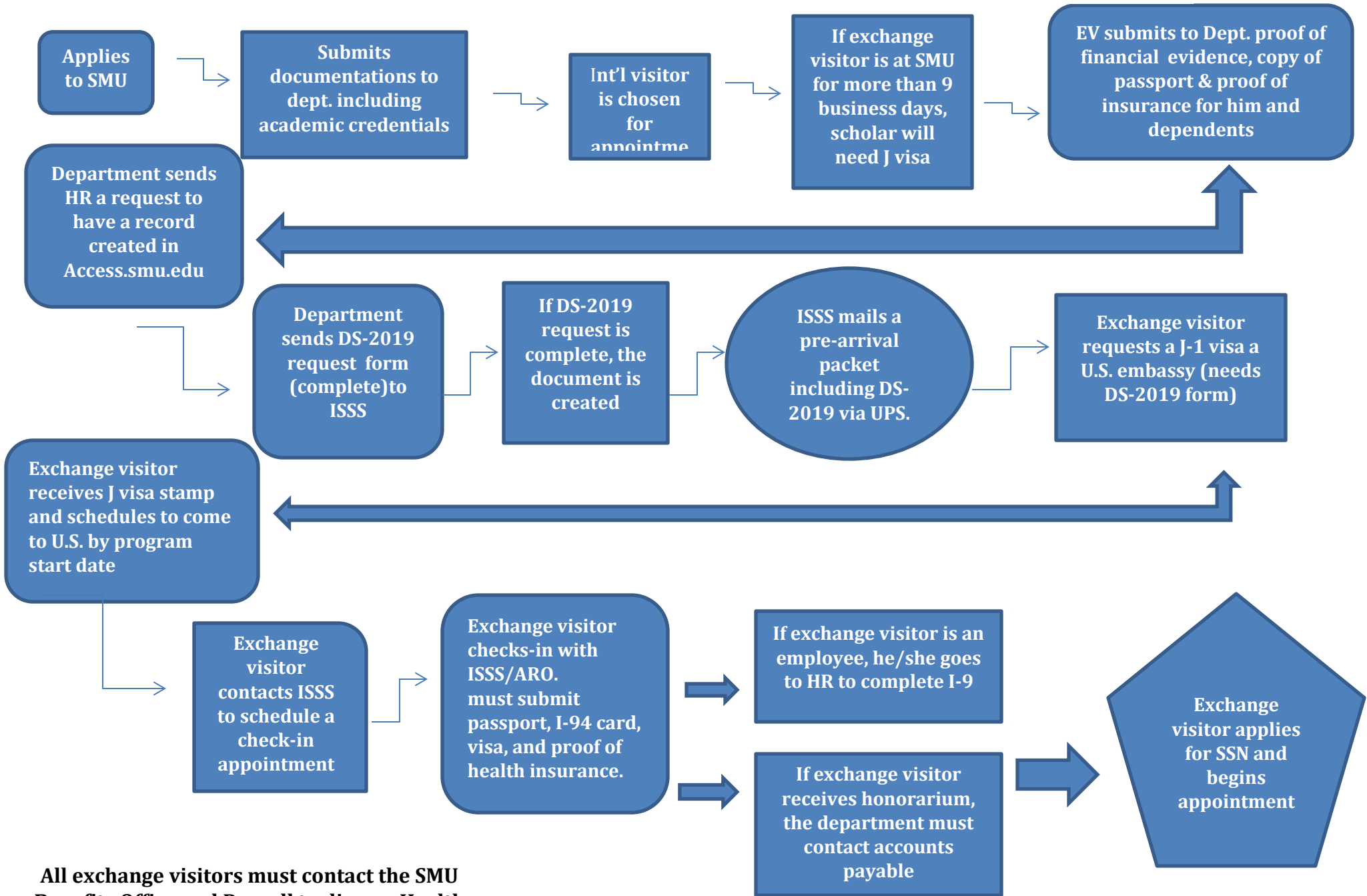


INTERNATIONAL EXCHANGE VISITORS FLOW CHART (RECEIVING SMU COMPENSATION)



All exchange visitors must contact the SMU Benefits Office and Payroll to discuss Health Insurance benefits as well as any questions regarding tax treaties