Out-of-state employees must still pay applicable federal and supplemental taxes in each paycheck. Review the [Tax and Supplemental Tax webpage](https://www.cu.edu/employee-services/payroll/taxes/tax-rates) to learn more.

### State W-4 Forms

All out-of-state employees must fill out a W-4 for the state in which they work and mail or fax it to Employee Services.

Please download your [state W-4 form](https://www.cu.edu/docs/state-w-4-forms) and review your pay stub regularly to ensure accurate withholdings each pay period.

- Pennsylvania residents: There are two forms to fill out for your state.
- Residents of Idaho, Indiana, Maine, Minnesota, North Carolina, Oregon: International employees who are classified as nonresident alien taxpayers are subject to restrictions when completing their state W-4 form. If they have not already, international employees should schedule their required appointment with the [International Tax Office](https://www.cu.edu/employee-services/international-tax) to ensure correct withholding.

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**Groups audience:**
Employee Services

**Right Sidebar:**
ES: Payroll Contact

**Source URL:** https://www.cu.edu/employee-services/payroll/taxes/out-state-employee-taxation

**Links**
[3] https://www.cu.edu/docs/state-w-4-forms
[4] https://www.cu.edu/employee-services/international-tax