Box 1: Wages, Tips, Other Compensation

- Total taxable wages for federal income tax purposes
  - Includes regular wages, bonuses, and any taxable fringe benefits (such as education benefits greater than $5,250), rewards and recognition, gifts, and taxable moving expenses
  - Also includes the taxable value of group-term life insurance in excess of $50,000 (see box 12 below)

- Amount in Box 1 is generally the “YTD Gross” under the Summary section of your final payslip, minus any pre-tax deductions such as health/dental/vision insurance, flexible spending accounts and retirement and tax deferred savings plans, etc.

- “YTD Gross” is the sum of the Year to Date (YTD) amounts under Hours and Earnings

Box 2: Federal income tax withheld

Total amount withheld from your paycheck for federal income taxes.

Box 3: Social Security Wages

- Income subject to Social Security tax

- Once you earn up to the amount of the annual Social Security wage base, you no longer have deductions for Social Security tax (For 2017 earnings, this base is $127,200)
• Some pre-tax deductions reduce the amount of Social Security wages being taxed, such as deductions for health/dental/vision insurances, parking costs, and flex spending

• With a few exceptions, Social Security wages are not reduced by contributions to a tax deferred savings retirement plan like a 403b or 457
  
  • One exception is students working at UVA while enrolled at least half-time and attending classes

  • Another exception is nonresident alien employees visiting the U.S. for a limited period on F-1, J-1, M-1, or Q-1 visas who are performing services to carry out the purpose for which such visas have been issued

**Box 4: Social Security Tax Withheld**

• Total amount withheld from your paycheck for Social Security taxes

• Social Security tax rate is 6.2%; UVA pays a matching amount of 6.2%
  
  • One exception is students working at UVA while enrolled at least half-time and attending classes

  • Another exception is nonresident alien employees visiting the U.S. for a limited period on F-1, J-1, M-1, or Q-1 visas who are performing services to carry out the purpose for which such visas have been issued

**Box 5: Medicare Wages and Tips**

• Income subject to Medicare tax; there is no maximum wage base for Medicare taxes

• Medicare wages are reduced by pre-tax deductions such as health/dental/vision insurances, parking and flex spending

• With a few exceptions, Medicare wages are not reduced by contributions to a tax deferred savings retirement plan like a 403b or 457
  
  • One exception is students working at UVA while enrolled at least half-time and attending classes

  • Another exception is nonresident alien employees visiting the U.S. for a limited period on F-1, J-1, M-1, or Q-1 visas who are performing services to carry out the purpose for which such visas have been issued
Box 6: Medicare Tax Withheld

- Total amount withheld from your paycheck for Medicare taxes
- Medicare tax rate is 1.45%; UVA pays a matching amount of 1.45%
- Employees earning $200,000 annually pay an additional 0.9%, for a total of 2.35%
  - One exception is students working at UVA while enrolled at least half-time and attending classes
  - Another exception is nonresident alien employees visiting the U.S. for a limited period on F-1, J-1, M-1, or Q-1 visas who are performing services to carry out the purpose for which such visas have been issued

Boxes 7 and 8: Social Security Tips and Allocated Tips: Not applicable to UVA employees

Box 9: Blank; field not used

Box 10: Dependent Care Benefits

- This is any amount reimbursed for dependent care expenses through a flexible spending account
- UVA must report the pre-tax amount paid into a dependent care flexible spending account as part of UVA’s Benefits Plan
- Only dependent care benefits are reportable in this box.

Box 11: Nonqualified Plans: Not applicable to UVA employees

Box 12:

- 12 C: Taxable Cost of GTL, the calculated value of group-term life insurance in excess of $50,000 that has been added into Box 1 as “other compensation”
- 12 E: Section 403(b) Salary Reductions, your total elective deferrals to TIAA/Fidelity retirement plans
- 12 G: Section 457(b) Contributions, any amount that you contributed to the Commonwealth 457 Tax Deferred Savings Plan
- 12 P: Excludable Moving Expense Reimbursements, non-taxable moving expenses for which you were reimbursed directly (not included in taxable wages in Box 1)
12 DD: Cost of Employer-Sponsored Health Coverage, the cost of your employer-sponsored health coverage. The amount reported is not taxable. This figure includes both the employee- and the employer-paid health insurance premiums and is for informational purposes only.

Box 13

- Check “Retirement Plan” if you contributed to any of UVA’s tax deferred options, or if you were a participant in either
  - UVA’s Optional Retirement Plan (ORP)
  - the Commonwealth’s defined benefit plan through the Virginia Retirement Service (VRS)
- All UVA Employees who fall into these categories will have an X in this block
- By checking the “Retirement plan” block, an employer notifies the IRS that an employee has limited eligibility for a deductible Individual Retirement Arrangement (IRA)

Box 14. Other: Employers may use this box to report additional tax information (e.g. taxable auto allowance)

Box 15: State/Employer’s State ID Number: Reports UVA’s state and state identification numbers for taxation

Box 16: State wages, tips, etc: Total amount of taxable wages earned in that state

Box 17: State Income tax: Total amount of state income taxes withheld from your paycheck for the wages reported in Box 16

Box 18, 19 and 20: Local Wages, Local Income Tax and Locality Name: Not applicable to UVA employees