

Sample Form W-2

Form W-2 Wage and Tax Statement 20XX		OMB No. 1545-0008		Department of the Treasury - Internal Revenue Service			
Control number 325036383		Employer identification number 546001796		COPY B To Be Filed With Employee's FEDERAL Tax Return			
Employer's name, address and zip code A1000 Rector/Board of Visitors 914 Emmet Street PO Box 400127 Charlottesville VA 22904-4127		Employee's SSN 123-45-6789		1 Wages, tips, other compensation 18866.14	2 Federal income tax withheld 2252.91		
		7 Social security tips		3 Social security wages 20312.82	4 Social security tax withheld 1259.39		
		8 Allocated tips		5 Medicare wages and tips 20312.82		6 Medicare tax withheld 294.54	
		9		10 Dependent care benefits		11 Nonqualified plans	
Employee's first name and init Last Name Suffix Anthony B. Example 123 Anywhere Road Charlottesville, VA 22904		12a C 10.38		13 Statutory Employee <input type="checkbox"/>		14 Other	
		12b DD 4413.00		Retirement Plan <input checked="" type="checkbox"/>			
		12c E 280.00		Third-party sick pay <input type="checkbox"/>			
		12d					
Employee's address and ZIP code							
15 State VA	Employer's State ID number 0012201974	16 State wages, tips etc. 18866.14	17 State income tax 968.45	18 Local wages, tips etc.	19 Local income tax	20 Locality name	
This information is being furnished to the Internal Revenue Service							

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