The following information is provided to assist you in…

**UNDERSTANDING THE 2016 W-2 FORM**

**Box 1** Wages, tips and other compensation is gross compensation received in 2016

Less: Cafeteria plan amounts
Tax sheltered retirement contributions
Tax sheltered annuity deductions
Flexible spending account contributions
Tax treaty earnings - will be reported on form 1042S
Tax sheltered parking fees
HSA Contributions

Plus: Taxable moving, vehicle, housing, car allowance, relocation incentives, uniforms, and other non-cash benefits provided, awards paid by the Foundation, and dependent care benefits in excess of $5,000

**Box 2** Federal income tax withheld

**Box 3** Social Security Wages are gross compensation subject to Social Security tax*, up to a maximum of $118,500.

Less: Cafeteria plan amounts
Flexible spending account contributions
Tax sheltered parking fees

Plus: Taxable Moving, vehicle, housing, car allowance and other non-cash benefits provided, awards paid by the Foundation, other dependent care benefits in excess of $5,000, and health FSA benefits in excess of $2,500.

**Box 4** Social security tax withheld - 6.2% of the Box 3 amount

**Box 5** Medicare Wages and Tips are gross compensation **

Less: Cafeteria plan amounts
Flexible spending account contributions
Tax sheltered parking fees

Plus: Taxable moving, vehicle, housing, car allowance and other non-cash benefits provided, awards paid by the Foundation, dependent care benefits in excess of $5,000, health FSA benefits in excess of $2,500 and employer contribution to deferred compensation.

**Box 6** Medicare tax withheld - 1.45% of Box 5 amount plus Additional Medicare Tax of .9% on Medicare earnings greater than $200,000

**Box 7** Is not used at this time

**Box 8** Is not used at this time

**Box 9** Is not used at this time

**Box 10** Dependent care benefit monies tax sheltered

**Box 11** Is not used at this time

**Box 12** This is information on tax sheltered amounts and moving expense reimbursements

- D - Monies paid into Thrift Savings Plan
- E - Monies paid into 403(b) plans (Tax sheltered annuities)
- G - Monies paid into 457 plans (LA Deferred Comp)
- P - Qualified moving expenses that are not taxable, therefore not included in Box 1
- W - Contributions into a Health Savings Account
- BB –Designated Roth contributions under a section 403(b) plan.
- DD - Cost of employer-sponsored health coverage.
  This amount is not taxable.
- EE – Designated Roth contributions under a section 457 plan.

**Box 13** Retirement plan indicator. If checked, special limits may apply to the amount that can be contributed to a traditional IRA. See Pub 590, Individual Retirement Agreements (IRA)

**Box 14** Is not used at this time

* Students are not subject to social security or Medicare tax on earnings while they are full-time students regularly attending classes. Earnings of employees on F-1 or J-1 visas are not subject to social security or Medicare taxes until they have passed the substantial presence test. Earnings subject to a retirement contribution are not subject to social security tax.

** All earnings of employees hired after April 1986 are subject to Medicare tax.