



**Office of Accounting Services**  
**Payroll Division**  
**January 2021**

---

**The following information is provided to assist you in understanding the 2020 W-2 Form**

**Box 1:** Wages, tips and other compensation is gross compensation received in 2020

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, and HSA Contributions

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 \$2,700 and employee and employer contribution to deferred compensation

**Box 2:** Federal income tax withheld

**Box 3:** Social Security Wages are gross compensation subject to Social Security tax\*, up to a maximum of \$137,700.00

Less: Cafeteria plan amounts, Flexible spending account contributions, and 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 \$2,700 and employee and employer contribution to deferred compensation.

**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 \$2,650 and employee 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 under the flexible spending plan

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

**Box 12:** This is information on tax sheltered amounts:

- 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)
- 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:** Other data provided for your information:

**INS**-Tax Sheltered premiums  
**RET**-Retirement contributions  
**MED**-Medical FSA tax sheltered  
**UWY**-Contributions to United Way  
**EPSL Self** – Emergency Paid Sick Leave for care you required  
**EPSL Fam** – Emergency Paid Sick Leave for care you provided

\* 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-1or 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.