Form W-2 Box Item Explanations

BOX 1: Wages, tips, other compensation - Federal taxable income. This includes your wages, salary, tips you reported, bonuses and other taxable compensation. Box 1 does not include any pre-tax benefits such as retirement contributions, deferred compensation plans, health insurance, or other types of pre-tax benefits.

BOX 2: Federal income tax withheld - The total amount of federal tax withheld from an employee during the calendar year.

BOX 3: Social Security wages – For 2021 the Social Security tax is assessed on wages up to $142,800. Social Security wages include any deferred compensation and retirement contributions. Other pre-tax benefits, such as health insurance, are excluded from Social Security wages.

BOX 4: Social Security tax withheld – The Social Security tax is a flat tax rate of 6.2% on your Social Security wages up to the maximum wage base of $142,800. Wages above the Social Security wage base are not subject to the Social Security tax.

BOX 5: Medicare wages and tips - Wages subject to Medicare tax include any deferred compensation and retirement contributions. Other pre-tax benefits, such as health insurance, are excluded from Medicare wages.

BOX 6: Medicare tax withheld – The Medicare tax is a flat rate of 1.45% on your Medicare wages. Higher income employees may be subject to withholding for the Additional Medicare Tax at a rate of 0.9%.

BOX 7: Social security tips – The amount of tip income that you reported to your employer. If you did not report tips to your employer, you will not have an amount in this box.
BOX 8: **Allocated tips** – Reports any tip income allocated to you by your employer.

BOX 9: **Blank** - Outdated and irrelevant field.

BOX 10: **Dependent care benefits** - Total dependent care benefits your employer paid you or incurred on your behalf, including amounts from a cafeteria plan. Any amount over $5,000 is also included in Box 1.

BOX 11: **Non-qualified plans** - The amount in this box is either:

- Included in Box 1 if it is a distribution made to you from a nonqualified deferred compensation or section 457 plan, or
- Included in Box 3 and/or 5 if it is a previous year deferral under a nonqualified or section 457 plan that became taxable for Social Security and Medicare taxes this year because there is no longer a substantial risk of forfeiture of your right to the deferred amount.

BOX 12: **Types of compensation and benefits**

<table>
<thead>
<tr>
<th>Code</th>
<th>Type of compensation or benefit</th>
</tr>
</thead>
<tbody>
<tr>
<td>12C</td>
<td>Cost of group-term life insurance over $50,000 (included in Box 1, 3, and 5).</td>
</tr>
<tr>
<td>12E</td>
<td>Elective deferrals under a section 403(b) salary reduction agreement. This includes both voluntary and mandatory contributions made to a Tax Sheltered Annuity (TSA) Plan or to a Teacher's Insurance And Annuity Association And College Retirement Equities Fund (TIAA-CREF).</td>
</tr>
<tr>
<td>12G</td>
<td>Elective deferrals and employer contributions (including nonelective deferrals) to a section 457(b) deferred compensation plan.</td>
</tr>
<tr>
<td>12J</td>
<td>Nontaxable sick pay not included in Boxes 1, 3 and 5.</td>
</tr>
<tr>
<td>12W</td>
<td>Employer contributions (including amounts you chose to contribute using a section 125 (cafeteria) plan) to your health savings account.</td>
</tr>
<tr>
<td>12DD</td>
<td>Cost of employer-sponsored health coverage. The amount reported with Code DD is not taxable.</td>
</tr>
</tbody>
</table>
BOX 13:
If the "Statutory employee" box is checked, you are subject to Social Security and Medicare taxes but not federal or state income tax withholding.

If the "Retirement plan" box is checked, you were an active participant in your employer’s retirement plan during the year.

The "Third party sick pay" box is checked only if the employer is a third-party sick pay payer filing Form W-2 for an insurer's employee.

BOX 14: Other - This box displays:

- **Post-tax retirement contribution** - Any post-tax retirement contribution, which is federally taxed before being credited to your retirement account and has been taxed accordingly. The post-tax method is applicable for voluntary buy back (make-up) retirement contributions.

- **Pre-tax retirement** - Retirement that was deducted from your earnings on a pre-tax basis. This retirement contribution will be federally taxed at a later date and thus will be taxed before being credited to your account. This will include all contributions to state retirement plans, higher education optional retirement plans, and any additional retirement paid during the calendar year, including make-up retirement deductions.

- **Health insurance premium** - Your total payment of health insurance premiums paid on a pre-tax basis. These payments haven’t been deducted on a tax-deferred basis and therefore contributions will not be taxed in later years.

- **Families First Coronavirus Response Act (FFCRA) –**
  - Sick leave wages subject to the $511 per day limit because of care you required.
  - Sick leave wages subject to the $200 per day limit because of are you provided to another.

- **Emergency Family and Medical Leave Expansion Act – (EFMLEA)**
  - Emergency family leave wages.

BOX 15: State employer's stated I.D. number

BOX 16: State wages, tips, etc. – Total amount of taxable wages earned in the state.

BOX 17: State income tax withheld - State income taxes that employers withheld from your wages.
BOX 18: Local wages, tips, etc. - Income from which local or city tax was withheld.

BOX 19: Local income tax - Local or city taxes withheld.

BOX 20: Locality name - For states that have local taxes, this is the name of the local or city.