Instructions for Employee

Box 1. Enter this amount on the wages line of your tax return.

Box 2. Enter this amount on the federal income tax withheld line of your tax return.

Box 5. You may be required to report this amount on Form 8959, Additional Medicare Tax. See the Instructions for Forms 1040 and 1040-SR to determine if you are required to file a tax return for these amounts.

Box 6. This amount includes the 1.45% Medicare Tax withheld on all Medicare wages and tips shown in box 5, as well as the 0.9% Additional Medicare Tax on any of those Medicare wages and tips above $200,000.

Box 8. This amount includes box 1, box 5, and 5. For information on how to report tips on your tax return, see the Instructions for Forms 1040 and 1040-SR.

You must file Form 4137, Social Security and Medicare Tax on Unreported Tip Income, to report your unreported tips if they exceed the allocated tip amount unless you can prove with adequate records that you received a smaller amount. If you have records that show the actual amount of tips, enter the actual amount even if it is less than or more than the allocated tips. Use Form 4137 to figure the social security and Medicare tax owed on tips you didn't report on your employment income tax return. By filing Form 4137, your social security tips will be credited to your social security record (used to figure your benefits).

Box 10. This amount includes the total dependent care benefits that your employer paid or reimbursed on your behalf (including amounts from a section 125 (cafeteria) plan), any amount over $5,000 is also included in box 1. Complete Form 2441, Child and Dependent Care Expenses, to complete section 12. Box 11. This amount is (a) reported in box 1 if it is a distribution made to you from a nonqualified deferred compensation or nongovernmental section 457(b) plan, or (b) included in box 3 and/or 5 if it is a prior year deferral under a nonqualified section 457(b) plan that is not allocable 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. This box cannot be used if you had a deferred annuity or retirement benefit in the same calendar year and you made a deferral and received a distribution in the same calendar year, and you are or will be age 62 by the end of the calendar year, your employer should file Form SSA-131, Employer Report of Special Wage Payments, with the Social Security Administration and give you a copy.

Box 12. The following list explains the codes shown in box 12. You may need this information to compute your tax on the following elective deferrals (D, E, F, and G) and designated Roth contributions (codes AA, BB, and EE) under all plans are generally limited to a total of $25,000 ($15,000 if you only have SIMPLE plans: $25,000 for Form 1040-SR plans if you qualify for the 15-year rule explained in Pub. 571). Deferrals under code G are limited to $19,500. Deferrals under code H are limited to $7,500. However, if you were age 50 or older at the time you earned the elective deferral amount or if your employer has allowed an additional deferral of up to $6,500 ($3,000 for section 401(k)(11) and 408(p) SIMPLE plans). This additional deferral amount is not subject to the overall limit on elective deferrals. For code D, the limit on elective deferrals may be higher for the last 3 years before you reach retirement age. See Regulations section 1.415-5 for more information. Amounts in excess of the overall elective deferral limit must be included in income. See the Instructions for Forms 1040 and 1040-SR.

Box 13. If the “Retirement plan” box is checked, special limits may apply to the amount of IRA contributions you may deduct. See Pub. 590-A, Contributions to Individual Retirement Arrangements (IRAs).

Box 14. Employers may use this box to report information such as state disability insurance taxes and the value of fully and partially employer-paid group term life insurance over $50,000 ($100,000 if combined with other group term life insurance). See Pub. 15, Circular E, Employer’s Tax Guide, for more information on how to report these taxes in this box to report railroad retirement (RTA) compensation, Tier 1 tax, Tier 2 tax, Medicare tax, and Social Security tax. See Form 8950, Calculation of Employee’s Share of Railroad Retirement (RTA) compensation, Tier 1 tax, Tier 2 tax, Medicare tax, and Social Security tax. See Pub. 15, Circular E, Employer’s Tax Guide, for more information on how to report these taxes in this box to report railroad retirement (RTA) compensation.

Notice to Employee

Do you have a college degree or equivalent work experience? Refer to the Instructions for Forms 1040 and 1040-SR to determine if you are required to file a tax return. Even if you don’t have to file a tax return, you may be eligible for a refund if box 2 shows an amount or if you are eligible for any credit.

Earned income credit (EIC). You may be able to take the EIC for 2020 if your adjusted gross income (AGI) is less than a certain amount. The AGI is the total of your income and family size. Workers without children could qualify for a smaller credit. You and any qualifying children must have valid social security numbers (SSNs). You can’t take the EIC if you haven’t paid the income tax or if income is earned for services provided while you were an inmate at a penal institution. For 2020 income limits and more information, visit IRS.gov/EIC. See Pub. 501, Low Income Credit. Any EIC that is more than your tax liability is refunded to you, but only if you file a tax return.

Clergy and religious workers. If you aren’t subject to social security and Medicare taxes, see Pub. 517, Social Security and Other Information for Members of the Clergy and Religious Workers.

Corrections. If your name, SSN, or address is incorrect, correct copies B, C, and 2 and ask your employer to correct your employment record. Be sure to ask the employer to file Form W-2c, Corrected Wage and Tax Statement, with the Social Security Administration (SSA) to correct any name, SSN, or money amount error reported to the SSA on Form W-2. Be sure to get your copy of Form W-2 and verify the information corrections made so you may file them with your tax return. If your name and SSN are correct but aren’t the same as shown on your social security card, you should ask for a new card that displays your correct name at any SSA office or by calling 800-772-1213.

Cost of employer-sponsored health coverage (if such cost is provided by the employer). The reporting in box 12, using codes D, E, F, and G, of the cost of employer-sponsored health coverage is for your information only. The amount reported with code DD is not taxable.

Credit for excess taxes. If you had more than one employer in 2020 and more than $8,537.40 in social security and/or Tier 1 railroad retirement (RTA) tax withholding, you may be able to claim a credit for the excess against your federal income tax. If you had more than one railroad employer and more than $5,012.70 in Tier 2 RTA tax was withheld, you may also be able to claim a credit. See the Instructions for Forms 1040 and 1040-SR and Pub. 505, Tax Withholding and Estimated Tax.