



**Office of Accounting Services
Payroll Division
January 2026**

The following information is provided to assist you in understanding the 2025 W-2 Form

Box 1: Wages, tips, and other compensation is gross compensation received in 2025

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 \$3,300, and employee and employer contributions 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 \$176,100.00

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 \$3,300, and employee and employer contributions 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 \$3,300, and employee and employer contributions 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

1/2FLSAOT-Tax Reporting for Overtime

* 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.