

W-2 Reference Guide for 2020

*Your Form W-2 should reconcile to your last 2020 paystub

Box 1 – Wages, Tips, Other Compensation (Equal to **Year to Date Taxable Gross Plus Box 12 Code C** (Not shown on paystub))

Box 2 – Federal Income Tax Withheld (Equal to **Federal Withholding**)

Box 3 – Social Security Wages (Equal to **Year to Date Gross Plus Box 12 Code C Minus:** Healthcare E/Dependent Care/Flex Spending/Transit Check. There is a S.S. Cap of \$137,700 in 2020).

Box 4 – Social Security Tax Withheld (Equal to **SS Tax 6.20%**)

Box 5 – Medicare Wages and Tips (Equal to **Year to Date Gross Plus Box 12 Code C Minus:** Healthcare E/Dependent Care/Flex Spending/Transit Check).

Box 6 – Medicare Tax Withheld (Equal to **Medicare Employee**)

Box 7 – Social Security Tips (**N/A**)

Box 8 – Allocated Tips (**N/A**)

Box 11 – Nonqualified Plans (Equal to **Top Hat Deferral**)

Box 12 –

Code C (Equal to **Life Insurance**)

Code E (Equal to **Pension Employee**)

Code G (Equal to **Top Hat Deferral**)

Code DD (Employer Paid Healthcare; Not shown on paystub)

Box 13 – Statutory Employee (**N/A**)

Box 14 –

Code HCFA (Equal to **Healthcare Flex**)

Code DCFA (Equal to **Dependent Care**)

Code MED (Equal to **Healthcare Employee**)

Code PEN (Equal to **Pension Employee** when exceeding elective deferral limit of \$19,500)

Code PFL (Equal to New York Paid Family Leave)

Box 15 – State Employers ID Number (**13 XXXXXXXXXX**)

Box 16 – State Wages, Tips, Etc. (Equal to **Box 1**)

Box 17 – State Income Tax (Equal to **NYS TAX**)

Box 18 – Local Wages, Tips, Etc. (if applicable, Equal to **Box 1**)

Box 19 – Local Income Tax (Equal to **City TAX R**)

Box 20 – Locality Name (**NYC**)