

# How do I read my 2024 UAMS W-2?

## Q & A

**Question:** Why doesn't the amount in Box 1 match the "YTD Earnings" listed on the bottom of my final 2024 paycheck?

**Answer:** Box 1 excludes pre-tax deductions, such as tax-deferred retirement contributions, pre-tax medical, dental and vision premiums, flexible spending account and HSA contributions, and parking deductions.

**Question:** Why doesn't Box 1 match Box 3 and Box 5?

**Answer:** Box 3 and Box 5 include your tax-deferred retirement contributions. Box 1 does not.

**Question:** Is there a simple explanation for what is in each box of my W-2?

**Answer:** Here is a brief explanation of what is in each box.

**Box 1:** These are your earnings/wages minus all of your pre-tax deductions. If you contributed on a tax-deferred basis to retirement or had any pre-tax benefits, this will not match your year-to-date earnings on your final paycheck. It will also not match if you are a foreign national with a tax treaty that reduces your wages subject to federal income tax withholding.

**Box 2:** This is how much federal income tax was withheld from your paychecks throughout the year and should match "Federal Withholding Tax" on your final 2024 paycheck.

**Box 3:** These are your wages that are subject to Social Security tax. This is generally your wages minus all of your pre-tax benefits (except retirement) up to a maximum of \$168,600.

**Box 4:** This is how much Social Security tax was withheld from your paycheck and should match "Fed EE Social Security" on your final 2024 paycheck. This equals box 3 times 6.2%. For 2024, this amount should not exceed \$10,453.20 ( $\$168,600 \times 6.2\%$ ).

**Box 5:** These are your wages that are subject to Medicare taxes. This is generally your wages minus all of your pre-tax benefits (except retirement). There is no limit on the amount taxed for Medicare. If you had any pre-tax benefits, this will not match your year-to-date earnings on your final paycheck.

**Box 6:** This is how much Medicare tax was withheld from your paycheck and should match "Fed EE Medicare" on your final 2024 paycheck. This equals box 5 times 1.45%. If wages are in excess of \$200,000 then add 0.9% for the additional Medicare tax.

Boxes 7, 8, 9: blank, not applicable

Box 10: This is the amount that you contributed to the flexible spending account for dependent daycare. It should match the "Dependent Care FSA" amount on your final 2024 check.

Box 11: blank, not applicable

Box 12 (a, b, c, d): There could be several codes and amounts listed here.

- **"DD"** shows the premiums you and UAMS paid for your **medical insurance**. This appeared on W-2's for the first time in 2012. It is information only and is not taxable.
- **"E"** shows how much you contributed to your **403(b)** retirement plan on a **voluntary** tax-deferred basis and should match your pre-tax 403(b) contributions on your final 2024 check. Your "403b Required Pre-Tax" contribution is excluded from this amount.
- **"G"** shows how much you contributed to your **457(b)** retirement plan on a tax-deferred basis and should match your pre-tax 457(b) contributions on your final 2024 paycheck.
- **"BB"** shows how much you contributed to your **Roth 403(b)** retirement plan and should match your Roth contributions on your final 2024 paycheck.
- **"W"** shows how much you and the University contributed to your **Health Savings Account**. This only applies to employees who selected the Health Savings Plan for their medical insurance.

Box 13: There is an X under Retirement plan if you participated in any retirement plan at UAMS.

Box 14: This shows any imputed income or non-cash taxable benefit you received, such as taxable Faculty Group Practice (FGP) benefits. This is also where the **required** retirement contribution (which was 5% in 2024) is reported as "Required EE 403b."

Box 15: This shows the state to which we submitted state income tax (normally Arkansas.)

Box 16: This shows your state taxable wages. This should match Box 1 unless you are a foreign national covered under a federal tax treaty.

Box 17: This shows how much state income tax was withheld. It should match "AR Withholding Tax" on your final 2024 paycheck.

**Question:** Is there anything I can do now that will help me next year at tax time so I won't owe money like I did this year?

**Answer:** Make sure you are contributing the maximum that you can afford to the retirement plan. This will lower your taxable income. The pre-tax limits for 2025 are \$47,000 if you are under 50 and \$62,000 if you are 50-59 or 63+ and \$69,500 if you are 60-63. This is double the normal limit because we have both a 403(b) and a 457(b) plan. These limits apply only to your voluntary contribution. You may contribute even if you are not benefits eligible or if you are participating in an alternative State retirement system. To start contributing to retirement or to change your

contribution, log on to Workday to make those changes. All changes are effective the first of the following month.

You may also need to have more federal or state tax withheld out of each check. You may change your federal and/or state tax withholdings by logging on to Workday to make those changes. You may still end up owing next year if you do not withhold enough throughout this year.

For more information about taxes, please visit the IRS website at [www.irs.gov](http://www.irs.gov).

If you have other questions about your W-2, please contact HR Employee Services at 501-686-5650.

W-2's are available in Workday. You can reprint a copy anytime at your leisure.

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