How to Read Your W-2

NOTE: The amounts shown on the W-2 are required to be reported to the IRS and may or may not be deductible when an individual does income tax filing. To determine if any deductions apply to you, consult your tax professional.

Box a – Employee’s social security number: The identification number assigned to the employee by the Social Security Administration.

Box b – Employer identification number: The identification number assigned to Middlebury College by the IRS.

Box 1 – Wages, tips, other compensation: All wages and compensation that are taxable according to the IRS. Includes taxable value of Ski/Golf Pass and taxable value of Group Long-Term Life Insurance. Does not include medical and dental premiums paid pre tax, contributions to flex spending accounts and contributions to your retirement accounts.

Box 2 – Federal income tax withheld: Total Federal income tax withheld from taxable wages for the year.

Box 3 – Social Security wages: All wages that are subject to Social Security tax. Includes taxable value of Ski/Golf Pass and taxable value of Group Long-Term Life Insurance. For the tax year 2017, the Social Security wages cannot exceed $127,200.

Box 4 – Social Security tax withheld: Total Social Security tax paid by the employee for the year.

Box 5 – Medicare wages and tips: All wages that are subject to Social Security tax without the $127,200 limit.

Box 6 – Medicare tax withheld: Total Medicare tax paid by the employee for the year.

Box c – Employer’s name, address, and ZIP code: The name and address used by the IRS for communication with Middlebury College.

Box d – Control number: A unique system-assigned number used both for sorting and for keeping track of how many W2s have been printed.

Box e – Employee’s name, address, and ZIP code: The employee’s first name or initial, middle initial, and last name along with the mailing address.

Box 7 – Social Security tips.

Box 8 – Allocated tips.

Box 9 – Advance EIC payment: The amount paid to the employee as advance Earned Income Credit payments.
Box 10 – Dependent care benefits: Pre-tax employee contributions to the Dependent Care account.

Box 11 – Non-qualified plans: Employees at Middlebury College should not have a dollar amount in this box.

Box 12 a/b/c/d – There may be letter codes and dollar amounts in one or more of these boxes. The letter codes are described on the back of the W-2 form. Middlebury College employees may see the following:

- C - taxable value of Group Long-Term Life Insurance
- E - elective deferrals to 403(b) reduction plans (shown as SRA on the paycheck stub - does not include RAC).
- G - section 457(b) deferral plans (shown as SalDef on the paycheck stub)
- P - nontaxable moving expense reimbursements

Box 13 – Statutory employee/Retirement plan/Third-party sick pay: Middlebury College employees should only see an “X” in the Retirement plan box if they participated in the 401(a) part of the retirement plan (shown as RAC on the paycheck stub).

Box 14 – Other: The value of the use of a vehicle provided by the college must be shown and will appear next to the word “AUTO” for those employees to which this applies. This box may also show other information including:

- MOVE – taxable moving expense reimbursements
- RECR - taxable value of Golf and/or Ski pass
- MEALS – taxable value of meals provided

Box 15 – State/Employer’s state ID number: The two-letter abbreviation for the name of the state to which income tax information has been sent and the ID number assigned to the employer by that state.

Box 16 – State wages, tips, etc.: All wages and compensation that are taxable according to the state identified in Box 15. For the state of Vermont, this amount is the same as that taxable according to the IRS.

Box 17 – State income tax: Total state income tax withheld from taxable wages for the year.

Box 18 – Local wages, tips, etc.: Some states have city or county income tax.

Box 19 – Local income tax: Some states have city or county income tax.

Box 20 – Locality name: Some states have city or county income tax.