

## 2008 W-2 Wage and Tax Statement Calculations

	<u>From</u>	<u>Section</u>
<b>Box 1 (Federal) Wages, Tips, and Other Compensation =</b>		
EARNINGS TOTAL	KPAY318 Report	Employee Earnings Balances
+ Fringe Benefit Income	KPAY318 Report	Employee Earnings Balances
+ Non-Monetary Awards	KPAY318 Report	Employee Earnings Balances
+ Group Term Life (Tax Class = Taxable Benefit)	KPAY318 Report	Employee Deductions Balances
- Non-Resident Alien Income	KPAY318 Report	Non-Resident Alien Earnings
- Federal Foster Grandparents / Senior Companion Pay	KPAY318 Report	Employee Earnings Balances
- Adjustment Earnings	KPAY318 Report	Employee Earnings Balances
- Adjustment-Net of Taxes	KPAY318 Report	Employee Earnings Balances
- Personal Reimbursements	KPAY318 Report	Employee Earnings Balances
- Pre-Tax Parking	KPAY318 Report	Employee Deductions Balances
- Before-tax Group Health Insurance (Include Medical, Dental, Prescription Drug, and Vision Premiums)	KPAY318 Report	Employee Deductions Balances
- 457 Savings - Deferred Comp	KPAY318 Report	Employee Deductions Balances
- Health Care FSA	KPAY318 Report	Employee Deductions Balances
- Dependent Care FSA	KPAY318 Report	Employee Deductions Balances
- KPERs Contributions (Include Any Buyback Amount)	KPAY318 Report	Employee Deductions Balances
- Tax Sheltered Annuity Contributions	KPAY318 Report	Employee Deductions Balances
- Voluntary Tax Sheltered Annuity Contributions	KPAY318 Report	Employee Deductions Balances
- KSU only-Federal Thrift Savings Plan	KPAY318 Report	Employee Deductions Balances
- Advance Payback	KPAY318 Report	Employee Deductions Balances
- EE Health Savings Account Contributions	KPAY318 Report	Employee Deductions Balances
<b>Box 2 Federal Income Tax Withheld =</b>		
US Federal, Withholding	KPAY318 Report	Total Employee Taxes
<b>Box 3 Social Security Wages =</b>		
EARNINGS TOTAL	KPAY318 Report	Employee Earnings Balances
+ Fringe Benefit Income	KPAY318 Report	Employee Earnings Balances
+ Non-Monetary Awards	KPAY318 Report	Employee Earnings Balances
+ Group Term Life (Tax Class = Taxable Benefit)	KPAY318 Report	Employee Deductions Balances
+ KPERs Deferred Compensation (Contributions to the Kansas Public Employee Deferred Compensation Plan)	SHARP Balances*	
- Federal Foster Grandparents / Senior Companion Pay	KPAY318 Report	Employee Earnings Balances
- Adjustment Earnings	KPAY318 Report	Employee Earnings Balances
- Adjustment-Net of Taxes	KPAY318 Report	Employee Earnings Balances
- Personal Reimbursements	KPAY318 Report	Employee Earnings Balances
- Pre-Tax Parking	KPAY318 Report	Employee Deductions Balances
- Before-tax Group Health Insurance (Include Medical, Dental, Prescription Drug, and Vision Premiums)	KPAY318 Report	Employee Deductions Balances
- Health Care FSA	KPAY318 Report	Employee Deductions Balances
- Dependent Care FSA	KPAY318 Report	Employee Deductions Balances
- Advance Payback	KPAY318 Report	Employee Deductions Balances
- EE Health Savings Account Contributions	KPAY318 Report	Employee Deductions Balances
The maximum Social Security Wages for 2008 is \$102,000.00.		
<b>Box 4 Social Security Tax Withheld =</b>		
US Federal, OASDI/Disability	KPAY318 Report	Total Employee Taxes
Social Security Tax is 6.2% of Social Security Wages.		

<b>Box 5 Medicare Wages and Tips =</b>		
EARNINGS TOTAL	KPAY318 Report	Employee Earnings Balances
+ Fringe Benefit Income	KPAY318 Report	Employee Earnings Balances
+ Non-Monetary Awards	KPAY318 Report	Employee Earnings Balances
+ Group Term Life (Tax Class = Taxable Benefit)	KPAY318 Report	Employee Deductions Balances
+ KPERS Deferred Compensation (Contributions to the Kansas Public Employee Deferred Compensation Plan)	SHARP Balances*	
- Federal Foster Grandparents / Senior Companion Pay	KPAY318 Report	Employee Earnings Balances
- Adjustment Earnings	KPAY318 Report	Employee Earnings Balances
- Adjustment-Net of Taxes	KPAY318 Report	Employee Earnings Balances
- Personal Reimbursements	KPAY318 Report	Employee Earnings Balances
- Pre-Tax Parking	KPAY318 Report	Employee Deductions Balances
- Before-tax Group Health Insurance (Include Medical, Dental, Prescription Drug, and Vision Premiums)	KPAY318 Report	Employee Deductions Balances
- Health Care FSA	KPAY318 Report	Employee Deductions Balances
- Dependent Care FSA	KPAY318 Report	Employee Deductions Balances
- Advance Payback	KPAY318 Report	Employee Deductions Balances
- EE Health Savings Account Contributions	KPAY318 Report	Employee Deductions Balances
There is no maximum for Medicare Wages and Tips.		
<b>Box 6 Medicare Tax Withheld =</b>		
US Federal, FICA Medicare Hospital Ins	KPAY318 Report	Total Employee Taxes
Medicare Tax is 1.45% of Medicare Wages and Tips.		
<b>Box 9 Advance EIC Payments =</b>		
US Federal, Earned Income Credit	KPAY318 Report	Total Employee Taxes
<b>Box 10 Dependent Care Benefits =</b>		
Dependent Care FSA	KPAY318 Report	Employee Deductions Balances
<b>Box 12 Code C, Cost of Group-term Life Insurance Over \$50,000 =</b>		
Group Term Life (Tax Class = Taxable Benefit)	KPAY318 Report	Employee Deductions Balances
<b>Box 12 Code D, Elective Deferrals to a Section 401(k) =</b>		
KSU only-Federal Thrift Savings Plan	KPAY318 Report	Employee Deductions Balances
<b>Box 12 Code E, Elective Deferrals Under a Section 403(b) Salary Reduction Agreement =</b>		
Voluntary Tax Sheltered Annuity Contributions	KPAY318 Report	Employee Deductions Balances
<b>Box 12 Code G, Elective Deferrals and Employer Contributions (Including Non-elective Deferrals) to a Section 457(b) Deferred Compensation Plan =</b>		
457 Savings - Deferred Comp	KPAY318 Report	Employee Deductions Balances
KPERS Deferred Compensation (Contributions to the Kansas Public Employee Deferred Compensation Plan)	SHARP Balances*	
<b>Box 12 Code P, Excludable Moving Expense Reimbursements Paid Directly to Employee =</b>		
Non-taxable Moving Expense	KPAY318 Report	Employee Earnings Balances
<b>Box 12 Code W, Contributions to Health Savings Account =</b>		
Health Savings Account - Employee Amount	KPAY318 Report	Employee Deductions Balances
Health Savings Account - Employer Amount	SHARP Balances**	

**Box 13 Retirement Plan =**

"X" indicates that the employee is participating in KPERS, a tax sheltered annuity plan, a voluntary tax sheltered annuity plan (VTSA), Federal Employee Pension Plan (CSRS/FERS), or the Federal Employees Thrift Savings Plan.

**Box 14 KPERS =**

KPERS Contributions (Include Any Buyback Amount) KPAY318 Report Employee Deductions Balances

**Box 14 GHI =**

Before-tax Group Health Insurance (Include Medical, Dental, Prescription Drug, and Vision Premiums) KPAY318 Report Employee Deductions Balances

**Box 14 RETF =**

KSU only-Federal Civil Service Retirement System KPAY318 Report Employee Deductions Balances  
KSU only-Federal Employees Retirement System KPAY318 Report Employee Deductions Balances

**Box 14 HCARE =**

Health Care FSA KPAY318 Report Employee Deductions Balances

**Box 14 CHRTY =**

After-tax United Way and Community Health Charities KPAY318 Report Employee Deductions Balances

**Box 16 State Wages, Tips, Etc. (State Taxable Wages) =**

EARNINGS TOTAL	KPAY318 Report	Employee Earnings Balances
+ Fringe Benefit Income	KPAY318 Report	Employee Earnings Balances
+ Non-Monetary Awards	KPAY318 Report	Employee Earnings Balances
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- Pre-Tax Parking	KPAY318 Report	Employee Deductions Balances
- Before-tax Group Health Insurance (Include Medical, Dental, Prescription Drug, and Vision Premiums)	KPAY318 Report	Employee Deductions Balances
- 457 Savings - Deferred Comp	KPAY318 Report	Employee Deductions Balances
- Health Care FSA	KPAY318 Report	Employee Deductions Balances
- Dependent Care FSA	KPAY318 Report	Employee Deductions Balances
- Tax Sheltered Annuity Contributions	KPAY318 Report	Employee Deductions Balances
- Voluntary Tax Sheltered Annuity Contributions	KPAY318 Report	Employee Deductions Balances
- KSU only-Federal Thrift Savings Plan	KPAY318 Report	Employee Deductions Balances
- Advance Payback	KPAY318 Report	Employee Deductions Balances
- EE Health Savings Account Contributions	KPAY318 Report	Employee Deductions Balances

This is the formula for state wages in the state of Kansas. Other states may have different calculations to arrive at state wages.

**Box 17 State Income Tax =**

KS (or other applicable state), Withholding KPAY318 Report Total Employee Taxes

**Box 18 Local Wages, Tips, Etc. =**

KS (or other applicable state), Withholding KPAY318 Report Total Employee Taxes

**Box 19 Local Income Tax =**

KS (or other applicable state), Withholding KPAY318 Report Total Employee Taxes

\* To find the amount for an employee's contribution to KPERS Deferred Compensation (also known as the Kansas Public Employee Deferred Compensation Plan), you will have to use SHARP balances. The path is Payroll for North America / Periodic Payroll Events USA / Balance Reviews / Deductions. Look for the most current YTD amount for the year 2008, Plan Type 70, Benefit Plan V, and Deduction Code RETDEF.

\*\* To find the amount for the employer's contribution to Health Savings Accounts, you will have to use SHARP balances. The path is Payroll for North America / Periodic Payroll Events USA / Balance Review / Deductions. Look for the most current YTD amount for the year 2008, Plan Type 6Y or 6Z, Deduction Class N, and appropriate Benefit Plan and Deduction Code.