

Employee Benefit Taxability and Form W-2 Reporting Chart



BENEFIT TYPE	FIT	Social Security/Medicare	Federal FUTA	PA Withholding	PA LOCAL EIT	PA SUTA ER/EE	MD Withholding	MD SUTA	Form W-2 BOX	Form 1099-MISC BOX
Health insurance premiums for a 2% or more S Corporation shareholder and their immediate family members employed by the same entity	Taxable	Exempt	Exempt	Exempt	Exempt	Exempt	Exempt	Exempt	14 SHLTH	N/A
Health Savings Accounts (HSA) Employee contributions <u>not</u> under SEC 125	Taxable	Taxable	Taxable	Taxable	Taxable	Taxable	Taxable	Taxable	14 HSA	N/A
Employer contributions and Employee contributions covered under a Sec 125	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	12 Code W	N/A
Group term life insurance over \$50,000 (Group term rates not available to S shareholders)	Taxable	Taxable	Exempt	Exempt	Exempt	Exempt	Taxable	N/A	12 Code C	N/A
Life, accident and/or disability insurance premiums paid for a 2% or more S Corporation shareholder and their immediate family members employed by the same entity (Not "keyman" insurance)	Taxable	Taxable	Taxable	Taxable	Taxable	Taxable	Taxable	Taxable	14 LADINS	N/A
THIRD PARTY SICK PAY Received from <u>employer paid</u> insurance	Taxable	Taxable*	Taxable*	Exempt	Exempt	Taxable*	Taxable*	Taxable*	14 SICK	N/A
Received from <u>employee paid</u> insurance	Exempt	Exempt	Exempt	Exempt	Exempt	Exempt	Exempt	Exempt	12 Code J	N/A
EMPLOYER SICK PAY Sick/disability pay received from employer's self funded plan (No insurance coverage)	Taxable	Taxable	Taxable	Taxable	Taxable	Taxable	Taxable	Taxable	N/A	N/A
Non-cash gifts less than \$25	Exempt	Exempt	Exempt	Exempt	Exempt	Exempt	Exempt	Exempt	N/A	N/A
Non-cash gifts \$25 or more	Taxable	Taxable	Taxable	Taxable	Taxable	Taxable	Taxable	Taxable	N/A	N/A
Personal use of company owned vehicle	Taxable	Taxable	Taxable	Exempt	Exempt	Taxable	Taxable	Exempt	14 AUTO	N/A
Qualified moving expense reimbursements paid directly to an employee ***	Taxable	Taxable	Taxable	Exempt	Exempt	Taxable	Taxable	Taxable	12 Code P	N/A

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SEC 125 plan contributions health/dental insurance/HSA/FSA	Exempt	Exempt	Exempt	Exempt	Exempt	Taxable	Exempt	Taxable	14 S125	N/A
SEC 125 plan contributions dependent care	Exempt	Exempt	Exempt	Exempt	Exempt	Taxable	Exempt	Exempt	10	N/A
Retirement Plan Deferrals										
401(k)	Exempt	Taxable	Taxable	Taxable	Taxable	Taxable	Exempt	Taxable	12 Code D	N/A
Roth 401(k)	Taxable	Taxable	Taxable	Taxable	Taxable	Taxable	Exempt	Taxable	12 Code AA	N/A
403(b)	Exempt	Taxable	Taxable	Taxable	Taxable	Taxable	Exempt	Exempt	12 Code E	N/A
Roth 403(b)	Taxable	Taxable	Taxable	Taxable	Taxable	Taxable	Taxable	Taxable	12 Code BB	N/A
SIMPLE	Exempt	Taxable	Taxable	Taxable	Taxable	Taxable	Exempt	Taxable	12 Code S	N/A
457 (b)	Exempt	Taxable	Taxable	Taxable	Taxable	Taxable	Exempt	Taxable	12 Code G	N/A
Roth 457 (b)	Taxable	Taxable	Taxable	Taxable	Taxable	Taxable	Taxable	Taxable	12 Code EE	N/A
501(c)(18)(D)	Taxable	Taxable	Taxable	Taxable	Taxable	Taxable	Taxable	Taxable	12 Code H	N/A
Wages paid after death: year <u>of</u> death**	Exempt	Taxable	Taxable	Taxable	Taxable	Taxable	Taxable	Taxable	N/A	N/A
Wages paid after death: year <u>after</u> death**	Exempt	Exempt	Exempt	Exempt	Exempt	Exempt	Exempt	Exempt	N/A	3
Value of health care coverage provided for employee and dependents (applies only to employers with 250 or more employees)	Exempt	Exempt	Exempt	Exempt	Exempt	Exempt	Exempt	Exempt	12 Code DD	N/A
NO SPECIAL REPORTING FOLLOWING ITEMS FULLY TAXABLE Non-group term life insurance CASH of any amount Non-accountable business expenses Non-qualified moving expenses Jury duty pay										

To the extent the employer pays the premiums, third-party sick pay is taxable for FICA, FUTA, and GUTA. Third-party sick pay is exempt at the end of six calendar months following the last calendar month the employee worked.

**The federal taxable amount of the payment should be reported on Form 1099-MISC, Box 3, Other Income, and issued to the beneficiary or recipient of the wages. Wages paid after death but in the same year as death occurred are taxable for FICA and FUTA purposes, and are reported as such on Forms W-2, 941, and 940. Wages paid in the year after death are not taxable for FICA or FUTA, and are not reported on Forms W-2, 941, or 940.

***Exempt if paid for moves required for Military Personnel