W2 FAQs

1. Why don’t my wages, tips and other compensation in Box 1 match the year to date gross on my pay stub?
   1. The wages in box 1 of your W2 reflect taxable wages only. This amount does not include tax deferred deductions (i.e. retirement, 403B annuities and 457 deferred compensation) or pre-tax deductions (ie. Medical insurance and parking). Box 1 also includes taxable reimbursements such as same day meal reimbursements, taxable moving expenses and taxable fringes that are not reflected in your payroll gross.
2. Where can I see the tax-deferred or pre-tax deductions?
   1. Box 14 shows retirement, Choices and parking deductions. Other tax- deferred deductions are reflected in Box 12. Dependent care deductions are shown in Box 10.
3. Why don’t my wages in Box 1 match the Social Security wages in Box 3?
   1. Pre-tax deductions are exempt from FICA (Social Security and Medicare), however tax-deferred deductions are subject to FICA tax. The amount in Box 3 includes retirement and annuity deductions. The amount in Box 1 does not included retirement and other qualified deferred compensation.

OR

You were eligible for a FICA exemption due to tax treaty or you were a student enrolled in and attending at least 6 credits of courses during any given pay period in the year.

1. I want to adjust my withholding for next year what do I do?
   1. Login to [MYINFO](https://prodmyinfo.montana.edu/pls/bzagent/twbkwbis.P_GenMenu?name=homepage) and change your federal W4
      * Click on Employee Services
      * Click on Tax Forms
      * Click on W-4 Employee’s Withholding Certificates
      * In center click Update
      * Make changes
      * Click Certify Changes
   2. An online version of the W4 tax form can be found [here](https://www.montana.edu/hr/benefits-payroll/taxes/fedW42025.pdf) or at [www.irs.gov](http://www.irs.gov/)