**Year 2023**

**Form W-2: Wage and Tax Statement**

* **Employee Information:**
  + Name: John Doe
  + Social Security Number: 123-45-6789
  + Address: 123 Main St, Anytown, USA 12345
* **Employer Information:**
  + Employer Name: XYZ Construction
  + Employer Identification Number (EIN): 12-3456789
  + Employer Address: 456 Industrial Rd, Anytown, USA 12345
* **Wages and Taxes:**
  + Box 1: Wages, tips, other compensation: $55,000
  + Box 2: Federal income tax withheld: $5,500
  + Box 3: Social Security wages: $55,000
  + Box 4: Social Security tax withheld: $3,410
  + Box 5: Medicare wages and tips: $55,000
  + Box 6: Medicare tax withheld: $797.50

**Year 2022**

**Form W-2: Wage and Tax Statement**

* **Employee Information:**
  + Name: John Doe
  + Social Security Number: 123-45-6789
  + Address: 123 Main St, Anytown, USA 12345
* **Employer Information:**
  + Employer Name: XYZ Construction
  + Employer Identification Number (EIN): 12-3456789
  + Employer Address: 456 Industrial Rd, Anytown, USA 12345
* **Wages and Taxes:**
  + Box 1: Wages, tips, other compensation: $53,000
  + Box 2: Federal income tax withheld: $5,300
  + Box 3: Social Security wages: $53,000
  + Box 4: Social Security tax withheld: $3,286
  + Box 5: Medicare wages and tips: $53,000
  + Box 6: Medicare tax withheld: $768.50

**Year 2021**

**Form W-2: Wage and Tax Statement**

* **Employee Information:**
  + Name: John Doe
  + Social Security Number: 123-45-6789
  + Address: 123 Main St, Anytown, USA 12345
* **Employer Information:**
  + Employer Name: XYZ Construction
  + Employer Identification Number (EIN): 12-3456789
  + Employer Address: 456 Industrial Rd, Anytown, USA 12345
* **Wages and Taxes:**
  + Box 1: Wages, tips, other compensation: $50,000
  + Box 2: Federal income tax withheld: $5,000
  + Box 3: Social Security wages: $50,000
  + Box 4: Social Security tax withheld: $3,100
  + Box 5: Medicare wages and tips: $50,000
  + Box 6: Medicare tax withheld: $725

**Year 2020**

**Form W-2: Wage and Tax Statement**

* **Employee Information:**
  + Name: John Doe
  + Social Security Number: 123-45-6789
  + Address: 123 Main St, Anytown, USA 12345
* **Employer Information:**
  + Employer Name: XYZ Construction
  + Employer Identification Number (EIN): 12-3456789
  + Employer Address: 456 Industrial Rd, Anytown, USA 12345
* **Wages and Taxes:**
  + Box 1: Wages, tips, other compensation: $48,000
  + Box 2: Federal income tax withheld: $4,800
  + Box 3: Social Security wages: $48,000
  + Box 4: Social Security tax withheld: $2,976
  + Box 5: Medicare wages and tips: $48,000
  + Box 6: Medicare tax withheld: $696

**Year 2019**

**Form W-2: Wage and Tax Statement**

* **Employee Information:**
  + Name: John Doe
  + Social Security Number: 123-45-6789
  + Address: 123 Main St, Anytown, USA 12345
* **Employer Information:**
  + Employer Name: XYZ Construction
  + Employer Identification Number (EIN): 12-3456789
  + Employer Address: 456 Industrial Rd, Anytown, USA 12345
* **Wages and Taxes:**
  + Box 1: Wages, tips, other compensation: $47,000
  + Box 2: Federal income tax withheld: $4,700
  + Box 3: Social Security wages: $47,000
  + Box 4: Social Security tax withheld: $2,914
  + Box 5: Medicare wages and tips: $47,000
  + Box 6: Medicare tax withheld: $681.50

**Social Security Earnings Statement**

**Social Security Earnings Record for John Doe**

| **Year** | **Taxed Social Security Earnings** | **Taxed Medicare Earnings** |
| --- | --- | --- |
| 2023 | $55,000 | $55,000 |
| 2022 | $53,000 | $53,000 |
| 2021 | $50,000 | $50,000 |
| 2020 | $48,000 | $48,000 |
| 2019 | $47,000 | $47,000 |

**Summary of Earnings**

* **2023**: $55,000
* **2022**: $53,000
* **2021**: $50,000
* **2020**: $48,000
* **2019**: $47,000

**Total Taxed Social Security Earnings**: $253,000  
**Total Taxed Medicare Earnings**: $253,000

**Union Benefits Summary for John Doe**

**Union: XYZ Construction Workers Union**  
**Member Name:** John Doe  
**Member ID:** 123456  
**Period Covered:** 2019 - 2023

**Health Benefits**

**Provider:** Union Health Plan

* **Coverage Period:** 2019 - 2023
* **Plan Type:** Comprehensive Health Plan
* **Annual Premium:** $0 (covered by employer contributions)
* **Annual Deductible:** $500 individual / $1,000 family
* **Co-Pay:** $20 per doctor visit
* **Out-of-Pocket Maximum:** $3,000 individual / $6,000 family

**Services Covered:**

* **Primary Care Visits:** 100% after co-pay
* **Specialist Visits:** 100% after co-pay
* **Emergency Room:** 80% after $100 co-pay
* **Inpatient Hospital:** 80% after deductible
* **Prescription Drugs:** Tiered co-pay ($10 generic, $25 brand-name, $50 specialty)

**Dental Benefits**

**Provider:** Union Dental Plan

* **Coverage Period:** 2019 - 2023
* **Annual Maximum Benefit:** $1,500
* **Deductible:** $50 individual / $150 family
* **Preventive Care:** 100% covered (no deductible)
* **Basic Services:** 80% covered after deductible
* **Major Services:** 50% covered after deductible
* **Orthodontics:** 50% covered, lifetime maximum of $2,000

**Vision Benefits**

**Provider:** Union Vision Plan

* **Coverage Period:** 2019 - 2023
* **Annual Eye Exam:** 100% covered (no co-pay)
* **Lenses:** 100% covered for standard lenses once per year
* **Frames:** $150 allowance every two years
* **Contact Lenses:** $150 allowance annually (in lieu of glasses)

**Pension Benefits**

**Provider:** Union Pension Fund

* **Participation Period:** 2019 - 2023
* **Vesting Schedule:** Fully vested after 5 years
* **Annual Contribution:** $5,000 (employer-funded)
* **Accrued Benefit:** Based on years of service and salary
* **Retirement Age:** 65
* **Early Retirement:** Available from age 55 with reduced benefits

**Accrued Pension Benefit (as of 2023):**

* **Estimated Monthly Benefit at Retirement:** $1,500 per month starting at age 65

**Other Benefits**

**Disability Insurance**

* **Short-Term Disability:** 60% of weekly wages up to $1,000 per week, up to 26 weeks
* **Long-Term Disability:** 50% of monthly wages up to $3,000 per month, after 180 days of disability

**Life Insurance**

* **Coverage Amount:** $50,000 term life insurance policy
* **Accidental Death and Dismemberment (AD&D):** Additional $50,000 coverage

**Additional Perks**

* **Legal Assistance:** Free consultations and discounted rates on legal services
* **Education Assistance:** Up to $2,000 annually for job-related education and training
* **Childcare Assistance:** Subsidies available for qualifying families

**Summary of Benefits by Year**

| **Year** | **Health Coverage** | **Dental Coverage** | **Vision Coverage** | **Pension Contribution** | **Other Benefits** |
| --- | --- | --- | --- | --- | --- |
| 2019 | Active | Active | Active | $5,000 | Active |
| 2020 | Active | Active | Active | $5,000 | Active |
| 2021 | Active | Active | Active | $5,000 | Active |
| 2022 | Active | Active | Active | $5,000 | Active |
| 2023 | Active | Active | Active | $5,000 | Active |