

ITEM CODE DEFINITIONS FOR NON-SALARY COMPENSATION

Item Code	Non-Payroll Item	FIT Withholding Rate	OASI W/H
01	Empr Provided Vehicle	F = Fixed 25% Rate	Y
02	Empr Provided Vehicle	W = Use W-4 Calculation	Y
04	Car Allowances/ Expenses	F	Y
05	Car Allowances/ Expenses	W	Y
06	Comp. Sports Tickets	F	Y
07	Comp. Sports Tickets	W	Y
08	Club Dues	F	Y
09	Club Dues	W	Y
10	Awards Cash, Non-Cash>\$400	F	Y
11	Awards Cash, Non-Cash>\$400	W	Y
12	Gifts	F	Y
13	Gifts	W	Y
14	Professional Org Dues	F	Y
15	Professional Org Dues	W	Y
16	Travel for Spouse/ Family	F	Y
17	Travel for Spouse/ Family	W	Y
18	Rooms/Meal Plans	F	Y
19	Rooms/Meal Plans	W	Y
20	Non-Qualified Moving Exp	F	Y
21	Non-Qualified Moving Exp	W	Y
22	Tickets Other Than Sports	F	Y
23	Tickets Other Than Sports	W	Y
24	Meals Other Than Meal Plan	F	Y
25	Meals Other Than Meal Plan	W	Y
26	Housing Allowances	F	Y
27	Housing Allowances	W	Y
28	Media Payments	F	Y
29	Media Payments	W	Y
30	Travel Adv>60 Days Outst	F	Y
31	Travel Adv>60 Days Outst	W	Y

Item Code	Non-Payroll Item	FIT Withholding Rate	OASI W/H
32	Excess TDA Contributions	F	N
33	Excess TDA Contributions	W	N
34	Misc – Other	F	Y
35	Misc – Other	W	Y
36	Tips	F	Y
37	Tips	W	Y
38	Insurance	F	Y
39	Insurance	W	Y
40	Non-Reimbursed Empl Advances	F	Y
41	Non-Reimbursed Empl Advances	W	Y
42	Family Medical Fees	F	Y
43	Family Medical Fees	W	Y
44	Cell Phone Equipment - One Time	F	Y
45	Cell Phone Equipment – One Time	W	Y
46	Insurance Benefits – WFTRA – MED	W	Y
47	Insurance Benefits – WFTRA – DEN	W	Y
48	Insurance Benefits – WFTRA – VIS	W	Y
49	Employee Immigration Fees	F	Y
50	Employee Immigration Fees	W	Y
51	Internet Access Fee	F	Y
52	Internet Access Fee	W	Y
57	Utilities Allowance	F	Y
58	Utilities Allowance	W	Y
59	Communication Monthly Allowance	F	Y
60	Communication Monthly Allowance	W	Y
61	Travel Non-Business	F	Y
62	Travel Non-Business	W	Y
63	Tax Service to Expat Employees	F	Y
64	Tax Service to Expat Employees	W	Y