



Payroll Taxation FAQ

I substantiated my claims not too long ago. Why am I receiving this notification?

There are a few reasons why this may be the case including:

- Your submitted documentation is still being processed by Anthem. Please reach out to Anthem at (833) 290-2480 to verify the status.
- The documentation submitted did not include the 5 points of substantiation needed for approval:
 - Name of the member or dependent who received the service or product
 - Date(s) of service or purchase
 - Description of service or product
 - Provider or business name
 - Amount of the claim or expense

How will the imputed income look when applied to my paycheck?

Earnings (** Does not add to gross)					
	Dates	Hours	Rate	Amount	YTD
**Benefits Taxable	08/04/2024 - 08/17/2024	0	0.00	100.00	100.00

Will this affect my 2024 W-2?

Yes, the outstanding balance total (before taxes) is added to your taxable earnings for the 2024 calendar year. This is required by the IRS as it is reportable the year in which the business deems the claim cannot be substantiated.

You will not need to file a prior year tax amendment as these earnings will be reported in calendar year 2024.

What taxes will be withheld from my paycheck for these additional earnings?

CarMax is required by the IRS to withhold Social Security (FICA)/Medicare and Federal Income Tax (FIT). State and local tax withholding may also be required.

My address has changed; will you adjust my state/local tax, so I do not have to file a return at my previous location?

The reported earnings are based on your last work location and will be reportable to that state. We encourage you to seek tax advice on how to handle the non-resident tax return if you have relocated. You may also want to adjust your current year tax withholding elections to adjust for these additional earnings.

Who do I contact if I have questions?

Please reach out to benefits@carmax.com