



## **Tax Year 2025 W-2 Processing Information**

### **W-2 Reporting**

The State Accounting Office (SAO) is responsible for reporting W-2 information to the Social Security Administration for TeamWorks payroll agencies. Please **DO NOT** file paper W-2s or W3s (Transmittal of Wage and Tax Statements) for the same information that is being reported by electronic transmission.

SAO is also responsible for reporting W-2 information electronically to the Georgia Department of Revenue. All agencies are reported on one file. Report TXxxx0510D (ImageIncome Statement Transmittal Form G-1003) will show totals for State Taxable Gross, State Tax Withholding, and number of W-2 forms. This report will be distributed through Report Manager.

Information sent to the Social Security Administration and the Department of Revenue is also sent to the Department of Audits and Accounts.

The **employer** return address that is printed on your checks (3 lines only) will be used for Employer Name and Address on W-2s. **Please let us know by Tuesday, Dec. 31, 2025, in writing, if there is a change in any of the employer data for 2025.** Email your changes to the Customer Service Center at **HCM@sao.ga.gov**.

### **W-2 Forms**

Employees are able to opt-in to receive their W-2s electronically. The deadline for employees to enter/update their electronic W-2 selection is **Monday, Dec. 29, 2025**. Employees who opt-in by the deadline will not receive a printed W-2 form. Instead, they will access Employee Self Service to print a copy of their W-2. Elections remain in effect until changed.

Printed employee W-2 forms for tax year 2025 will be laser printed and sealed. The printed forms will be in the same format as an electronic W-2.

**Employer File Copies are not produced; all W2-s are available in TeamWorks.**

W-2s are scheduled for printing **Thursday, Jan. 15, 2026**. This date is subject to change. All printed W-2 forms will be delivered to your agency/business unit or available for pick-up according to your normal delivery method from the print facility. All undeliverable W-2s will be returned to the agency's return address in the upper left-hand corner of the W-2. The year-end



processing calendar with pertinent dates for W-2 processing is located on the SAO website at <http://sao.georgia.gov/W2-Processing>.

Your agency/business unit may want to order some of the standard 2025 forms (including W-3) for paper reporting plus a supply of the correction forms (W-2c, W-3c) in case errors are found after the data is transmitted. Blank W-2s can be obtained from the Internal Revenue Service using one of the following means:

1. Download them electronically at <https://www.irs.gov/forms-instructions>
2. Request by mail at <https://www.irs.gov/forms-pubs/forms-and-publications-by-us-mail>
3. Call 800-TAX-FORM (800-829-3676) 24 hours a day, 7 days a week.
4. Pick them up at most local IRS offices, participating libraries, or post offices.

## **Preparation for 2025**

### **Authorized Approver**

SAO is requesting each agency/business unit using TeamWorks HCM for payroll to complete the TeamWorks Payroll W-2 Reporting Authorized Approver Registration Form. Each year, SAO will request updated Authorized Approver information for the upcoming W-2 reporting year. This information will be collected via electronic form.

To provide the authorized approver information for your agency/business unit, copy this link and paste it in your browser:

<https://forms.office.com/pages/responsepage.aspx?id=DaEtURsHIEuKvJ7EBE0VFhVxMnn5-TJNpWM7Wmnm9dUQVAwQ1o2RjFGVVlzTDZDT1ZZWjVTVVhLVi4u&route=shorturl>. Once you click the submit button on the form, the form will be submitted to SAO, and you will receive an electronic copy of the form via email. **Please complete the form so SAO will know who will be handling year-end tasks for your agency.**

### **Year-End Business Tax Reporting and Payroll Processing for 2025 W-2s**

All agencies should perform the following procedures for year-end tax reporting and payroll processing:

- Ensure all errors on the TXxxx0900 (Annual Error Listing) report are corrected by **Tuesday, Jan. 13, 2026**, to be included in Tax Year 2025 W-2s.



- Ensure payroll and/or tax errors communicated to agencies by SAO are resolved by **Tuesday, Jan. 13, 2026**.
- Ensure agency/business unit W-2 spreadsheet reflects all payroll totals for tax year 2025.

This spreadsheet tool, Sample W-2 Payroll Reconciliation Spreadsheet, is located on the SAO website <http://sao.georgia.gov/W-2-Processing> and should contain all W-2 box items applicable to the agency/business unit.

- Promote accurate Form W-2 processing and ensure employees' personal information in TeamWorks HCM is current. **Specifically, remind employees to log on to Employee Self Service (Self Service > Personal Information > Personal Details) to confirm their home address, email address, Social Security Number, and other personal identification information.** A current email address will be important this year for those employees who choose to opt-in for electronic W-2s, as they will be sent a confirmation via email.
- ***Encourage employees to opt-in for electronic W-2s.***

Use query **OPY106\_W2\_FORMS\_CONSENT\_STATUS** to list all employees who have entered a consent. The status (Electronic or Print) will be provided.

Use query **OPY106\_W2\_FORMS\_NO\_CONSENT** to list active employees who have not entered a consent. These employees will receive a paper W-2.

- Advise employees to review their pay advice regularly to ensure that benefit deductions are in alignment with benefit elections. Questions/issues/concerns regarding payroll should be directed to the respective agency/business unit payroll managers.

### **Final Wages/Deductions for 2025**

The check dates provided below reflect final employee compensation to be reported in tax year 2025.

**Reminder:** Year-end balances on the pay stub may not match the W-2 value due to balance adjustments prepared based on agency/business unit request.

Final Employee Compensation for Tax Year 2025		
Employees	HCM Payroll Confirm	Check Date
Semi-monthly / Monthly	12/23/2025	12/31/2025
DOT	12/19/2025	12/24/2025

### **Wages Paid to Beneficiaries of Deceased Employees**

A query is available for agencies to use which provides a listing of deceased employees (OPY030\_Deceased\_Employees). Use this list to determine if any deceased employee wages were paid to a beneficiary during the 2025 calendar year. The deceased employee's Federal and State Taxable Gross Wage should be corrected by processing a manual check entry using the business process outlined in Frequently Asked Questions on the SAO website:

<http://sao.georgia.gov/payroll-tips-and-techniques>.

As a reminder, refer to the IRS "Instructions for Form W-2" or the "Circular E, Employer's Tax Guide" for guidance in reporting wages for deceased employees.

### **1099-Misc**

Contact the appropriate person in your agency/business unit to produce 1099-Misc for any beneficiary paid during 2025. TeamWorks Financials issues 1099s.

### **Reissued W-2s**

**Reissued W-2s for Tax Years 2017 and Later:** Employees will be able to print their own W-2 reprints in Employee Self Service. Agencies will also be able to print W-2s directly from TeamWorks (**NO FORMS**). W-2s for years prior to 2017 need to be prepared manually or the employee should contact the IRS.

### **W-4 Filing Reminders**

***\*\*Employees must file a W-4 annually to continue "Exempt" Status\*\****

Year-End tax report titled **TXxxx0103 (W-4 Exempt)** will be available on **Thursday, Dec. 22, 2025**, in Report Manager. This report is sorted by Company, Mail Drop, and Employee Name. As discussed below, this report will assist agency personnel with year-end tax reporting responsibilities.

Employees must file a new W-4 form if they are making any changes to their withholding allowances, claiming Exempt status or have changed their name with the Social Security Administration. The TXxxx0103 Report (W-4 Exempt) lists employees who claimed “Exempt” status from Federal Withholding Tax during tax year 2025. A new W-4 must be filed if the employees listed wish to continue claiming “Exempt” status from Federal Withholding Tax for the tax year 2025.

The deadline to continue with an EXEMPT status is **Wednesday, Feb. 1, 2026**. Failure to submit a new W-4 will result in tax withholdings being set at the Internal Revenue Service mandated single and zero allowances. For those employees that do not file a new W-4, business units/agencies must set the single and zero allowance rates for the payroll period beginning on **Wednesday, Feb. 1, 2026**.

Agencies should notify employees of the consequences of not filing a new W-4 by the **Wednesday, Feb. 1, 2026** deadline.

**How to enter a new W-4 in TeamWorks HCM:**

- Access the Federal Tax Data page (Payroll for North America > Employee Pay Data > Tax Information > Update Employee Tax Data)
- Click on the plus (+) sign, add a new effective dated row beginning first day of the pay period.
- Click the radio button from “Notification Sent” to “None” and then select the SAVE button.

**Resources Available on the SAO Website**

The following items can be found at: <https://sao.georgia.gov/w-2-processing>.

**W-2 Processing**

- Tax Year 2025 W-2 Processing Information
- Tax Year 2025 Processing Calendar
- Sample W-2 Payroll Reconciliation Spreadsheet
- Tax Balance Adjustment Request

**W-2 Reissue**

- W-2 Reissue Process



**QUESTIONS: SAO Customer Service Center (CSC) – HCM**  
**404-657-3956 888-896-7771**  
**[hcm@sao.ga.gov](mailto:hcm@sao.ga.gov)**