How to determine if you qualify for the Robin Hood Premium Incentive

Consider your hire date. Were you employed the entire prior calendar year (Jan-Dec)? If yes, you are eligible.

To determine the ***gross*** amount that will be paid, please reference the "Earnings Summary" on the right-hand side of YOUR personal W-2, as shown in the below example:

2017 W-2 and EARNINGS SUMMARY

This blue Earnings Summary section is included with your W-2 to help describe portions in more detail. The reverse side includes general information that you may also find helpful.

1. The following information reflects your final 2017 pay stub plus any adjustments submitted by your employer.

Gross Pay	49746.61	**Social Security Tax Withheld** Box 4 of W-2	2885.46	**IA. State Income Tax** Box 17 of W-2	1867.48
Fed. Income Tax Withheld Box 2 of W-2	2696.98	**Medicare Tax Withheld** Box 6 of W-2	674.82	**SUI/SDI** Box 14 of W-2	

2. Your Gross Pay was adjusted as follows to produce your W-2 Statement.

	Wages, Tips, other Compensation Box 1 of W-2	Social Security Wages Box 3 of W-2	Medicare Wages Box 5 of W-2	IA. State Wages, Tips, Etc. Box 16 of W-2
Gross Pay	49,746.61	49,746.61	49,746.61	49,746.61
Plus GTL (C-Box 12)	5.20	5.20	5.20	5.20
Less 401(k) (D-Box 12)	2,449.85	N/A	N/A	2,449.85
Less Other Cafe 125	3,212.16	3,212.16	3,212.16	3,212.16
Reported W-2 Wages	**44,089.80**	**46,539.65**	**46,539.65**	**44,089.80**

Steps:

1. Identify your gross pay on your W-2
2. Identify premiums paid under "Other Café 125" on your W-2
3. Multiply your "Other Café 125" by 15%
4. In the above example, the gross Robin Hood payment amount is: **$481.82**

A few items to note:

1. This incentive will be paid on final incentive pay date in February.
2. 401(k) contributions apply to this incentive payment, along with the company match on those contributions.
3. Employees must be employed through the payout date in order to receive the incentive.