



FAQs on the 2020 Form W-4

General FAQs

- > **1. Why redesign Form W-4?**
- > **2. What happened to withholding allowances?**
- > **3. Are all employees required to furnish a new Form W-4?**

Employee FAQs

- > **4. My tax situation is simple. Do I have to complete all of the steps?**
- > **5. What happens if I only fill out Step 1 and then sign the form?**
- > **6. When should I increase my withholding?**
- > **7. When should I decrease my withholding?**
- > **8. I want a refund when I file my tax return. How should I complete the redesigned Form W-4?**
- > **9. Why do I need to account for multiple jobs (Step 2)? I have never done that before.**
- > **10. Which option in Step 2 should I use to account for my multiple jobs? Which is most accurate? What if I don't want to reveal to my employer on my W-4 that I have a second job?**

- **11. The instructions above Step 3 say that in multiple job households, adjustments in Steps 3 – 4b are to be made on only one form, and that withholding will be most accurate if the adjustments are made on the W-4 for the highest paying job. But what happens if pay at two jobs is relatively similar or if changes in pay over time result in another job becoming the highest paying?**
- **12. What if I have side work where I'm not treated as an employee?**
- **13. What if I don't want to reveal the amount of my non-job income, such as income from earnings on investments or retirement income, on my Form W-4 (Step 4(a))?**
- **14. Is there a computer program I can use to help me complete Form W-4?**

Employer FAQs

- **15. Are new employees first paid after 2019 required to use the redesigned form?**
- **16. How do I treat new employees first paid after 2019 who do not furnish a Form W-4?**
- **17. What about employees paid prior to 2020 who want to adjust withholding from their pay dated January 1, 2020, or later?**
- **18. May I ask all of my employees paid before 2020 to furnish new Forms W-4 using the redesigned version of the form?**
- **19. Will there still be an adjustment for nonresident aliens?**
- **20. When can we start using the new 2020 Form W-4?**

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