

Procedures for HR/CMS LCM Payroll Entries for Settlements and Judgments for Current and Former Employees

A settlement or judgment results from a formal claim (grievance, complaint or law suit) against the Department brought by a current or former employee that results in either a Settlement Agreement, or a court or administrative award (Judgment) document. Settlements and Judgments do NOT include retroactive salary adjustments, unpaid regular time, collective bargaining agreement increases or other routine corrections or adjustments of payroll errors.

Claims are subject to [815 CMR 5.00](#) and any policies on Settlements and Judgments, including “Tax Reporting and Withholding Responsibilities for the Payment of Settlements and Judgments”. Payroll Directors are responsible for processing any payroll claim in accordance with these requirements and any instructions provided by CTR.

If a Department has legally available funds to pay the claim (as outlined in the **Non-Tort Settlement/Judgment Payment Authorization Form**) without the threat of placing the account(s) into a deficiency, then the Department should proceed with payment of the claim after confirming the correct payment instructions from the Office of the Comptroller Legal Bureau.

If the Department does not have legally available funds, then the Settlement or Judgment and other required documentation is required to be submitted to the Office of the Comptroller Legal Bureau for approval and put in line for payment from the Settlement and Judgment Reserve Account (as funds are available). An LCM rule will be created by CTR (based upon HR/CMS ID, position and account information provided by the Department) to move the charges to the Settlement and Judgment account prior to the payroll processing.

The Department responsible for the claim (or the current employing Department if the claimant is working for another state Department) will enter the payroll information into HR/CMS. Departments are responsible for entering the claim in accordance with the CTR payment instructions to ensure proper processing and tax reporting.

The following checklist should assist in the correct posting of a claim.

- Complete a Non-Tort Settlement/Judgment Payment Authorization Form** for each Claimant/Employee. This form is required to be completed whether or not the Department or CTR makes payment.
- If Department Paying Claim - Confirm Claim Instructions with CTR Legal:** If the Department is making payment of the claim, fax the **Non-Tort Settlement/Judgment Payment Authorization Form** and other documentation to the CTR Legal Bureau (617-973-2555) to obtain payment instructions for the appropriate Earning codes and other payroll instructions.
- Obtain position for former employee and rehire.** Departments should verify that former employee has not already been rehired by another state Department. If rehired, the current Department would enter the payroll information.
- Use or create an active HRCMS job record,** validate Tax withholdings (including Medicare) and deductions.
- Post appropriate Earning code (Instructions will be provided as to amounts and codes)**
- For former employees only – if required, modify Paper Check, Check Name, Mailing Address** (Instructions will be provided. Only for former employees who are getting a one-time payment with no other wages or payments. Do not change unless instructions provide for change.) Ensure EFT is turned off if payment is being made to third party or being mailed to alternate address. See job aid to make these changes:
[Job Aid: Modify a Person: Biographical Details, Contact Information, Regional](#)
- Review HR/CMS Paycheck Amounts and Tax Withholdings.**
- Redistribute costs to Settlement/Judgment Reserve Account via LCM (Labor Cost Management) Labor Exceptions (CTR will assist if necessary). Exceptions must be completed prior to payroll processing or claim will hit Department account where employee is positioned.**
- Validate HR/CMS Paycheck after Pay Confirm**
- Terminate the Employee** for one-time payments to former employees.

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STEP 1: Complete a “Non-Tort Settlement/Judgment Payment Authorization Form”.

Please complete this form for each Claimant/Employee whether or not the Department or CTR makes payment. This document is a WORD form that is opened as “read only”. The data fields will expand to allow entry of information and the form can be saved and printed. This form must be signed by the Department’s General Counsel (or the AGO or attorney representing the Department) and the Department’s Chief Fiscal Officer (CFO) making certifications that the information is accurate and that the claim complies with CTR policies and regulations.

In order to put a claim in line for payment by CTR from the Settlement/Judgment Reserve Account, please mail or fax certified or attested true copies of the **Non-Tort Settlement/Judgment Payment Authorization Form** and supporting documentation to:

Office of the Comptroller
ATTN: Legal Bureau
One Ashburton Place – 9th Floor
Boston, MA 02108
617-973-2555

Claims will be put in line for payment once completed documentation is received and reviewed (including payroll information needed to enter a claim). The Department Payroll Director will be emailed (when there are available funds) with payment instructions to enter the payroll claim. The CTR Payroll will enter the necessary LCM rule and will assist with payroll questions.

Please Note: We will send emails to the Payroll Director and Chief Fiscal Officer listed on our Department Contact List.

PLEASE MAKE SURE YOUR PAYROLL DIRECTOR and CFO DESIGNATIONS ARE UP-TO-DATE.

If your Payroll Director or CFO have changed, or will be on extended leave please have your Department Head designate an alternative using the form at: <https://www.macomptroller.org/forms>

STEP 2: If Department is Paying Claim - Confirm Claim Instructions with CTR Legal

If the Department is paying claim using legally available funds (as outlined in the **Non-Tort Settlement/Judgment Payment Authorization Form**), CTR Legal must still approve payment instructions to ensure proper payroll processing, tax withholdings and reporting requirements.

Please fax claim and any supporting documentation to: Legal Bureau at 617-727-2555.

Some claims may involve rehiring former employees for the payment (back pay and lump sum payments). Other payments for attorney’s fees, costs, punitive damages may be paid through MMARS. Payments involving other payees on a check for a former employee require additional special handling.

PAYROLL DIRECTORS/STAFF MAY NOT PROCESS A SETTLEMENT OR JUDGMENT PAYMENT WITHOUT SIGNOFF AND INSTRUCTIONS FROM THE CTR LEGAL BUREAU.

The specific instructions for making the payment(s) required under the settlement or judgment will be sent by email or fax to the Department, with the Payroll Director and the CFO routinely copied.

Please pay close attention to the amounts to be paid and the earnings or object codes to be used. Some claims require multiple payments with different earnings codes. In order to ensure

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proper processing, tax withholding and tax reporting, these amounts must be entered as identified in the instructions. In some cases the amounts the Department is asked to enter through HR/CMS are less than the amount of the total claim. In these cases, there may be separate amounts being paid through MMARS. **DO NOT** change the payment amounts listed in the Payment Instructions for the claims identified. Instructions for changing Payee names or addresses must also be carefully followed since these instructions are based upon requirements in the settlement or judgment.

STEP 3: Claimant Must Have Active HR/CMS Job Record/Position

As part of the completion of the **Non-Tort Settlement/Judgment Payment Authorization Form** a Department will be required to identify the following information for each claimant that will be paid “Back pay” or “Lump Sum” damages:

- 1) **HR/CMS ID.** If the claimant is a former employee and not active on HR/CMS, the Department will be required to re-hire the claimant in order to make payment.
- 2) **Position #of claimant.**
- 3) **Appropriation account number** where position resides.

For claims being paid through the Settlement/Judgment Reserve Account, this information is needed on the **Non-Tort Settlement/Judgment Payment Authorization Form** in order to establish a LCM Rule to point the charges to the Settlement/Judgment Reserve Account. CTR will process the LCM rule for the claimant when the paperwork is submitted to CTR Legal to put a claim in line for payment. Therefore, if a former employee is being paid “Lump Sum” or “Back Pay” damages, the employee must be rehired prior to submitting the **Non-Tort Settlement/Judgment Payment Authorization Form** to CTR for processing.

FOR FORMER EMPLOYEES WITHOUT ACTIVE EMPLOYEE RECORD

If the employee is not active on HR/CMS you will have to have a position established and rehire the employee into HR/CMS in order to enter the payroll. Please take the necessary steps to establish the position(s) and rehire the employee(s). ***The HR actions to rehire this individual must be completed no later than the Friday before payroll will be issued.***

Obtain position for former employee and rehire. Departments should verify that the former employee has not already been rehired by another state Department. If the employee has been rehired by another Department, the Department will have to work with the new Department to enter the payroll information. Obtain position from HRD, or create a position for the former employee. If no active Job Record is available then follow the HRD steps: **Retro Pay For Terminated Employees** to create an active employee record, available at the HR/CMS Knowledge Center at <https://massgov.sharepoint.com/sites/HRD-HRCMSKnowledgeCenter>

Please note that the rehiring of the employee for payment purposes creates ***NO*** employment status for the former employee and is completed only to facilitate payments that must be processed through the payroll system.

Rehire Terminated EE (confirm Medicare Status is correct) Some earnings codes will trigger the withholding of Medicare taxes. If the employee was exempt the last time the employee was paid, then this payment must also be exempt, and the Medicare flag must be removed (unchecked) to ensure Medicare is not taken. If the employee was subject to Medicare the last time paid, then this payment will be subject to Medicare. HR/CMS defaults to withholding Medicare.

Step 4: Enter Claim Amounts Using approved Earning Code(s)

Enter the claim amount(s) using the earnings code(s) provided in the CTR payment instructions. Earnings Codes are listed on the attached **Tax Reporting And Withholding Requirements For**

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Employment Related Claims. Other earnings codes may be required for unusual circumstances or the accounts payable period as determined by the CTR Payroll Unit. The following provides a brief outline of each earnings code. See attached table for the types of claims covered under each earnings code.

BACK PAY WAGES:

- State Employees
- Object Code A11 – Earnings Code SJP (Back pay)
- Object Code A11 - Earnings Code Accounts Payable APK (Back Pay)

- Contract Employee
- Object Code C11 - Earnings Code SJB (Back pay)
- Object Code C11 - Earnings Code Accounts Payable APX (Back Pay),

Back Pay will be reported on the employee's W-2 and is subject to state and federal tax withholdings, retirement deductions and Medicare tax withholdings (unless Employee exempt) prior to payment.

NOTE: Back Pay is taxed as Supplemental with flat tax withholding amounts: State income tax (5.25% of gross amount –retirement), Federal income tax (25% of gross amount – retirement), Medicare 1.45% of gross amount (unless Employee exempt). Retirement is calculated at the rates entered into the Pension Plan for the employee (see below). Personal exemptions are not calculated since this would require an annualized calculation that would result in higher taxes being withheld for many claims. Claimants can not dictate how the taxes will be withheld or the amounts.

Department needs to check if the employee was subject to Medicare tax on the last payroll period paid. If exempt, uncheck Medicare box so that Medicare is not taken. The Commonwealth can not by settlement or judgment waive its obligation to make required tax withholdings.

****** VERIFY PENSION PLAN SET UP ******

Back Pay requires that Regular Retirement be taken from the Back Pay amount. Make sure that the employee's Pension Plan is set up with the correct Retirement % to be taken for the employee.

*****SHUT OFF MAKE-UP RETIREMENT OR OTHER DEFERRED COMP DEDUCTIONS*****

If the employee has any ADDITIONAL make-up retirement deductions or deferred comp deductions (in addition to the regular retirement deduction) set up in the pension system THESE MUST BE SHUT OFF FOR THIS PAY PERIOD so that these deductions are not made against the settlement or judgment amount. This will result in no deductions for either make-up or deferred comp on any regular salary or other wages paid on this pay period to the employee, however, most claims do not authorize these amounts to be deducted from the claim and these amounts MUST NOT BE DEDUCTED. In addition, if the claim amount is significant, the deferred comp or other deductions may result in deposits exceeding the legal limits for the employee, creating a tax violation that presents problems both for the employee and the payroll department to correct.

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LUMP SUM, UNSPECIFIED DAMAGES, EMOTIONAL DISTRESS:

State Employees

- Object Code A11 – Earnings Code S/J (Lump Sum-Emotional Distress)
- Object Code A11 - Earnings Code Accounts Payable APJ (Lump Sum-Emotional Distress)

Contract Employee

- Object Code C11 - Earnings Code SJC (Lump Sum-Emotional Distress)
- Object Code C11 - Earnings Code Accounts Payable APC (Lump Sum-Emotional Distress),

Lump Sum, Emotional Distress or other Compensatory Damages will be reported on the employee's W-2 and is subject to state and federal tax withholdings and Medicare tax withholdings (unless Employee exempt) prior to payment.

NOTE: Lump Sums are taxed as Supplemental with flat tax withholding amounts: State income tax 5.25%; Federal income tax 25%; Medicare 1.45% (unless Employee exempt). No Retirement is taken. Personal exemptions are not calculated since this would require an annualized calculation that would result in higher taxes being withheld for many claims. Claimants can not dictate how the taxes will be withheld, or the amounts.

Department needs to check if the employee was subject to Medicare tax on the last payroll period paid. If exempt, uncheck Medicare box so that Medicare is not taken. The Commonwealth can not by settlement or judgment waive its obligation to make required tax withholdings.

CURRENT EMPLOYEES ONLY: If claimant is a current employee, the payee and payment address can not be changed in the payroll system. Payments made for Back Pay of Lump Sum damages that require tax withholdings can not be segregated from the employee's regular pay, nor can these payments be issued to a third party, or jointly issued to an attorney. Payments will be included along with the employee's regular pay. If payment has been requested to be issued or made payable in any other manner than directly to the employee, the claimant must be notified (through claimant's attorney if applicable) of this system limitation, and that the payment will be processed through the payroll system (less required tax deductions) and issued and made payable directly to the employee.

Payments must be made in accordance with the terms of the Settlement/Judgment document. Amounts may not be split into multiple checks after the fact, if not split as part of the Settlement/Judgment document.

DO NOT change the payee name or address or payment method for current employees.

ATTORNEY'S FEES, COSTS AND PUNITIVE DAMAGES.

These payments are paid directly to Attorney or Claimant through state accounting system MMARS and not through payroll.

INTEREST PAYMENTS will be calculated based upon the date of payment and will be made payable EITHER to the employee (through HR/CMS or MMARS as determined by CTR) or the employee's attorney (for attorneys fees interest) through the state accounting system MMARS. CTR will issue a 1099-INT to the payee receiving the interest.

*For instructional purposes we will refer to all payments as **claim amount**.

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NOTE FOR SALARIED EMPLOYEES. Most Departments enter claims using Weekly Elapsed Time as outlined below. For “salaried employees” please see job aid below. **Caution: Use dollar amounts for earnings because hours are not tracked in HR/CMS for salaried employees.**
See: [Job Aid: Rehire – Full Time/Part Time/Salaried/Contract/Hourly](#)

Steps to post in Timesheet: If Back Pay is being paid, verify Pension Plan requirements (see above)

1. Go to Time Sheets
(Manage Self Service, Report Time, Timesheet)
2. Ensure any Default Hour postings for accuracy (see HRD Job Aid)
3. Insert Row, enter claim amount (post to a day in the current period)
4. Save

If not Available in Timesheet:

1. If Back Pay is being paid, verify Pension Plan requirements (see above)
2. Go to Additional Pay
3. (Payroll for North America, Employee Pay Data USA, Create Additional Pay)
4. Insert row, enter claim amount (post with an Effective Date in the current period)
5. Check “OK to Pay”
6. Save

****NOTE: During the Accounts Payable Period, Prior FY payments will use codes specific to Accounts Payable and must be entered in Additional Pay. AP Codes will be identified by CTR and will always post to the Prior FY Account.***

STEP 5: Modify Paper Check, Check Name, Mailing Address (ONLY For Former Employees/ One-time Payments)

Payment Instructions for payment to **former** employees may require a change to the Name or Mailing Address for a check. Therefore this option may be used only for **one-time payments to former employees.**

DO NOT make changes to Name, Mailing Address or Check for a current employee since this will impact ALL HRCMS payments for the period regardless of Employee Record #.

After verifying earnings:

Steps to Issue Paper Check, Change Name and Address:

1. Select the "Issue Paper Check" option on the employee's direct deposit panel. Save.
([Main Menu](#), [Payroll for North America](#), [Request Direct Deposit](#))
2. Enter the new “payee name ” (as provided by the Office of the Comptroller) in the "Paycheck Name" field on the Payroll Options 2 panel (maximum of 36 characters). Save.
([Main Menu](#), [Payroll for North America](#), [Employee Pay Data](#), [Update Payroll Options](#))
3. Enter Address where Check is to be mailed (as provided by the Office of the Comptroller. ([Main Menu](#), [Workforce Administration](#), [Personal Information](#), [Modify a Person](#))). Click on Contact Information and add a row to enter Mailing address. Save

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4. **DISABLE DIRECT DEPOSIT FOR FORMER EMPLOYEES.** IF PAYEE OR PAYMENT ADDRESS INFORMATION NEEDS TO BE CHANGED FOR FORMER EMPLOYEE PLEASE MAKE SURE THAT ANY DIRECT DEPOSIT (EFT) SETTINGS HAVE BEEN DISABLED. OTHERWISE THE CHECK WILL DEFAULT TO DIRECT DEPOSIT AND WILL NOT BE ISSUED AS DIRECTED IN THE CLAIM.

STEP 6: Review HRCMS Paycheck amounts

After a Calc is completed review Paycheck Data for accuracy.

(Main Menu, Payroll for North America, Payroll Processing USA, Produce Payroll, Review Paycheck).

Confirm that paycheck matches Payment Instructions.

STEP 7: Verify Rule and Redistribute Costs via LCM (If paid through CTR)

Once LCM Rule is approved by CTR Payroll, Departments will be able to modify Labor Exceptions to redistribute claim amount charges to the assigned CTR account. The Department can verify that the rule has been approved on the PAUTH Table. Then the Department must:

- a) Go to LCM Exceptions (EPPA) screen
- b) Modify employee's claim amount posting to CTR account XXXX-XXXX (as instructed by CTR)
- c) Save

NOTE: if your Department uses Non-Statutory Fields they must be deleted since CTR payments do not use these fields and will result in the following error when edited: "(Field Name) invalid on Rules".

STEP 8: Review HRCMS Paycheck

After Confirm is completed review Paycheck Data for accuracy and compliance with CTR instructions. (Main Menu, Payroll for North America, Payroll Processing USA, Produce Payroll, Review Paycheck)

Under normal circumstances paychecks are distributed to the Department payroll unit and can be mailed to the appropriate address once received. Paychecks are not mailed directly.

STEP 9: Complete Payment and Terminate Record (Former Employees)

Upon completion and verification of Payment(s), Departments should document the payment as part of the Settlement/Judgment file. CTR will also document payment of claims paid from the Settlement/Judgment Reserve Account.

For former employees, Departments must ensure data integrity for any future payments should the employee return to work for the Commonwealth.

1. Any changes entered in **Step 5: Modify Paper Check, Change Name and Address** which sent the check to a third party or listed joint payees or a different address than the claimant's should be removed and the current legal name and address entered for the former employee to ensure proper tax reporting.

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2. The former employee should then be terminated.

STEP 10: Re-Establish Current Employee Pension Plan

For current employees, turn back on (Re-establish) any Pension Plan deferred comp, Make-up retirement or other deductions that were turned off in order to process Back Pay amounts.

QUESTIONS:

Job aid/Payroll entry assistance CTR Payroll Unit: Maureen Keating (617-973-2308)

CTR Payroll Unit FAX – 617-973-2500

CTR Legal – Jenny Hedderman 617-973-2656;

CTR Legal FAX – 617-973-2555

Helpline – 617-973-2468

TAX REPORTING AND WITHHOLDING REQUIREMENTS FOR EMPLOYMENT RELATED CLAIMS

TYPES OF DAMAGES For payment purposes, employment related damages are classified into the following categories based upon tax treatment	Are Damages Wages?	Payment System Earnings Code or Object Code	MUST BE PAID UNDER THIS TIN	State, Federal, Medicare Tax Withholdings?	Tax Reporting Form to Claimant	Tax Reporting for Attorney or Third Party Payee?
Back Pay. Damages must be awarded as a (1) specific amount and (2) specifically identified as "back pay" (lost wages etc.), based upon a number of days of salary. If other amounts are included as part of a back pay award amount, the entire amount must be treated as a lump sum.	YES	Payroll SJP (A11 - state employee) SJB (C11 - contract employee) Accounts Payable: APK (A11 - state employee) APX (C11 - contract employee)	Claimant Joint checks to atty or 3rd party not available for current employees.	Yes. Tax withholdings prior to payment: 1. State income tax 5.25% 2. Federal income tax 25% 3. Medicare 1.45% unless Employee exempt 4. Retirement at the % taken on last payroll paid	W-2	YES Tax reportable to Attorney 1099-MISC (Box 14) or (Box 3 for 3 rd party) if named payee on check, for the amount of the check
Attorney Fees, Costs and Punitive Damages. Damages must be awarded as a (1) specific amount and (2) specifically identified as Attorney fees, costs or punitive damages. Attorney fees and costs are normally paid directly to the attorney, and may be included as part of a total award paid jointly to Claimant and Attorney.	NO	MMARS E52	Attorney (Even if check payable jointly to Claimant and Attorney)	NO Claimant responsible for taxes on amount. May have a federal tax deduction for employment discrimination claims	Manual 1099-MISC (Box 3)	YES Tax reportable to Attorney 1099-MISC (Box 14) for the amount of the check
Punitive Damages (payable solely to Claimant). Damages must be awarded as a (1) specific amount and (2) specifically identified as punitive damages.	NO	MMARS E50	Claimant	NO Claimant responsible for taxes on amount. May have a federal tax deduction for discrimination claims	1099-MISC (Box 3)	NO
Lump Sum. Damages are awarded without a specific breakdown or as emotional distress or compensatory damages.	YES	Payroll S/J (A11 - state employee) SJC (C11 - contract employee) Accounts Payable: APJ (A11 - state employee) APC (C11 - contract employee)	Claimant Joint checks to atty or 3rd party not available for current employees	YES Tax withholdings prior to payment 1. State income tax 5.25% 2. Federal income tax 25% 3. Medicare 1.45% unless Employee exempt	W-2	YES Tax reportable to Attorney 1099-MISC (Box 14) or (Box 3) for 3 rd party) if named payee on check, for the amount of the check
Interest. Pre and Post Judgment interest on damages and Attorney fee interest. Payment instruction from CTR will determine if interest is payable through HR/CMS or MMARS.	NO	MMARS E29 Payroll INT	Payee on check	NO Claimant responsible for taxes on amount.	1099-INT if over \$10	YES Tax reportable to Attorney 1099-INT if named payee on check and over \$10

TYPES OF DAMAGES For payment purposes, employment related damages are classified into the following categories based upon tax treatment	Are Damages Wages?	Payment System Earnings Code or Object Code	MUST BE PAID UNDER THIS TIN	State, Federal, Medicare Tax Withholdings?	Tax Reporting Form to Claimant	Tax Reporting for Attorney or Third Party Payee?
Non-tax reportable damages. Documented medical expenses for emotional distress, other non-tax reportable damages as determined by CTR.	NO	HR/CMS or MMARS Code TBD on case by case basis	Payee on check	NO	None	YES Tax reportable to Attorney 1099-MISC (Box 14) or (Box 3) for 3 rd party if named payee on check for the amount of the check

SETTELEMENT AND JUDGMENT - LISTING OF OBJECT CODES AND REQUIRED TAX REPORTING

OBJECT CODE EARNINGS CODES	TYPE OF DAMAGES	PAYEE(S)	Must be paid under this TIN	State, Federal, Medicare Tax Withholdings Required Prior to Payment?	Tax Form to Claimant	Additional Tax Reporting Forms To Additional Payees
A11 Earnings Codes SJP (Back pay) S/J (Lump Sum) Accounts Payable: APK (AP-Back Pay), APJ (AP- Lump Sum)	(State Employee) Employment related damages for back pay, lump sum, emotional distress and other compensatory damages. Payments must be made through payroll system.	Claimant or Claimant and Attorney Co-payees	Claimant	YES Tax withholdings prior to payment 1. State income tax 5.25% 2. Federal income tax 25% 3. Medicare 1.45% unless Employee exempt 4. Retirement withholdings only on Back pay awards	W-2	Manual 1099-Misc (Box 14) Attorney or Manual 1099-Misc (Box 3) 3rd party
C11 Earnings Codes SJB (Back pay) SJC (Lump Sum) Accounts Payable: APX (Back Pay), APC (Lump Sum)	(Contract Employee) Employment related damages for back pay, lump sum, emotional distress and other compensatory damages. Payments must be made through payroll system.	Claimant or Claimant and Attorney Co-payees	Claimant	YES Tax withholdings prior to payment 1. State income tax 5.25% 2. Federal income tax 25% 3. Medicare 1.45% unless Employee exempt	W-2	Manual 1099-Misc (Box 14) Attorney Manual 1099-Misc (Box 3) 3rd party
E50	All non-employee damages. (Does NOT include medical expenses for emotional distress, torts resulting in physical injury or sickness or torts for proven property damage.)	Claimant Sole Payee	Claimant	NO	1099-Misc	None
E51	All non-employee damages. (Does NOT include medical expenses for emotional distress, torts resulting in physical injury or sickness or torts for proven property damage.)	Claimant and Attorney Co-Payees	Claimant	NO	1099-Misc (Box 3)	Manual 1099-Misc (Box 14) to Attorney
E52	Tax reportable damages (employee or non-employee) when check issued jointly to Claimant and Attorney or Solely to Attorney (does not include interest see E29)	Claimant and Attorney Co-Payees, or Attorney Sole Payee.	Attorney	NO	Manual 1099-MISC (Box 3)	1099-Misc (Box 14) Attorney
E53	Medical expenses for emotional distress or torts resulting in physical injury or sickness or proven property damage.	Claimant Sole Payee	Claimant	NO	None	None

OBJECT CODE EARNINGS CODES	TYPE OF DAMAGES	PAYEE(S)	Must be paid under this TIN	State, Federal, Medicare Tax Withholdings Required Prior to Payment?	Tax Form to Claimant	Additional Tax Reporting Forms To Additional Payees
E54	Medical expenses for emotional distress or torts resulting in physical injury or sickness or proven property damage.	Claimant and Attorney Co-Payees, or Attorney Sole Payee.	Attorney	NO	None	1099-Misc (Box 14) Attorney
E55	Medical expenses for emotional distress or torts resulting in physical injury or sickness or proven property damage	Claimant and 3rd party Co-Payees, or 3rd Party Sole Payee.	3 rd Party	NO	None	1099-Misc (Box 3) 3 rd party
E29	Late Payment Interest	Claimant or Attorney	Payee on check	NO	1099(INT) only if check issued under Claimant TIN	1099(INT) only check issued under Attorney TIN
N19	Eminent Domain Payments	Claimant or Attorney	Payee on check	NO	1099(S) only if check issued under Claimant TIN	1099(S) only if check issued under Attorney TIN
N93	Construction related claims	Claimant and Attorney Joint Payees or Attorney Sole	Claimant	NO	1099-Misc (Box 3)	Manual 1099-Misc (Box 14) Attorney
N94	Construction related claims	Claimant Sole Payee	Claimant	NO	1099-Misc (Box 3)	N/A
N95	Late Payment Interest	Claimant or Attorney	Payee on check	NO	1099(INT) only if check issued under Claimant TIN	1099(INT) only check issued under Attorney TIN
N96	Late Payment Interest	Claimant or attorney	Payee on check	NO	1099(INT) only if check issued under Claimant TIN	1099(INT) only check issued under Attorney TIN