



INNOVATIVE ON LAND.
EXCEPTIONAL AT SEA.

January 30, 2026

AUSTAL USA COMMUNICATIONS

Austal USA Team,

2025 W2s are being sent via mail and will be available to view in Workday tomorrow, January 31, 2026.

As you review your documents, please note that we are in full compliance with both state and federal overtime reporting requirements. You will see two specific identifiers in **Box 14** related to tax exemptions on overtime wages:

- **AL OVT:** This reflects the state overtime exemption for wages earned through June 30, 2025.
- **OBBA OVT:** Per the "One Big Beautiful Bill Act," this reflects the federal exemption for the overtime premium portion of overtime wages earned in 2025.

When filing your federal taxes, please use the **OBBA OVT** amount for your filings (subject to your specific filing status and the maximum allowed amount). Please be aware that the amounts in Box 14 are also reported to the IRS and Social Security.

For questions about these reporting categories, please contact the Payroll Department.



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