

Walton Paycheck - Federal Tax General Q&A

What is Form W-4?

Form W-4 is the federal Employee's Withholding Certificate. Employees complete it so their employer can withhold federal income tax from their pay. Walton employees can make W-4 changes through ESS.

Source: fw4.pdf; Tax Status Changes on Employee Self Service.pdf

Can you tell me what to claim on my W-4?

No. I can explain what Form W-4 is used for and where to find official resources, but I cannot tell you what to claim or how much to withhold. For guidance on your personal tax situation, use official tax resources or consult a qualified tax professional.

Source: fw4.pdf; FAQs on the 2020 Form W-4 _ Internal Revenue Service.pdf; Walton SME guidance provided 6/23/2026

What is the IRS Tax Withholding Estimator?

The IRS Tax Withholding Estimator is an IRS tool that helps estimate federal tax withholding. It can help employees consider whether they may want to update federal withholding, but it does not replace personal tax advice.

Source: Tax Withholding Estimator _ Internal Revenue Service.pdf

What is the difference between the IRS Tax Withholding Estimator and the ESS Paycheck Simulator?

The IRS Tax Withholding Estimator helps with federal withholding decisions. ESS is where Walton employees submit W-4 and G-4 changes, and the ESS Paycheck Simulator may help estimate paycheck impact. Neither this assistant nor Payroll can tell you what to claim or how much to withhold.

Source: Tax Withholding Estimator _ Internal Revenue Service.pdf; Tax Status Changes on Employee Self Service.pdf; Walton SME guidance provided 6/23/2026

When should I check my federal withholding?

The IRS suggests checking withholding every January and when you have major life changes, such as a new job, major income change, marriage, divorce, separation, childbirth or adoption, or a home purchase.

Source: Tax Withholding Estimator _ Internal Revenue Service.pdf

What information does the IRS estimator ask for?

The IRS estimator may ask about you and your spouse, income, adjustments, deductions, and credits. The IRS estimator states that it does not ask for your name, Social Security number, address, or bank account numbers. Do not share that information in this chat.

Source: Tax Withholding Estimator _ Internal Revenue Service.pdf

How do I update my federal withholding with Walton?

Log in to ESS, select Pay/Tax Information, choose W-4, and then select Edit Federal. Review your entries carefully before submitting. Submit changes 7-10 days before the payroll you want them to affect.

Source: Tax Status Changes on Employee Self Service.pdf; Walton SME guidance provided 6/23/2026

Can I use the ESS Paycheck Simulator before changing my W-4?

Yes. You can use the Paycheck Simulator in ESS under Pay/Tax Information to estimate how a federal withholding change may affect your paycheck. The simulator is only an estimate and does not guarantee your actual paycheck amount.

Source: Tax Status Changes on Employee Self Service.pdf; Walton SME guidance provided 6/23/2026

