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2012 Fast Wage and Tax Facts

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FEDERAL

Agency Websites

- Internal Revenue Service: www.irs.gov
- Social Security Administration: www.ssa.gov
- U.S. Dept. of Labor: www.dol.gov

| | Effective 7/24/08 | Effective 7/24/09 |
|-----------------------------------------------|-------------------|-------------------|
| Minimum Wage | \$6.55 | \$7.25 |
| Minimum Cash Wage (Tipped Employee) | \$2.13 | \$2.13 |
| Maximum Tip Credit | \$4.42 | \$5.12 |
| Youth Sub-Minimum Wage | \$4.25 | \$4.25 |

FICA (SOCIAL SECURITY)

| | |
|-----------------------------------------------------------------------|-----------|
| Maximum Taxable Earnings (Increased from \$106,800 in 2011) | \$110,100 |
| ER Tax Rate (Unchanged from 2011) | 6.2% |
| EE Tax Rates | |
| Eff. 01/01/12 – 12/31/12 | 4.2% |
| Eff. 01/01/13 (Tax Rate was 4.2% in 2011) | 6.2% |
| Self-Employment Tax Rates | |
| Eff. 01/01/12 – 12/31/12 | 10.4% |
| Eff. 01/01/13 (Tax rate was 10.4% in 2011) | 12.4% |

FICA (MEDICARE)

| | |
|---------------------------------|----------|
| Maximum Taxable Earnings | No Limit |
| EE / ER Tax Rate | 1.45% |
| Maximum Tax | No Limit |
| Self-Employment Tax | 2.9% |

FUTA (EMPLOYER-PAID)

| | |
|---------------------------------|---------|
| Maximum Taxable Earnings | \$7,000 |
| Percent of Taxable Wages | 6.0% |
| Maximum Credit | 5.4% |
| Normal Net Tax | 0.6% |

SUPPLEMENTAL WAGE/BONUS RATES

| | |
|-------------------------------------|-----|
| Flat rate withholding method | 25% |
| Pay over \$1 Million | 35% |

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OHIO

Agency Websites

- Dept. of Taxation: www.tax.ohio.gov
- Division of Labor: www.com.ohio.gov/laws

| Annual Sales are exceeded by \$283,000 | Effective 7/24/09 | Effective 1/1/11 | Effective 1/1/12 |
|-----------------------------------------------|-------------------|------------------|------------------|
| Minimum Wage | \$7.25 | \$7.40 | \$7.70 |
| Minimum Cash Wage (Tipped Employee) | \$3.85 | \$3.70 | \$3.85 |
| Maximum Tip Credit | \$3.85 | \$3.70 | \$3.85 |

| Annual Sales are \$283,000 or less | Effective 7/24/09 | Effective 1/1/11 | Effective 1/1/12 |
|-----------------------------------------------|-------------------|------------------|------------------|
| Minimum Wage | \$6.55 | \$7.25 | \$7.25 |
| Minimum Cash Wage (Tipped Employee) | \$2.13 | \$2.13 | \$2.13 |
| Maximum Tip Credit | \$4.42 | \$5.12 | \$5.12 |

STATE INCOME TAX

| | |
|-------------------------------------|-------|
| Wage Withholding | Table |
| Supplemental Wage/Bonus Rate | 3.5% |

UNEMPLOYMENT INSURANCE

| | |
|--------------------------------------------------------------------------|-------------|
| Maximum 2012 Taxable Earnings (Unchanged from \$9,000 in 2011) | \$9,000 |
| Employee Deduction | None |
| Employer 2012 Tax Rates (Includes 0.4% mutualized tax) | 0.7 – 11.4% |
| Standard 2012 New Employer Rate | 2.7% |
| Voluntary Contribution Permitted | Yes |

DISABILITY INSURANCE

| | |
|---------------------------|------|
| Employee Deduction | None |
|---------------------------|------|

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