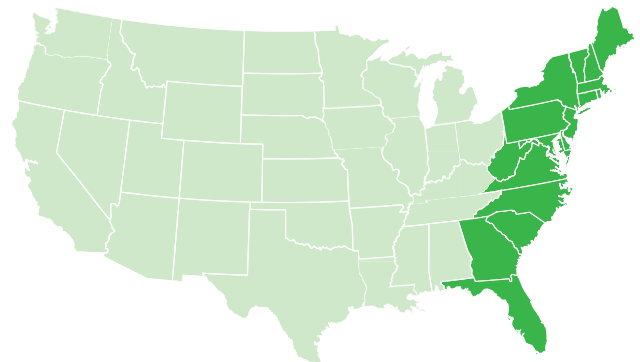


Quick update:

U.S. wage and tax— East, January 2017



This information is valid effective January 1, 2017. **Please note:** Minimum wage rates may vary by specific industry. Please validate with the proper agency. Such advice should be obtained from an attorney or appropriate tax or financial professional. Sage does not provide wage, tax, or legal advice. State minimum wage rates may be superseded by federal rates.

Federal

Minimum wage	\$7.25
Min. cash wage (tipped employee)	\$2.13
Max. tip credit	\$5.12
Youth subminimum wage	\$4.25

FICA—Social Security

Maximum earnings	\$127,200
Employer percentage	6.2%
Employee percentage	6.2%
Self-employment tax	12.4%

FICA—Medicare

Maximum earnings	Unlimited
Employer percentage	1.45%
Maximum deduction	Unlimited
Self-employment tax	2.9%
Employee percentage	1.45%
Employee supplemental percentage*	.09%

*The supplemental Medicare rate is withheld on employee wages in excess of \$200,000 per year.

Calendar Legend

- Sage Payroll Services closed
- Sage Payroll Services open, Federal Banking holiday
- Key dates
- Sage Payroll Services closed, banks open

- 01/31 All W-2s and 1099s due to employees
- 03/31 Quarter 1 ends, SSA file of W-2s due
- 04/30 Quarter 1 returns due
- 06/30 Quarter 2 ends
- 07/31 Quarter 2 returns due
- 09/30 Quarter 3 ends
- 10/31 Quarter 3 returns due
- 12/31 Quarter 4 ends

FUTA—paid by employer

Rate	6.0%
Maximum credit	5.4%
Normal net tax	0.6%
Maximum earnings	7,000

Supp. wage/bonus rate

Flat rate withholding method	25%
Pay over \$1 million	39.6%

Mileage allowance

Business	53.5¢/mile
Charitable	14.0¢/mile
Medical/moving	17.0¢/mile

Federal agency websites

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

Retirement plan limits

Maximum contributions	SIMPLE	\$12,500
401(k)	Catch-up contributions	
403(b)	401(k)	\$6,000
SEP	403(b)	\$6,000
457	457	\$6,000
	SIMPLE	\$3,000

Note: EGTRRA allows 457 plan elective deferrals to be doubled in the last three years leading up to retirement.

January 2017							
#	S	M	T	W	T	F	S
1	1	2	3	4	5	6	7
2	8	9	10	11	12	13	14
3	15	16	17	18	19	20	21
4	22	23	24	25	26	27	28
5	29	30	31	1	2	3	4
6	5	6	7	8	9	10	11

February 2017							
#	S	M	T	W	T	F	S
5	29	30	31	1	2	3	4
6	5	6	7	8	9	10	11
7	12	13	14	15	16	17	18
8	19	20	21	22	23	24	25
9	26	27	28	1	2	3	4
10	5	6	7	8	9	10	11

March 2017							
#	S	M	T	W	T	F	S
9	26	27	28	1	2	3	4
10	5	6	7	8	9	10	11
11	12	13	14	15	16	17	18
12	19	20	21	22	23	24	25
13	26	27	28	29	30	31	1
14	2	3	4	5	6	7	8

April 2017							
#	S	M	T	W	T	F	S
13	26	27	28	29	30	31	1
14	2	3	4	5	6	7	8
15	9	10	11	12	13	14	15
16	16	17	18	19	20	21	22
17	23	24	25	26	27	28	29
18	30	1	2	3	4	5	6

May 2017							
#	S	M	T	W	T	F	S
18	30	1	2	3	4	5	6
19	7	8	9	10	11	12	13
20	14	15	16	17	18	19	20
21	21	22	23	24	25	26	27
22	28	29	30	31	1	2	3
23	4	5	6	7	8	9	10

June 2017							
#	S	M	T	W	T	F	S
22	28	29	30	31	1	2	3
23	4	5	6	7	8	9	10
24	11	12	13	14	15	16	17
25	18	19	20	21	22	23	24
26	25	26	27	28	29	30	1
27	2	3	4	5	6	7	8

July 2017							
#	S	M	T	W	T	F	S
26	25	26	27	28	29	30	1
27	2	3	4	5	6	7	8
28	9	10	11	12	13	14	15
29	16	17	18	19	20	21	22
30	23	24	25	26	27	28	29
31	30	31	1	2	3	4	5

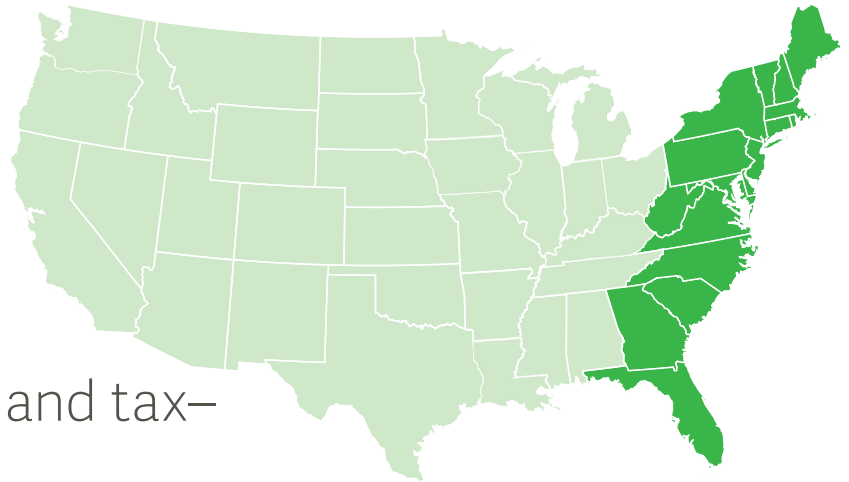
August 2017							
#	S	M	T	W	T	F	S
31	30	31	1	2	3	4	5
32	6	7	8	9	10	11	12
33	13	14	15	16	17	18	19
34	20	21	22	23	24	25	26
35	27	28	29	30	31	1	2
36	3	4	5	6	7	8	9

September 2017							
#	S	M	T	W	T	F	S
35	27	28	29	30	31	1	2
36	3	4	5	6	7	8	9
37	10	11	12	13	14	15	16
38	17	18	19	20	21	22	23
39	24	25	26	27	28	29	30
40	1	2	3	4	5	6	7

October 2017							
#	S	M	T	W	T	F	S
40	1	2	3	4	5	6	7
41	8	9	10	11	12	13	14
42	15	16	17	18	19	20	21
43	22	23	24	25	26	27	28
44	29	30	31	1	2	3	4
45	5	6	7	8	9	10	11

November 2017							
#	S	M	T	W	T	F	S
44	29	30	31	1	2	3	4
45	5	6	7	8	9	10	11
46	12	13	14	15	16	17	18
47	19	20	21	22	23	24	25
48	26	27	28	29	30	1	2
49	3	4	5	6	7	8	9

December 2017							
#	S	M	T	W	T	F	S
48	26	27	28	29	30	1	2
49	3	4	5	6	7	8	9
50	10	11	12	13	14	15	16
51	17	18	19	20	21	22	23
52	24	25	26	27	28	29	30
53	31	1	2	3	4	5	6



Quick update: U.S. wage and tax— East, January 2017

Connecticut

Minimum wage	\$10.10
SUI wage base	\$15,000

Delaware

Minimum wage	\$8.25
SUI wage base	\$18,500

Florida

Minimum wage	\$8.10
SUI wage base	\$7,000

Georgia

Minimum wage	\$5.15
ER subject to the Federal Minimum wage	\$7.25
Employer	
SUI wage base	\$9,500

Maine

Minimum wage	\$9.00
SUI wage base	\$12,000

Maryland

Minimum wage	\$8.75
SUI wage base	\$8,500

Massachusetts

Minimum wage	\$11.00
SUI wage base	\$15,000

New Hampshire

Minimum wage	\$7.25
SUI wage base	\$14,000

New Jersey

Minimum wage	\$8.44
SUI	
Wage base	\$33,500
Employee percentage	0.765%
Maximum deduction	\$256.28

New York

Minimum wage	\$9.70
SUI	
Wage base	\$10,900
SDI employee percentage 0.5% of wages but not more than 60¢ per week	

North Carolina

Minimum wage	\$7.25
SUI wage base	\$23,100

Pennsylvania

Minimum wage	\$7.25
SUI	
Employee percentage	0.07%
Wage base	
Employer	\$9,750
Employee	Unlimited

Rhode Island

Minimum wage	\$9.60
SUI wage base	
Tier I ERs:	\$22,400
Tier II ERs:	\$23,900

TDI

Wage base	\$68,100
Employee percentage	1.20%
Maximum deduction	\$817.20

South Carolina

Minimum wage	NONE
SUI wage base	\$14,000

Vermont

Minimum wage	\$10.00
SUI wage base	\$17,300

Virginia

4 or more full-time employees	
Minimum wage	\$7.25
SUI wage base	\$8,000

Washington D.C.

Minimum wage	\$11.50
SUI wage base	\$9,000

West Virginia

Minimum wage	\$8.75
SUI wage base	\$12,000

In the event of a state minimum wage falling below the federal amount, Sage will utilize the federal minimum wage amount.

For more info, visit: Sage.com
or contact us at 866-996-7243