

**2012  
WAGE / DEFERRAL LIMITS**

**Wages**

Social Security – \$110,100 maximum contribution \$6826.20 (per employee)

\*Employee withholding rate is set to return to 6.2% for 2012

**Employer Taxes**

FUTA – Taxed on first \$7000.00 of wages for each employee.

SUTA – Taxed on first \$9000.00 of wages for each employee. (Ohio)

**Deferrals**

401(k) \$17,000.00 + \$5,500.00 catch-up\*\* for employees over 50

403(b) \$17,000.00 + \$5,500.00 catch-up\*\*

Simple 401(k) \$11,500.00 + \$2,500.00 catch-up\*\*  
or IRA

457 \$17,000.00 + \$5,500.00 catch-up\*\*

**\*\*IMPORTANT NOTE:** If you have employees over the age of 50, who wish to contribute the catch-up amount, you must notify your processor. **It is not automatic.**

**Mileage Rate**

The current mileage rate for the use of a car for 2011 (including vans, pickups or panel trucks) is .555 cents per mile for business miles driven.

IRS has not yet released a 2012 mileage rate.

**2012 Ohio Minimum Wage Increase**

The 2012 Ohio Minimum Wage is as follows:

- \$7.70 per hour for non-tipped employees
- \$3.85 per hour for tipped employees (plus tips)

The Ohio Minimum Wage is \$7.25 per hour (tied to the federal minimum wage) for:

- Those employees whose employers gross \$271,000 or less per year
- 14 & 15 year olds

**Ahola will not automatically change your employees' rates. Please contact your processor to make any necessary changes.**