

2012 TAX QUICK GUIDE — EFFECTIVE JANUARY 1, 2012

FEDERAL

Social Security taxable wage base per Employee	\$110,100
Employer tax rate for Social Security	6.2%
Employee tax rate for Social Security	4.2%
Medicare taxable wage base per Employee	No Limit
Employer and Employee tax rate for Medicare	1.45%
FUTA taxable wage base per Employee	\$7,000
Employer net tax rate	0.6%

NEW JERSEY

State Withholding Tax rate	Wage Bracket or Percentage Method
SUI Maximum employee wages subject to employer UC tax	\$30,300
SUI New employer rate **	3.1%
SDI Employer Rate	0.5%
SUI Employee withholding rate	0.425%*
SDI Employee withholding rate	0.2%
FLI Employee withholding rate	0.08%

* SUI Employee rate includes 0.3825% Unemployment Comp Fund and 0.0425% Workforce Development Fund

NEW YORK

State Withholding Tax rate	Wage Bracket or Percentage Method
SUI maximum Employee wages subject to Employer UC tax	\$8,500
SUI New Employer rate **	4.1%*
MCTMT - Metro Commuter Trans Mobility Tax (based on location)	0.34%
SDI Employee withholding rate	0.5% up to \$0.60 per week
Local Payroll Taxes (NYC, Yonkers)	Varies

* SUI Rate includes Subsidiary Tax of 0.625% and Re-employment Service Tax of 0.075%

PENNSYLVANIA

State Withholding Tax rate	3.07%
Local taxes based on Act 32, requires PSD code	Varies
SUI maximum Employee wages subject to Employer UC tax	\$8,000
SUI New Employer rate**	3.703% (Construction 10.2626%)
SUI Employee Rate (EUC)	0.08%
PHILADELPHIA (1/1/11 to 6/30/12)	
City resident tax rate (regardless of work location)	3.9280%
Non-resident tax rate working in the city	3.4985%

MINIMUM WAGE

	Minimum Wage	Minimum with Tips	Maximum Credit for Tips
Federal	\$7.25	\$2.13	\$5.12
NJ	\$7.25	\$2.13	\$5.12
NY	\$7.25	\$5.00 (Food Service)	\$2.25
NY	\$7.25	\$5.65 (Service Employee)	\$1.60
PA	\$7.25	\$2.83	\$4.42

2012 PENSION LIMITS

	Standard	Additional Catch Up*
401(k), 403(b), 457 and Roth 401K	\$17,000	\$5,500
Simple Plan IRA for 2012	\$11,500	\$2,500

* Additional *Catch Up* provision for an employee that reaches the age of 50 by the end of the tax year. To qualify for the *Catch Up*, it must be an established provision of the Company's plan. For more information on your specific pension plan rules, please see your plan administrator.

**** Note:** SUI Rates are determined by the state when application is received and based on industry.