

This information is valid from January 1, 2010. Please note: Minimum wage rates may vary by specific industry. Please validate with the proper agency. Solex does not provide wage, tax or legal advice. State minimum wage rates may be superseded by Federal rates.

FEDERAL

01/01/10

Minimum Wage	\$7.25
Min. Cash Wage	\$2.13
(Tipped Employee)	
Max. Tip Credit	\$5.12
Youth Sub-Minimum Wage	\$4.25

FICA - SOCIAL SECURITY

Maximum Earnings	\$106,800
Employee/Employer Percentage	6.2%
Maximum Deduction	\$6,621.00
Self-Employment Tax	12.4%

FICA - MEDICARE

Maximum Earnings	Unlimited
Employee/Employer Percentage	1.45%
Maximum Deduction	Unlimited
Self-employment Tax	2.9%

RETIREMENT PLAN LIMITS

Maximum Contributions	
401(k)	\$16,500
403(b)	\$16,500
SEP	\$49,000
457	\$16,500
Note: EGTRRA allows 457 plan elective deferrals to be doubled in the last three years leading up to retirement.	
SIMPLE	\$11,500

Catch-up Contributions

401(k)	\$5,500
403(b)	\$5,500
457	\$5,500
SIMPLE	\$2,500

CALENDAR LEGEND

- Solex Closed
- Solex Open
- Reminder
- Solex 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	6.2%
Maximum Credit	5.4%
Normal Net Tax	0.8%
Maximum Earnings	7,000

SUPP. WAGE/BONUS RATE

Flat rate withholding method	25%
Pay over \$1 million	35%

MILEAGE ALLOWANCE

Business	.50¢/mile
Charitable	.14¢/mile
Medical/Moving	.165¢/mile

FEDERAL AGENCY WEBSITES

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

JANUARY

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

FEBRUARY

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

MARCH

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

APRIL

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

MAY

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

JUNE

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

JULY

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

AUGUST

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

SEPTEMBER

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

OCTOBER

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

NOVEMBER

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

DECEMBER

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

ALABAMA

Minimum Wage NONE

SUI
Wage Base \$8,000

ARKANSAS

4 OR MORE FULL-TIME EMPLOYEES
Minimum Wage \$6.25

SUI
Wage Base \$12,000

ILLINOIS

Minimum Wage \$8.00
\$8.25 effective 7/1/10

SUI
Wage Base \$12,520

INDIANA

Minimum Wage \$7.25

SUI
Wage Base \$9,500

IOWA

Minimum Wage \$7.25

SUI
Wage Base \$24,500

KANSAS

Minimum Wage \$7.25

SUI
Wage Base \$8,000

KENTUCKY

Minimum Wage \$7.25

SUI
Wage Base \$8,000

LOUISIANA

Minimum Wage NONE

SUI
Wage Base \$7,700

MICHIGAN

2 OR MORE FULL-TIME EMPLOYEES
Minimum Wage \$7.40

SUI
Wage Base \$9,000

MINNESOTA

Minimum Wage - large employer \$6.15
- small employer \$5.25

SUI
Wage Base \$27,000

MISSISSIPPI

Minimum Wage NONE

SUI
Wage Base \$7,000

MISSOURI

Minimum Wage \$7.25

SUI
Wage Base \$13,000

NEBRASKA

4 OR MORE FULL-TIME EMPLOYEES
Minimum Wage \$7.25

SUI
Wage Base \$9,000

NORTH DAKOTA

Minimum Wage \$7.25

SUI
Wage Base \$24,700

OHIO

Minimum Wage \$7.30

SUI
Wage Base \$9,000

SOUTH DAKOTA

Minimum Wage \$7.25

SUI
Wage Base \$10,000

TENNESSEE

Minimum Wage NONE

SUI
Wage Base \$9,000

WISCONSIN

Minimum Wage \$7.25

SUI
Wage Base \$12,000

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