

| Jurisdiction                | Acronym  | Tax                        | Rate       | Wage Base                     |
|-----------------------------|----------|----------------------------|------------|-------------------------------|
| <b>EMPLOYEE WITHHOLDING</b> |          |                            |            |                               |
| Federal                     | FIT      | Federal Income Tax         | 22.00% [1] | None                          |
|                             | FICA [2] | Social Security            | 6.20%      | 1 <sup>st</sup> \$147,000 [3] |
|                             |          | Medicare                   | 1.45% [13] | None                          |
| CA                          | SIT/PIT  | State Income Tax           | 6.60% [4]  | None                          |
|                             | SDI      | State Disability Insurance | 1.10% [5]  | 1 <sup>st</sup> \$145,600[6]  |

**EMPLOYER OBLIGATION**

|         |              |                              |           |                              |
|---------|--------------|------------------------------|-----------|------------------------------|
| Federal | FUTA [7]     | Unemployment Tax             | 0.60% [8] | 1 <sup>st</sup> \$7,000 [12] |
|         | FICA [2]     | Social Security              | 6.20%     | 1 <sup>st</sup> \$147,000    |
|         |              | Medicare                     | 1.45%     | None                         |
| CA      | SUTA/SUI [7] | State Unemployment Insurance | 3.40% [9] | 1 <sup>st</sup> \$7,000 [10] |
|         | ETT          | Employment Training Tax      | 0.10%     | 1 <sup>st</sup> \$7,000 [11] |

[1] As modified by the Tax Cuts and Jobs Act of 2017 for tax years 2018-2025 under IRC § 1(j)(2)(F). Supplemental rate (used for illustration purposes only). The rate is 37.0% for wages exceeding \$1M (highest rate in effect for year).

[2] Federal Insurance Contribution Act taxes include: Social Security (*i.e.*, Old Age, Survivor and Disability Insurance (OASDI)); and Medicare (*i.e.*, Hospital Insurance (HI)).

[3] \$9,114.00 maximum tax.

[4] Supplemental rate used for illustration purposes only (effective for wages paid on or after 11/1/09).

[5] Includes .08% for Paid Family Leave (PFL). Rate increase from 1.0 to 1.2% eff. 1/1/21.

[6] \$1,601.60 maximum tax.

[7] FUTA and SUTA are complimentary. A maximum credit of 5.4% may offset FUTA for employers that make timely SUTA contributions.

[8] Rate provided for illustration purposes only and may be subject to revision in the future. CA repaid its outstanding Title XII advance before 11/10/2018; therefore, the credit reduction for 2018 was 0.0% (FUTA credit 5.4%; net rate 0.6%). This rate has and will remain the same unless CA re-enters credit reduction status (requiring an outstanding loan balance on January 1 for 2 consecutive years). Eff. 2012, EDD holds defendant-employers responsible for SUTA, not QSFs; QSFs may not be eligible for a FUTA credit resulting in a 6.0% FUTA rate.

[9] New employer rate used for illustration purposes only. An EDD policy shift in 2012 requires QSFs to use experience ratings assigned to defendant-employers. Rates range from 1.5-6.2%.

[10] \$238.00 maximum tax.

[11] \$7.00 maximum tax.

[12] \$42.00 maximum tax (but see fn. 8).

[13] For wages paid on or after 1/1/13, additional Medicare tax at 0.9% must be withheld from wages in excess of \$200,000 for a combined withholding rate of 2.35% (this withholding threshold applies regardless of filing status even though the threshold for the tax itself varies by filing status). The additional Medicare tax is only withheld from the employee; there is no employer share.