

JOBPOWER News



2021 Federal Tax Factors

Federal Income Tax Withholding Rates

For the updated Federal 2021 tax brackets and rates, use the tax factors included in this newsletter. This information comes from the *Publication 15-T - 2021 Percentage Method Tables*.

To revise the Federal Income Tax Rates, go to **Payroll** tab, select **Tax Factors: Update Federal**. You will see the screen below.

Revise the 'Factors effective date', then click **Single** and **Work on Factors**. The program will display the current tax factors and allow you to change them as necessary. Use the tax factors on the following pages to update the information on each of the 4 tabs. Match the factors by line number. Change the tax factors on the screen to match the ones in the newsletter.

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To verify you have done this correctly, the factors control number on the screen should match the corresponding factors control number on the page in this newsletter.

Once the **Single** have been revised, do the same for **Married**, **HOH**, **Single 1 Job**, **Married 1 Job**, etc.

If you enter the tax factors from the newsletter and the 'Factors control' on the screen does not match the Factors Control on the page in the newsletter, recheck what you entered, line by line; either you missed a line or entered a number incorrectly.

There are 9 tax statuses for 2021. Use status 1, 2, or 3 if Form W-4 is from 2019 or earlier; if the Form W-4 is from 2020 or later and the box in Step 2 of Form W-4 is **NOT** checked, use status 4, 5 or 6. If the Form W-4 is from 2020 or later and the box in Step 2 of Form W-4 **IS** checked, use status 7, 8 or 9. (See image shown for the box in Step 2 of the 2021 W-4 form.)

The tax status available are:

- 1) Single
- 2) Married
- 3) HOH
- 4) Single 1 Job
- 5) Married 1 Job
- 6) HOH 1 Job
- 7) Single > 1 Job
- 8) Married > 1 Job
- 9) HOH > 1 Job

2021 Federal Tax Factors *(cont.)*

Social Security / Medicare Factors / Overtime Salary Threshold

The maximum wages subject to Social Security has increased for payroll checks in 2021. The new maximum is **\$142,800.00**.

To update JOBPOWER, go to **Payroll: Tax Factors: Social Security/Medicare**. Revise the maximum wages for Social Security.

The Medicare Maximum Wage /percents and the Overtime salary threshold did not change for 2021.

If your screen does not have the field for Overtime Salary Threshold, you are on an older version of JOBPOWER and are not a support subscriber. If you are interested in getting up-to-date, please contact JOBPOWER Support.

Social Security / Medicare Factors / Overtime Salary Threshold	
Social Security	
Maximum wages subject to tax	142,800.00
Employee withholding percent:	6.2
Employer contribution percent:	6.2
Medicare	
Maximum wages subject to tax:	9,999,999.00
Employee withholding percent:	1.45
Employer contribution percent:	1.45
Salary	
Overtime salary threshold: (Weekly)	684.00
Wages in excess of:	200,000.00
Additional withholding percent:	.9

IRS Tax Withholding Assistant For Employers

After updating JOBPOWER to the new Federal Withholding Tables for 2021, when preparing your next payroll, you may find it useful to run through the [IRS Tax Calculator](#) to verify you have your tables updated and calculating correctly. You will need to download an Excel Spreadsheet to use the tax withholding assistant.

Income Tax Withholding Assistant For Employers		(For use with both 2020 and earlier Forms W-4)
Pay frequency:	Weekly	RESULT Amount of Federal income tax to withhold from this paycheck: \$0 <i>Withhold no federal income tax if on the Form W-4 the employee claimed to be exempt from withholding.</i>
Employee's taxable wage or salary amount this paycheck:		
Which version of Form W-4 did the employee use?:	2020 or later	
Please enter the W-4 information in the fields below. Information from the employee's most recent Form W-4 if used 2020 or later version		
Step 1. c. Filing status:	Single	<small>This Assistant implements the 2020 IRS Publication 15-T, Federal Income Tax Withholding Methods. Enter the three items requested in the upper left corner, then fill in the relevant information from the employee's Form W-4. The amount of Federal income tax to withhold from this paycheck is provided in the upper right corner. You may save a separate copy of this calculator for each employee (to avoid having to re-enter the W-4 information each pay period).</small>
Step 2. Did the employee check the box in (c)?	No	
Step 3. Total amount on line 3		
Step 4. Other adjustments		
a. Other income amount:		
b. Deductions amount:		
c. Extra withholding amount:		

Form W-4

The following information is from the IRS Publication 15-T, [Federal Income Tax Withholding Methods](#), for use in 2021.

Beginning with the 2020 Form W-4, employees are no longer able to request adjustments to their withholding using withholding allowances. Instead, using the new [Form W-4](#), employees provide employers with amounts to increase or decrease the amount of taxes withheld and amounts to increase or decrease the amount of wage income subject to income tax withholding.

Every Form W-4 employers receive from an employee in 2020 or later should show a completed Step 1 (name, address, social security number, and filing status) and a dated signature on Step 5. Employees complete Steps 2, 3, and/or 4 only if relevant to their personal situations. Steps 2, 3, and 4 show adjustments that affect withholding calculations.

Form W-4 Employee's Withholding Certificate		OMB No. 1545-0074
<p>Rev. December 2020 Department of the Treasury Internal Revenue Service</p> <p>► Complete Form W-4 so that your employer can withhold the correct federal income tax from your pay. ► Give Form W-4 to your employer. ► Your withholding is subject to review by the IRS.</p> <p>2021</p>		
Step 1:	(a) First name and middle initial	(b) Social security number
Enter Personal Information	Address	<p>► Does your name match the name on your social security card? If not, to ensure you get credit for your earnings, contact SSA at 800-772-1213 or go to www.ssa.gov.</p>
	City or town, state, and ZIP code	
	<p>(c) <input type="checkbox"/> Single or married filing separately</p> <p><input type="checkbox"/> Married filing jointly or Qualifying widow(er)</p> <p><input type="checkbox"/> Head of household (Check only if you're unmarried and pay more than half the costs of keeping up a home for yourself and a qualifying individual.)</p>	
<p>Complete Steps 2-4 ONLY if they apply to you; otherwise, skip to Step 5. See page 2 for more information on each step, who can claim exemption from withholding, when to use the estimator at www.irs.gov/W4App, and privacy.</p>		
Step 2:	<p>Multiple Jobs or Spouse Works</p> <p>Complete this step if you (1) hold more than one job at a time, or (2) are married filing jointly and your spouse also works. The correct amount of withholding depends on income earned from all of these jobs. Do only one of the following.</p> <p>(a) Use the estimator at www.irs.gov/W4App for most accurate withholding for this step (and Steps 3-4); or</p> <p>(b) Use the Multiple Jobs Worksheet on page 3 and enter the result in Step 4(c) below for roughly accurate withholding; or</p> <p>(c) If there are only two jobs total, you may check this box. Do the same on Form W-4 for the other job. This option is accurate for jobs with similar pay; otherwise, more tax than necessary may be withheld. <input type="checkbox"/></p> <p>TIP: To be accurate, submit a 2021 Form W-4 for all other jobs. If you (or your spouse) have self-employment income, including as an independent contractor, use the estimator.</p>	
<p>Complete Steps 3-4(b) on Form W-4 for only ONE of these jobs. Leave those steps blank for the other jobs. (Your withholding will be most accurate if you complete Steps 3-4(b) on the Form W-4 for the highest paying job.)</p>		
Step 3:	<p>If your total income will be \$200,000 or less (\$400,000 or less if married filing jointly):</p> <p>Claim Dependents</p> <p>Multiply the number of qualifying children under age 17 by \$2,000 ► \$</p> <p>Multiply the number of other dependents by \$500 ► \$</p> <p>Add the amounts above and enter the total here 3 \$</p>	
Step 4 (optional):	<p>Other Adjustments</p> <p>(a) Other income (not from jobs). If you want tax withheld for other income you expect this year that won't have withholding, enter the amount of other income here. This may include interest, dividends, and retirement income 4(a) \$</p> <p>(b) Deductions. If you expect to claim deductions other than the standard deduction and want to reduce your withholding, use the Deductions Worksheet on page 3 and enter the result here 4(b) \$</p> <p>(c) Extra withholding. Enter any additional tax you want withheld each pay period 4(c) \$</p>	

Rules for Entering Tax Credits / Dependents in JOBPOWER

1. W-4 is from 2019 or earlier:

Enter the total number of exemptions in Federal Withholding Number of Allowances Box on tab **2-Taxes** of the employee's record in JOBPOWER.

[Payroll: Employees: Add/Revise: Tab 2]

2. W-4 is from 2020 or later and has an amount entered in Step 3 – Claim Dependents:

If the employee has indicated an amount in Step 3 – Claim Dependents on their W-4 form, divide that amount entered by the number of weeks in your pay period.

(Weekly = 52; Bi-Weekly = 26; Semi-Monthly = 24; Monthly = 12).

Enter the result in the Adjust calculated by field in the employee record in JOBPOWER as a negative amount.

[Payroll: Employees: Add/Revise: Tab 2]

Amount in the example below represents a weekly payroll with \$2000 entered in Step 3 of the W-4 2020 or later. (\$2000/52 weeks = \$38.46). You will enter the calculated amount as a negative in this field.

Step 3:	If your total income will be \$200,000 or less (\$400,000 or less if married filing jointly):	
Claim Dependents	Multiply the number of qualifying children under age 17 by \$2,000 ▶	\$ 2000.00
	Multiply the number of other dependents by \$500 ▶	\$
	Add the amounts above and enter the total here	3 \$ 2000.00

IMPORTANT NOTE: If when preparing payroll, the 'Adjust calculated by' amount entered in the employee record causes the total Federal Withholding on the payroll to be less than \$0.00, you **must** revise the withholding amount to be zero before ok'ing the payroll.

3. W-4 is from 2020 or later and no amount has been entered in Step 3 – Claim Dependents:

If the employee has NOT indicated any amount in Step 3 – Claim Dependents on their W-4 form, enter zero in the Federal Withholding Number of allowances Box and select the option to Use calculated withholding amount.

**These deduction calculations are ONLY to be used for the Federal Withholding exemptions/dependents. It is NOT to be used to calculate any applicable state withholdings or exemptions.

1/12/21
11:00 AM

Latest from JOBPOWER
Federal Tax Factors for 2021

Federal

Tax status: 1 **Single**

Factors control: 25,620,183.00

Factors used to adjust wages before considering tax status

1)	Percent of wages taxable:	0.00%
2)	Percent of federal WH to deduct:	0.00%
3)	Percent of wages to deduct:	0.00%
4)	Minimum to deduct:	0.00
5)	Maximum to deduct:	0.00
6)	Fixed amount to deduct:	0.00

Factors used to adjust wages for first allowance

7)	Percentage of wages to deduct:	0.00%
8)	Minimum to deduct:	0.00
9)	Maximum to deduct:	0.00
10)	Fixed amount to deduct:	4,300.00
11)	Tax credit:	0.00

Factors used to adjust wages for other allowances

17)	Deduction for other allowances:	4,300.00
18)	Tax credit for other allowances:	0.00

19) Up to	3,950.00 use	0.000 %
20) Up to	13,900.00 use	10.000 %
21) Up to	44,475.00 use	12.000 %
22) Up to	90,325.00 use	22.000 %
23) Up to	168,875.00 use	24.000 %
24) Up to	213,375.00 use	32.000 %
25) Up to	527,550.00 use	35.000 %
26) Up to	0.00 use	37.000 %
27) Up to	0.00 use	0.000 %
28) Up to	0.00 use	0.000 %
29) Up to	0.00 use	0.000 %
30) Up to	0.00 use	0.000 %
31) Up to	0.00 use	0.000 %
32) Up to	0.00 use	0.000 %

Factors control:

25,620,183.00

1/12/21
11:00 AM

Latest from JOBPOWER
Federal Tax Factors for 2021

Federal

Tax status: 2 **Married**

Factors control: 41,313,933.00

Factors used to adjust wages before considering tax status

1)	Percent of wages taxable:	0.00%
2)	Percent of federal WH to deduct:	0.00%
3)	Percent of wages to deduct:	0.00%
4)	Minimum to deduct:	0.00
5)	Maximum to deduct:	0.00
6)	Fixed amount to deduct:	0.00

Factors used to adjust wages for first allowance

7)	Percentage of wages to deduct:	0.00%
8)	Minimum to deduct:	0.00
9)	Maximum to deduct:	0.00
10)	Fixed amount to deduct:	4,300.00
11)	Tax credit:	0.00

Factors used to adjust wages for second allowance

12)	Percentage of wages to deduct:	0.00%
13)	Minimum to deduct:	0.00
14)	Maximum to deduct:	0.00
15)	Fixed amount to deduct:	4,300.00
16)	Tax credit:	0.00

Factors used to adjust wages for other allowances

17)	Deduction for other allowances:	4,300.00
18)	Tax credit for other allowances:	0.00

19)	Up to	12,200.00 use	0.000 %
20)	Up to	32,100.00 use	10.000 %
21)	Up to	93,250.00 use	12.000 %
22)	Up to	184,950.00 use	22.000 %
23)	Up to	342,050.00 use	24.000 %
24)	Up to	431,050.00 use	32.000 %
25)	Up to	640,500.00 use	35.000 %
26)	Up to	0.00 use	37.000 %
27)	Up to	0.00 use	0.000 %
28)	Up to	0.00 use	0.000 %
29)	Up to	0.00 use	0.000 %
30)	Up to	0.00 use	0.000 %
31)	Up to	0.00 use	0.000 %
32)	Up to	0.00 use	0.000 %

Factors control:

41,313,933.00

1/12/21
11:00 AM

Latest from JOBPOWER
Federal Tax Factors for 2021

Federal

Tax status: 3 HOH

Factors control: 26,989,133.00

Factors used to adjust wages before considering tax status

1)	Percent of wages taxable:	0.00%
2)	Percent of federal WH to deduct:	0.00%
3)	Percent of wages to deduct:	0.00%
4)	Minimum to deduct:	0.00
5)	Maximum to deduct:	0.00
6)	Fixed amount to deduct:	0.00

Factors used to adjust wages for first allowance

7)	Percentage of wages to deduct:	0.00%
8)	Minimum to deduct:	0.00
9)	Maximum to deduct:	0.00
10)	Fixed amount to deduct:	4,300.00
11)	Tax credit:	0.00

Factors used to adjust wages for second allowance

12)	Percentage of wages to deduct:	0.00%
13)	Minimum to deduct:	0.00
14)	Maximum to deduct:	0.00
15)	Fixed amount to deduct:	4,300.00
16)	Tax credit:	0.00

Factors used to adjust wages for other allowances

17)	Deduction for other allowances:	4,300.00
18)	Tax credit for other allowances:	0.00

19)	Up to	10,200.00 use	0.000 %
20)	Up to	24,400.00 use	10.000 %
21)	Up to	64,400.00 use	12.000 %
22)	Up to	96,550.00 use	22.000 %
23)	Up to	175,100.00 use	24.000 %
24)	Up to	219,600.00 use	32.000 %
25)	Up to	533,800.00 use	35.000 %
26)	Up to	0.00 use	37.000 %
27)	Up to	0.00 use	0.000 %
28)	Up to	0.00 use	0.000 %
29)	Up to	0.00 use	0.000 %
30)	Up to	0.00 use	0.000 %
31)	Up to	0.00 use	0.000 %
32)	Up to	0.00 use	0.000 %

Factors control:

26,989,133.00

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11:00 AM

Latest from JOBPOWER
Federal Tax Factors for 2021

Federal

Tax status: 4 **Single 1 Job**

Factors control: 25,527,183.00

Factors used to adjust wages before considering tax status

1)	Percent of wages taxable:	0.00%
2)	Percent of federal WH to deduct:	0.00%
3)	Percent of wages to deduct:	0.00%
4)	Minimum to deduct:	0.00
5)	Maximum to deduct:	0.00
6)	Fixed amount to deduct:	8,600.00

Factors used to adjust wages for first allowance

7)	Percentage of wages to deduct:	0.00%
8)	Minimum to deduct:	0.00
9)	Maximum to deduct:	0.00
10)	Fixed amount to deduct:	0.00
11)	Tax credit:	0.00

Factors used to adjust wages for second allowance

12)	Percentage of wages to deduct:	0.00%
13)	Minimum to deduct:	0.00
14)	Maximum to deduct:	0.00
15)	Fixed amount to deduct:	0.00
16)	Tax credit:	0.00

Factors used to adjust wages for other allowances

17)	Deduction for other allowances:	0.00
18)	Tax credit for other allowances:	0.00

19) Up to	3,950.00 use	0.000 %
20) Up to	13,900.00 use	10.000 %
21) Up to	44,475.00 use	12.000 %
22) Up to	90,325.00 use	22.000 %
23) Up to	168,875.00 use	24.000 %
24) Up to	213,375.00 use	32.000 %
25) Up to	527,550.00 use	35.000 %
26) Up to	0.00 use	37.000 %
27) Up to	0.00 use	0.000 %
28) Up to	0.00 use	0.000 %
29) Up to	0.00 use	0.000 %
30) Up to	0.00 use	0.000 %
31) Up to	0.00 use	0.000 %
32) Up to	0.00 use	0.000 %

Factors control: 25,527,183.00

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11:00 AM

Latest from JOBPOWER
Federal Tax Factors for 2021

Federal

Tax status: 5 **Married 1 Job**

Factors control: 41,210,733.00

Factors used to adjust wages before considering tax status

1)	Percent of wages taxable:	0.00%
2)	Percent of federal WH to deduct:	0.00%
3)	Percent of wages to deduct:	0.00%
4)	Minimum to deduct:	0.00
5)	Maximum to deduct:	0.00
6)	Fixed amount to deduct:	12,900.00

Factors used to adjust wages for first allowance

7)	Percentage of wages to deduct:	0.00%
8)	Minimum to deduct:	0.00
9)	Maximum to deduct:	0.00
10)	Fixed amount to deduct:	0.00
11)	Tax credit:	0.00

Factors used to adjust wages for second allowance

12)	Percentage of wages to deduct:	0.00%
13)	Minimum to deduct:	0.00
14)	Maximum to deduct:	0.00
15)	Fixed amount to deduct:	0.00
16)	Tax credit:	0.00

Factors used to adjust wages for other allowances

17)	Deduction for other allowances:	0.00
18)	Tax credit for other allowances:	0.00

19)	Up to	12,200.00 use	0.000 %
20)	Up to	32,100.00 use	10.000 %
21)	Up to	93,250.00 use	12.000 %
22)	Up to	184,950.00 use	22.000 %
23)	Up to	342,050.00 use	24.000 %
24)	Up to	431,050.00 use	32.000 %
25)	Up to	640,500.00 use	35.000 %
26)	Up to	0.00 use	37.000 %
27)	Up to	0.00 use	0.000 %
28)	Up to	0.00 use	0.000 %
29)	Up to	0.00 use	0.000 %
30)	Up to	0.00 use	0.000 %
31)	Up to	0.00 use	0.000 %
32)	Up to	0.00 use	0.000 %

Factors control: 41,210,733.00

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11:00 AM

Latest from JOBPOWER
Federal Tax Factors for 2021

Federal

Tax status: 6 HOH 1 Job

Factors control: 26,860,133.00

Factors used to adjust wages before considering tax status

1)	Percent of wages taxable:	0.00%
2)	Percent of federal WH to deduct:	0.00%
3)	Percent of wages to deduct:	0.00%
4)	Minimum to deduct:	0.00
5)	Maximum to deduct:	0.00
6)	Fixed amount to deduct:	8,600.00

Factors used to adjust wages for first allowance

7)	Percentage of wages to deduct:	0.00%
8)	Minimum to deduct:	0.00
9)	Maximum to deduct:	0.00
10)	Fixed amount to deduct:	0.00
11)	Tax credit:	0.00

Factors used to adjust wages for second allowance

12)	Percentage of wages to deduct:	0.00%
13)	Minimum to deduct:	0.00
14)	Maximum to deduct:	0.00
15)	Fixed amount to deduct:	0.00
16)	Tax credit:	0.00

Factors used to adjust wages for other allowances

17)	Deduction for other allowances:	0.00
18)	Tax credit for other allowances:	0.00

19)	Up to	10,200.00 use	0.000 %
20)	Up to	24,400.00 use	10.000 %
21)	Up to	64,400.00 use	12.000 %
22)	Up to	96,550.00 use	22.000 %
23)	Up to	175,100.00 use	24.000 %
24)	Up to	219,600.00 use	32.000 %
25)	Up to	533,800.00 use	35.000 %
26)	Up to	0.00 use	37.000 %
27)	Up to	0.00 use	0.000 %
28)	Up to	0.00 use	0.000 %
29)	Up to	0.00 use	0.000 %
30)	Up to	0.00 use	0.000 %
31)	Up to	0.00 use	0.000 %
32)	Up to	0.00 use	0.000 %

Factors control:

26,860,133.00

1/12/21
11:00 AM

Latest from JOBPOWER
Federal Tax Factors for 2021

Federal

Tax status: 7 **Single > 1 Job**

Factors control: 13,403,803.00

Factors used to adjust wages before considering tax status

1)	Percent of wages taxable:	0.00%
2)	Percent of federal WH to deduct:	0.00%
3)	Percent of wages to deduct:	0.00%
4)	Minimum to deduct:	0.00
5)	Maximum to deduct:	0.00
6)	Fixed amount to deduct:	0.00

Factors used to adjust wages for first allowance

7)	Percentage of wages to deduct:	0.00%
8)	Minimum to deduct:	0.00
9)	Maximum to deduct:	0.00
10)	Fixed amount to deduct:	0.00
11)	Tax credit:	0.00

Factors used to adjust wages for second allowance

12)	Percentage of wages to deduct:	0.00%
13)	Minimum to deduct:	0.00
14)	Maximum to deduct:	0.00
15)	Fixed amount to deduct:	0.00
16)	Tax credit:	0.00

Factors used to adjust wages for other allowances

17)	Deduction for other allowances:	0.00
18)	Tax credit for other allowances:	0.00

19) Up to	6,275.00 use	0.000 %
20) Up to	11,250.00 use	10.000 %
21) Up to	26,538.00 use	12.000 %
22) Up to	49,463.00 use	22.000 %
23) Up to	88,738.00 use	24.000 %
24) Up to	110,988.00 use	32.000 %
25) Up to	268,075.00 use	35.000 %
26) Up to	0.00 use	37.000 %
27) Up to	0.00 use	0.000 %
28) Up to	0.00 use	0.000 %
29) Up to	0.00 use	0.000 %
30) Up to	0.00 use	0.000 %
31) Up to	0.00 use	0.000 %
32) Up to	0.00 use	0.000 %

Factors control:

13,403,803.00

1/12/21
11:00 AM

Latest from JOBPOWER
Federal Tax Factors for 2021

Federal

Tax status: 8 Married > 1 Job

Factors control: 21,563,733.00

Factors used to adjust wages before considering tax status

1)	Percent of wages taxable:	0.00%
2)	Percent of federal WH to deduct:	0.00%
3)	Percent of wages to deduct:	0.00%
4)	Minimum to deduct:	0.00
5)	Maximum to deduct:	0.00
6)	Fixed amount to deduct:	0.00

Factors used to adjust wages for first allowance

7)	Percentage of wages to deduct:	0.00%
8)	Minimum to deduct:	0.00
9)	Maximum to deduct:	0.00
10)	Fixed amount to deduct:	0.00
11)	Tax credit:	0.00

Factors used to adjust wages for second allowance

12)	Percentage of wages to deduct:	0.00%
13)	Minimum to deduct:	0.00
14)	Maximum to deduct:	0.00
15)	Fixed amount to deduct:	0.00
16)	Tax credit:	0.00

Factors used to adjust wages for other allowances

17)	Deduction for other allowances:	0.00
.00		
18)	Tax credit for other allowances:	0.00

19) Up to	12,550.00 use	0.000 %
20) Up to	22,500.00 use	10.000 %
21) Up to	53,075.00 use	12.000 %
22) Up to	98,925.00 use	22.000 %
23) Up to	177,475.00 use	24.000 %
24) Up to	221,975.00 use	32.000 %
25) Up to	326,700.00 use	35.000 %
26) Up to	0.00 use	37.000 %
27) Up to	0.00 use	0.000 %
28) Up to	0.00 use	0.000 %
29) Up to	0.00 use	0.000 %
30) Up to	0.00 use	0.000 %
31) Up to	0.00 use	0.000 %
32) Up to	0.00 use	0.000 %

Factors control:

21,563,733.00

1/12/21
11:00 AM

Latest from JOBPOWER
Federal Tax Factors for 2021

Federal

Tax status: 9 HOH > 1 Job

Factors control: 14,070,233.00

Factors used to adjust wages before considering tax status

1)	Percent of wages taxable:	0.00%
2)	Percent of federal WH to deduct:	0.00%
3)	Percent of wages to deduct:	0.00%
4)	Minimum to deduct:	0.00
5)	Maximum to deduct:	0.00
6)	Fixed amount to deduct:	0.00

Factors used to adjust wages for first allowance

7)	Percentage of wages to deduct:	0.00%
8)	Minimum to deduct:	0.00
9)	Maximum to deduct:	0.00
10)	Fixed amount to deduct:	0.00
11)	Tax credit:	0.00

Factors used to adjust wages for second allowance

12)	Percentage of wages to deduct:	0.00%
13)	Minimum to deduct:	0.00
14)	Maximum to deduct:	0.00
15)	Fixed amount to deduct:	0.00
16)	Tax credit:	0.00

Factors used to adjust wages for other allowances

17)	Deduction for other allowances:	0.00
18)	Tax credit for other allowances:	0.00

19)	Up to	9,400.00 use	0.000 %
20)	Up to	16,500.00 use	10.000 %
21)	Up to	36,500.00 use	12.000 %
22)	Up to	52,575.00 use	22.000 %
23)	Up to	91,850.00 use	24.000 %
24)	Up to	114,100.00 use	32.000 %
25)	Up to	271,200.00 use	35.000 %
26)	Up to	0.00 use	37.000 %
27)	Up to	0.00 use	0.000 %
28)	Up to	0.00 use	0.000 %
29)	Up to	0.00 use	0.000 %
30)	Up to	0.00 use	0.000 %
31)	Up to	0.00 use	0.000 %
32)	Up to	0.00 use	0.000 %

Factors control:

14,070,233.00