### North Carolina - 2023 Quick Wage & Tax Guide

#### MINIMUM WAGE

<table>
<thead>
<tr>
<th></th>
<th>Minimum Wage</th>
<th>Minimum Cash Wage (Tipped)</th>
<th>Maximum Tip Credit</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Federal</strong></td>
<td>$7.25</td>
<td>$2.13</td>
<td>$5.12</td>
</tr>
</tbody>
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#### FICA (SOCIAL SECURITY)

- **Minimum Wage**: $7.25
- **Maximum Taxable Wages**: $160,200
- **Employee/Employer Tax Rate**: 6.2%

#### FUTA (EMPLOYER-PAID)

- **Maximum Taxable Wages**: $160,200
- **Employee/Employer Tax Rate**: 6.0%
- **Net Tax Rate**: 0.6%

#### HEALTH SAVINGS ACCOUNTS

- **Individual Contribution Limit**: Up to $3,850
- **Family Contribution Limit**: Up to $7,750

#### FLEXIBLE SPENDING ACCOUNTS

- **Individual Contribution Limit**: Up to $3,050
- **Family Contribution Limit**: $3,050 per FSA
- **Addition Catch-up**: $7,500
- **Simple Plan IRA**: $3,500

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*Information for this state has not yet been released. Please refer to your state's official government site for additional information.*

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**UNEMPLOYMENT INSURANCE**

- **Maximum Taxable Wages**: $28,000
- **Employee Deduction**: None
- **Employer Tax Rates**: 0.06-5.76%
- **New Employer Tax Rates**: 1.0%

**MORE INFORMATION**

- Dept. of Revenue: dor.state.nc.us
- Division of Employment Security: des.nc.gov/des

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### Federal

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*Additional catch-up provision for an employee that reaches the age of 50 by the end of the tax year. To qualify, the catch-up contribution must be an established provision of the company’s plan. For more information on your specific pension plan rules, please see your plan administrator.*

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