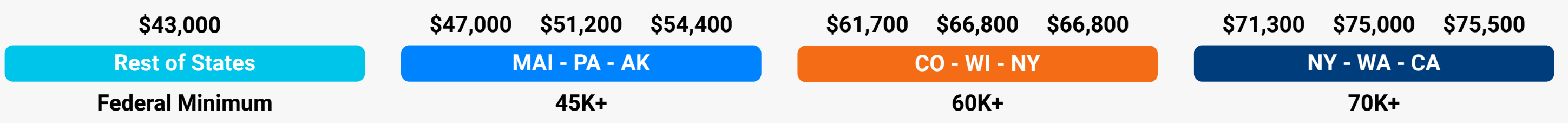
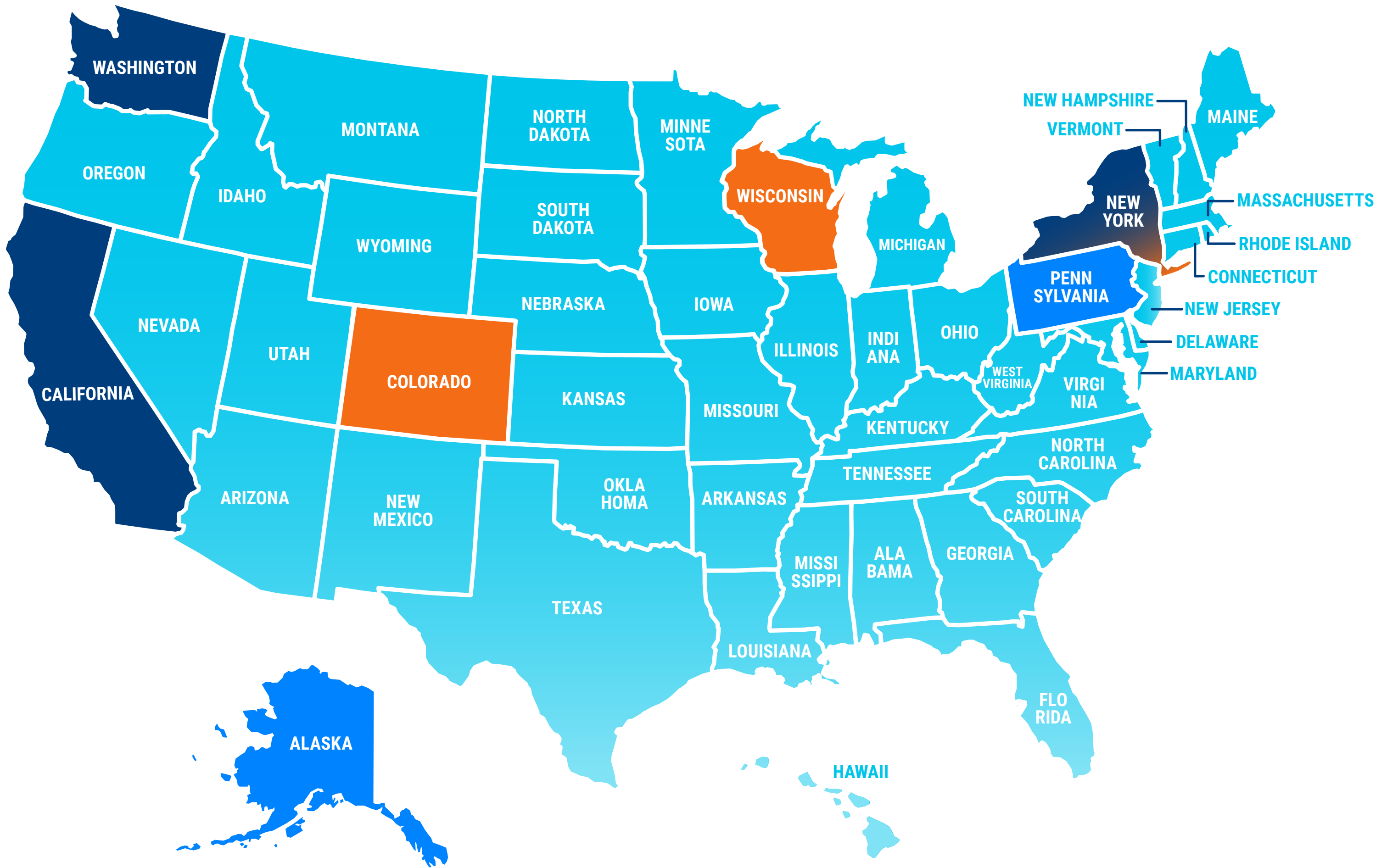


OPOLIS

STATE-BY-STATE MINIMUM INCOME REQUIREMENTS FOR OPOLIS MEMBERSHIP*

To estimate the minimum salary and employer taxes for your state as of January 2024, use this rough guide. Add any planned benefit costs to determine the total estimated amount needed to process your payroll through Opolis.



| | | | | | |
|-------------|----------|-----------------------------------------------|----------|----------------|----------|
| ALABAMA | \$43,000 | KENTUCKY | \$43,000 | NORTH CAROLINA | \$43,000 |
| ALASKA | \$54,400 | LOUISIANA | \$43,000 | NORTH DAKOTA | \$43,000 |
| ARIZONA | \$43,000 | MAINE | \$47,000 | OHIO | \$43,000 |
| ARKANSAS | \$43,000 | MARYLAND | \$43,000 | OKLAHOMA | \$43,000 |
| CALIFORNIA | \$75,500 | MASSACHUSETTS | \$43,000 | OREGON | \$43,000 |
| COLORADO | \$61,700 | MICHIGAN | \$43,000 | PENNSYLVANIA | \$51,200 |
| CONNECTICUT | \$43,000 | MINNESOTA | \$43,000 | RHODE ISLAND | \$43,000 |
| D.C | \$43,000 | MISSISSIPPI | \$43,000 | SOUTH CAROLINA | \$43,000 |
| DELAWARE | \$43,000 | MISSOURI | \$43,000 | SOUTH DAKOTA | \$43,000 |
| FED | \$43,000 | MONTANA | \$43,000 | TENNESSEE | \$43,000 |
| FLORIDA | \$43,000 | NEBRASKA | \$43,000 | TEXAS | \$43,000 |
| GEORGIA | \$43,000 | NEVADA | \$43,000 | UTAH | \$43,000 |
| HAWAII | \$43,000 | NEW HAMPSHIRE | \$43,000 | VERMONT | \$43,000 |
| IDAHO | \$43,000 | NEW JERSEY | \$43,000 | VIRGINIA | \$43,000 |
| ILLINOIS | \$43,000 | NEW MEXICO | \$43,000 | WASHINGTON | \$75,000 |
| INDIANA | \$43,000 | NEW YORK (NYC, Nassau, Suffolk & Westchester) | \$71,300 | WEST VIRGINIA | \$43,000 |
| IOWA | \$43,000 | NEW YORK (Rest of State) | \$66,800 | WISCONSIN | \$63,500 |
| KANSAS | \$43,000 | | | WYOMING | \$43,000 |

*Excludes benefits costs.