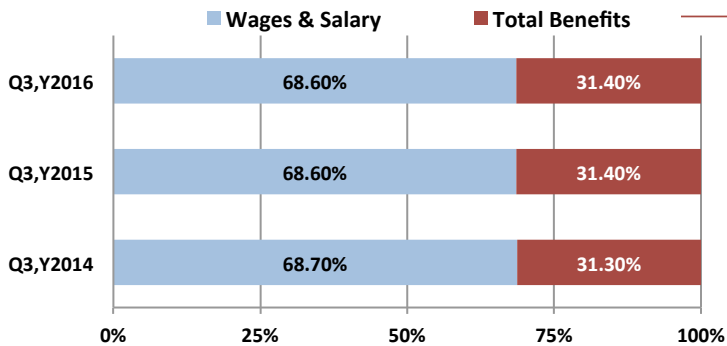


## U.S. Labor Cost Snapshot (Fourth quarter, 2016)

### 1. Total Remuneration Mix

At the end of September 2016, “wages & salary” cost accounts for 68.6% of the total remuneration budget for U.S. employer. The total remuneration mix remain steady in year 2016 and 2015. The actual dollar cost of total remuneration increased by 2.3 percent, comparing to the same period last year.

Table 1: Total Remuneration Mix Comparison from year 2014 to 2016



- Total benefits include:
- Legally required benefits (Social Security and Medicare, federal and state unemployment insurance, workers’ compensation)
  - Leave (paid leave, holiday, vacation, sick leave, etc.)
  - Overtime
  - Insurance (life, health, STD, LTD, etc.)
  - Retirement and savings

### 2. Minimum Wages\*

	Year 2016	Year 2017
Federal	\$7.25 per hour	\$7.25 per hour
California	\$10.00 per hour	\$10.50 per hour from Jan.1, 2017
Los Angeles	\$10.50 per hour	\$12.00 per hour from Jul.1, 2017
San Francisco	\$13.00 per hour	\$14.00 per hour from Jul.1, 2017
San Jose	\$10.30 per hour	\$10.50 per hour from Jan.1, 2017 \$12.00 per hour from Jul.1, 2017
Sunnyvale	\$11.00 per hour	\$13.00 per hour from Jan.1, 2017

\* California state and city minimum wages apply to employers with 25 and more employees. Please contact WYL Consulting for more information regarding the minimum wage application for employers with less than 25 employees.

### 3. Social Security Insurance and Medicare Rate

	Employer contribution	Employee contribution	Taxable maximum amount
Social Security Insurance	6.2%	6.2	\$127,200 in Year 2017 \$118,500 in Year 2016
Medicare	1.45%	1.45%	No Limit

Data source: Bureau of Labor Statistics, United States Department of Labor;  
Internal Revenue Service;  
Employment Development Department, California

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