

YOUR FULL SERVICE HR MANAGEMENT COMPANY

**XCELHR**  
PEOPLE RESOURCE MANAGEMENT

**HR**  
newsflash

www.xcelhr.com

IN THIS ISSUE...

[FICA Wage Base Increases to \\$110,100 for 2012](#)

[Interviewing Do's & Don'ts](#)

[401k Multiple Employer Plans](#)

[Thanksgiving Wishes](#)



let's do it together

**XCELHR**  
PEOPLE RESOURCE MANAGEMENT

www.xcelhr.com

**XcelHR**  
Your Professional Employer Organization.

Share employment related liabilities through co-employment,

Gain access to Fortune 500-style benefits

Enjoy large-group savings on workers' compensation, and much more!

### FICA Wage Base Increases to \$110,100 for 2012



The Social Security Administration has announced that [the taxable wage base for the Social Security portion of FICA will increase to \\$110,100 in 2012](#). That's a 3.1% hike over the 2011 wage base of \$106,800.

[Read more](#)



### Interviewing Do's & Don'ts

Keep your company out of hot water by following these six simple tips to non-discriminatory interviewing.



[Read more](#)



### HR Quick Clip: 401k Multiple Employer Plans



Businesses face certain liabilities when they offer a traditional 401k plan to their employees. With a professional employer organization (PEO), companies have the opportunity to participate in a multiple employer plan (MEP) in which the PEO sponsors the 401k. As the fiduciary, or trustee, of the program, the associated risks fall to the PEO company.

 [Watch this short video clip](#) to learn more about multiple employer plans.



### Happy Thanksgiving!

As the Thanksgiving season falls upon us, we are grateful for so many things. Most of all, we are thankful for wonderful associates like you. May the good things of life be yours in abundance at Thanksgiving and throughout the coming year.

