

NOTICE OF WITHHOLDING TAX CHANGES

NOTICE TO ALL PENSION PLAN PARTICIPANTS

RE: St. Josephs Health Services of Rhode Island Retirement Plan

Please see the changes below that will have an impact to the tax withholding of a pensioner benefit payment implemented with the March 1, 2019 payment cycle.

Upcoming Changes

Federal

The federal withholding tables have been adjusted for the 2019 tax year. The value of an exemption has changed from \$4,150 to \$4,200 and the brackets have been adjusted.

Below illustrates withholding changes for various monthly payments.

Monthly Payment	Married/1 Exemption		Single/1 Exemption	
	Old	New	Old	New
100	0	0	0	0
200	0	0	0	0
300	0	0	0	0
400	0	0	0	0
500	0	0	0	0
600	0	0	0	0
700	0	0	5	3
800	0	0	15	13
900	0	0	25	23
1000	0	0	35	33
1250	0	0	60	58
1500	19	17	86	84
1750	44	42	116	114
2000	69	67	146	144

2250	94	92	176	174
2500	119	117	206	204
2750	144	142	236	234
3000	171	168	266	264
3500	231	228	326	324
4000	291	288	398	388
4500	351	348	508	498
5000	411	408	618	608
5500	471	468	728	718
6000	531	528	838	828

Alabama

Alabama has updated their withholding formula. The phase-out of the standard deduction now begins with gross monthly payments exceeding \$2,000. Prior to this the phase-out started at \$1,750. Participants with monthly payments exceeding \$1,750 may experience a slight change in their withholding (Less than \$2).

Colorado

The withholding formula for periodic distributions has been refreshed. Below illustrates the withholding changes for various monthly payments:

	Married/1 Exemption		Single/1 Exemption	
	Old	New	Old	New
100	0	0	0	0
200	0	0	0	0
300	0	0	0	0
400	0	0	0	0
500	0	0	0	0
600	0	0	3	0
700	0	0	8	2
800	0	0	13	6
900	0	0	17	11
1000	0	0	22	15
1250	9	0	33	27
1500	19	7	44	38
1750	30	18	55	48
2000	41	29	66	59
2250	52	39	77	70
2500	63	50	88	81
2750	74	61	98	92
3000	85	72	109	103
3500	106	94	131	125
4000	128	115	153	146

4500	150	137	174	168
5000	171	158	196	189
5500	193	180	217	211
6000	214	202	239	232

Connecticut

The Connecticut withholding formula has been updated to remove the minimum \$10 withholding payment requirement. Prior, if the calculated withholding was less than \$10, no withholding would occur. With this update, any participant with Connecticut withholding calculated at less than \$10 will experience withholding.

Georgia

The 2019 Georgia Withholding formula has been refreshed. The only change is that the standard deduction for Married filing jointly has been changed from \$3,000 to \$6,000. Participants who have elected a status of Married, Joint will experience a reduction of withholding of up to \$14.38.

Gross amount > \$1,500 - Withholding reduction of 14.38

Gross amount from \$400 - \$1,500 - Withholding reduction from 0.00 to 14.38

Illinois

The withholding formula for Illinois has been refreshed. The value of each exemption is now \$2,275 (from \$2,225). Participants will experience a decrease in withholding of \$0.21 for each exemption claimed.

Kentucky

The value of an exemption has been changed from \$2,530 to \$2,590. For each exemption claimed the participant's Kentucky tax withholding will decrease by \$0.25.

Maine

The withholding tables for Maine have been refreshed. The value of each allowance has been changed to \$4,200 (From \$4,150). The standard deduction calculation has been refreshed as well.

Below illustrates the withholding changes for various monthly payments:

	Married/1 Exemption		Single/1 Exemption	
	Old	New	Old	New
100	0	0	0	0
200	0	0	0	0
300	0	0	0	0
400	0	0	0	0

500	0	0	0	0
600	0	0	0	0
700	0	0	0	0
800	0	0	0	0
900	0	0	0	0
1000	0	0	0	0
1250	0	0	9	7
1500	0	0	22	20
1750	0	0	36	34
2000	0	0	50	48
2250	6	2	63	61
2500	20	16	77	75
2750	34	30	91	89
3000	47	43	104	102
3500	74	70	136	133
4000	101	97	167	165
4500	128	124	199	196
5000	156	151	230	227
5500	183	178	262	259
6000	210	205	295	291

Massachusetts

The Massachusetts withholding rate has been changed from 5.10% to 5.05%. Participants with Massachusetts taxes withheld will experience a reduction of withholding of 0.05%.

Michigan

Michigan has updated the value of a personal exemption from \$4,050 to \$4,400. For each exemption claimed, the participant will experience a reduction of withholding of \$1.24.

Minnesota

The withholding tables for Minnesota have been refreshed. Below illustrates the withholding changes for various monthly payments:

	Married/1 Exemption		Single/1 Exemption	
	Old	New	Old	New
100	0	0	0	0
200	0	0	0	0
300	0	0	0	0
400	0	0	0	0
500	0	0	0	0
600	0	0	3	2

700	0	0	8	8
800	0	0	14	13
900	0	0	19	19
1000	0	0	25	24
1250	9	7	38	37
1500	21	20	50	49
1750	34	32	63	62
2000	46	45	75	75
2250	59	58	88	87
2500	72	70	101	100
2750	84	83	113	112
3000	97	95	129	127
3500	122	120	162	160
4000	147	145	195	193
4500	172	170	228	226
5000	205	202	260	259
5500	238	235	293	292
6000	271	268	326	324

Mississippi

The withholding formula for periodic distributions has been refreshed. Below illustrates the withholding changes for various monthly payments:

	Married/1 Exemption		Single/1 Exemption	
	Old	New	Old	New
100	0	0	0	0
200	0	0	0	0
300	0	0	0	0
400	0	0	0	0
500	0	0	0	0
600	0	0	0	0
700	0	0	0	0
800	0	0	1	0
900	0	0	4	1
1000	0	0	7	4
1250	0	0	15	13
1500	0	0	25	22
1750	7	5	36	34
2000	16	13	48	45
2250	25	23	60	57
2500	37	34	71	69
2750	49	46	83	81
3000	60	58	95	92
3500	84	81	118	116

4000	107	105	142	139
4500	130	128	165	162
5000	154	151	188	186
5500	177	174	212	209
6000	200	198	235	232

Missouri

The withholding tables and calculation for Missouri have been refreshed. Notably, the deduction for federal taxes has been removed from the withholding formula. Below illustrates the withholding changes for various monthly payments:

	Married/1 Exemption		Single/1 Exemption	
	Old	New	Old	New
100	0	0	0	0
200	0	0	0	0
300	0	0	0	0
400	0	0	0	0
500	0	0	0	0
600	0	0	0	0
700	0	0	0	0
800	0	0	0	0
900	0	0	0	0
1000	0	0	0	0
1250	5	5	3	5
1500	13	13	10	13
1750	23	25	20	25
2000	36	38	32	38
2250	50	52	45	52
2500	63	65	58	65
2750	76	79	71	79
3000	89	92	84	92
3500	115	119	110	119
4000	141	146	135	146
4500	167	173	158	173
5000	193	200	181	200
5500	219	227	204	227
6000	245	254	227	254

North Carolina

The standard deduction has been refreshed to \$10,000 from \$8,750. Participants with North Carolina withholding will experience a reduction in withholding of \$5.57.

North Dakota

The North Dakota withholding formula has been refreshed. Below illustrates the withholding changes for various monthly payments:

	Married/1 Exemption		Single/1 Exemption	
	Old	New	Old	New
100	0	0	0	0
200	0	0	0	0
300	0	0	0	0
400	0	0	0	0
500	0	0	0	0
600	0	0	0	0
700	0	0	0	0
800	0	0	1	1
900	0	0	2	2
1000	0	0	3	3
1250	1	0	6	6
1500	3	3	8	8
1750	6	5	11	11
2000	8	8	14	13
2250	11	11	16	16
2500	13	13	19	19
2750	16	16	21	21
3000	19	18	24	24
3500	24	24	29	29
4000	29	29	34	34
4500	34	34	44	43
5000	39	39	53	52
5500	44	44	63	62
6000	49	49	72	71

Ohio

The withholding tables for Ohio have been refreshed. Below illustrates the withholding changes for various monthly payments:

	Married/1 Exemption	
	Old	New
100	0	0
200	1	1
300	1	1
400	2	2
500	3	3
600	4	4
700	5	5

800	6	6
900	7	7
1000	9	9
1250	15	14
1500	21	20
1750	28	27
2000	35	34
2250	43	42
2500	51	49
2750	59	57
3000	67	65
3500	82	80
4000	100	97
4500	119	115
5000	137	132
5500	155	150
6000	173	167

Rhode Island

The 2019 Rhode Island withholding formula has been refreshed. Participants with monthly payments greater than \$5,000 will experience a slight increase in withholding of up to \$2.

South Carolina

The withholding tables for South Carolina have been refreshed. The standard deduction cap has been changed to \$3,470 (from \$3,150) and the value of each allowance is now \$2,510 (from 2,440). Below illustrates the withholding changes for various monthly payments:

	Single or Married / 1 Exemption	
	Old	New
100	0	0
200	0	0
300	1	1
400	2	2
500	4	3
600	7	6
700	10	9
800	14	12
900	18	16
1000	22	20
1200	32	30
1400	44	41
1600	57	54

1800	69	66
2000	82	79
2200	95	91
2400	107	104
2600	120	117
2800	134	129
3000	148	143
4000	218	213

Vermont

The withholding rate for non-periodic distributions has been changed from 24% of federal withholding to 30% of federal withholding. The withholding formula for periodic distributions has been refreshed. Below illustrates the withholding changes for various monthly payments:

	Married/1 Exemption		Single/1 Exemption	
	Old	New	Old	New
100	0	0	0	0
200	0	0	0	0
300	0	0	0	0
400	0	0	0	0
500	0	0	0	0
600	0	0	1	0
700	0	0	5	3
800	0	0	9	6
900	0	0	12	10
1000	0	0	16	13
1250	8	4	24	21
1500	17	12	33	29
1750	25	20	41	37
2000	34	28	49	45
2250	42	36	58	53
2500	50	43	66	61
2750	59	51	74	69
3000	67	59	83	76
3500	84	75	99	92
4000	100	90	120	108
4500	117	106	152	136
5000	133	122	184	166
5500	150	137	215	197
6000	166	153	247	228