

■ **WELCOME, STEPHANIE KIMBROUGH!**

We are pleased to announce that we have added an additional person to our administrative team to help us serve you better.

Meet Stephanie Kimbrough, our new Receptionist. Stephanie was born and raised in Lakeland and is a lifelong resident. She has extensive customer service experience, most recently serving as a Health Unit Coordinator Team Leader at Lakeland Regional Medical Center. We are confident that Stephanie's organizational skills and bright communication style will be a great complement to our current administrative team.



Stephanie enjoys playing softball and being outdoors, especially now that the beautiful weather has arrived! She and her husband participate in competition barbeque with their team, All Racked Up BBQ. The team has enjoyed wins in some recent regional competitions and they look forward to cooking and competing at the Lakeland Pig Fest in January 2012. Stephanie enjoys being involved in the community and has served as Secretary for the Board of Directors of Temple Emanuel.

... and yes, she's related to Tracy Kimbrough. Stephanie married Tracy's brother, David, in October of last year. Welcome, Stephanie!

■ **CONGRATULATIONS TO KAREN LEAN, EMERGE SERVES GRADUATE**



Karen Lean of our professional staff recently graduated from the EMERGE Serves program. Karen is pictured here receiving her graduation certificate from Mayor Gow Fields.

Our own Edie Yates and Kathy Wallen serve as Program Coordinators for EMERGE Serves. They are proud to support our community's young professionals group, EMERGE Lakeland, and to help develop future leaders in community service through this unique program.

EMERGE Serves is a comprehensive, ten hour board service training program for young professionals which teaches the fundamentals of effective board service. The course topics are taught by community and non-profit agency leaders. To date, 42 young leaders have graduated from this program and many are already serving in our community. Visit www.emergelakeland.com to learn more about EMERGE Lakeland and its programs and events.

■ 2012 PENSION PLAN LIMITATIONS

The Internal Revenue Service has announced that the pre-tax elective deferral (contribution) limit for employees who participate in 401(k), 403(b), most 457 plans and the federal government's Thrift Savings Plan is increased from \$16,500 to \$17,000 for 2012. The catch-up contribution limit for those aged 50 and over remains unchanged at \$5,500.

Don't forget to consider contribution matches offered by your employer when planning your retirement savings for 2012. Retirement and tax planning are essential to make your future as financially comfortable as possible. We encourage you to consult your tax and investment advisors if you have questions about your individual circumstances. Please contact us if we can help you plan for the coming year.

Visit <http://www.bayliscpas.com/services/taxfinancial.php> to learn more about our Firm's tax compliance and planning services. Visit www.paipension.com to learn about the retirement and employee benefit plan administrative and consulting services offered by our affiliate, PAI Pension Services, Inc.

■ 2012 FLORIDA MINIMUM WAGE INCREASE

In 2004, the Florida legislature amended the State Constitution to automatically raise the state minimum wage each year. We are currently one of ten states with this provision.

Therefore, effective January 1, 2012, Florida's minimum wage for non-tipped employees will rise to \$7.67 per hour and wages for tipped employees will increase to \$4.65 per hour.

Please contact us if you have questions about this change and how it may impact your business. Visit www.bayliscpas.com/services/smallbusiness.php to learn more about ways we can help your business.

■ CLOSING THOUGHTS



How much does the average Thanksgiving dinner cost?

The American Farm Bureau Federation has been tracking the cost of this national tradition since 1986. The Federation's benchmark meal for ten people includes turkey, bread stuffing, sweet potatoes, rolls and butter, peas, cranberries, a relish tray of carrots and celery, pumpkin pie with whipped cream, and coffee and milk to drink with the meal. This year's Thanksgiving dinner will cost an average of \$49.20, an increase of approximately 13% over last year's cost.

To see the AFBF's full release on Thanksgiving dinner, factors impacting the cost of this year's meal, and a cost summary by year, visit <http://www.fb.org/index.php?action=newsroom.news&year=2011&file=nr1110.html>.

Happy Thanksgiving to you and those you love. May the day be filled with wonderful things which make lasting memories!

Prefer an e-newsletter? Email info@bayliscpas.com

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