

## ■ WELCOME, JOHN HARDESTY!



We are pleased to welcome John Hardesty to our Firm. John is a recent graduate of Coastal Carolina University, where he graduated cum laude in 2010 with a degree in accounting. John then earned his MBA with a concentration in accounting from the same university in just one short year.

John worked with his father, a small town dentist in Burton, Ohio, before heading to school and making the “radical” decision to study accounting. John is the first man in several generations of his family not to enter the medical profession.

John and his wife, Bonny, are the proud parents of John Lee Hardesty, age 11 months. Bonny is a mathematics professor at Polk State College on the Lakeland campus. The Hardesty family will become Lakeland residents in the next few weeks.

John enjoys golf and scuba diving, but spends much of his free time with family. John’s family includes some international flavor: his mother is from Sweden and his father-in-law grew up in Venezuela. Visit <http://www.bayliscpas.com/professionals/jlh.php> to learn more about John.

Please join us in warmly welcoming John Hardesty to Baylis & Company and to Lakeland.

## ■ 2013 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 \$17,000 to \$17,500 for 2013. The catch-up contribution limit for those aged 50 and over remains unchanged at \$5,500. The limit on annual contributions to an IRA rises to \$5,500, up from \$5,000 in prior years.

Don’t forget to consider contribution matches offered by your employer when planning your retirement savings for 2013. 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](http://www.paipension.com) to learn about the retirement and employee benefit plan administrative and consulting services offered by our affiliate, PAI Pension Services, Inc.



## ■ SAVING FOR A RAINY DAY



The past few years have taught many of us about the importance of maintaining an emergency fund. So just how much money should you save? The answer, of course, varies depending on your personal circumstances. Experts recommend saving anywhere from \$1,000 up to an amount equal to one year of expenses, though saving enough to cover three to six months of expenses seems to be the most popular recommendation.

We encourage you to review your financial needs and goals at least once per year and carefully consider areas where you can cut expenses or increase savings.

Please contact us if you would like assistance with your financial planning needs.

## ■ 2013 FLORIDA MINIMUM WAGE INCREASE

In November 2004, Florida voters approved a constitutional amendment to automatically raise the state minimum wage each year. Therefore, effective January 1, 2013, Florida's minimum wage for non-tipped employees will rise to \$7.79 per hour and wages for tipped employees will increase to \$4.77 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](http://www.bayliscpas.com/services/smallbusiness.php) to learn more about ways we can help your business.

## ■ 2013 FIRST CLASS POSTAGE INCREASE

The US Postal Service has announced that on January 27, 2013, postage on one ounce first class letters will increase by \$0.01 to \$0.46. Postcards will increase one cent to \$0.33, pending rate approval by the Postal Regulatory Commission. Forever stamps are first class postage stamps that can be used to mail letters weighing one ounce or less, regardless of rate changes. You may want to stock up on some forever stamps before the rates change!

## ■ CLOSING THOUGHTS

November marks the start of the holiday season and a time to reflect on our blessings. Thank you for your patronage and friendship from all of us at Baylis & Company. We wish each of you a Thanksgiving holiday full of fun, family and friends.

We would like to share this lighthearted quote to encourage you to savor both your special meal and your time with loved ones:



Thanksgiving dinners take eighteen hours to prepare.  
They are consumed in twelve minutes.  
Half-times take twelve minutes. This is not coincidence.  
~ Erma Bombeck

Please visit our website at [www.bayliscpas.com](http://www.bayliscpas.com)

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