

2013 Michigan Income Tax Withholding Guide

Withholding Rate: 4.25%
Personal Exemption Amount: \$3,950

INCOME TAX WITHHOLDING:

Every Michigan employer required to withhold federal income tax under the Internal Revenue Code, must be registered for and withhold Michigan income tax. Nonprofit organizations that are exempt from income tax, such as charitable, governmental organizations, must withhold tax from compensation paid to their employees. Employers located out of state that have employees who work in Michigan must register and withhold Michigan income tax from all employees working in Michigan.

Beginning January 1, 2012, companies that pay pension and retirement benefits are required to withhold Michigan income tax on payments to retirees. In general, payers must withhold 4.25 percent on all distributions that are subject to Michigan income tax unless the payer receives a withholding certificate from a retiree. Pension and retirement benefits include payments made from a pension, individual retirement account, annuity, profit-sharing, stock bonus or other deferred compensation plan. Also included are annuity payments or endowment or life insurance contract payments issued by a life insurance company.

IMPORTANT INFORMATION

Withholding Tables on the Web. Withholding rate tables are no longer provided in this publication, but are available at Treasury's Web site.

Flow-Through Tax Withholding. Beginning January 1, 2012, payment for flow-through withholding tax collected should be reported with applicable payments on the Michigan Flow-Through Withholding Quarterly Return (Form 4917) and annually reconciled on the Michigan Annual Flow-Through Withholding Reconciliation Return (Form 4918).

After January 1, 2012, flow-through withholding should no longer be included with the taxes reported on the Combined Return for Michigan Taxes (Form 160) or on the Annual Return for Sales, Use and Withholding Taxes (Form 165).

Flow-through entities (S-corporations, partnerships, limited partnerships, limited liability companies, and limited liability partnerships) are required to withhold Michigan income tax at the individual income tax rate on the distributive share of taxable business income of nonresident members that are individuals. A flow-through entity with more than \$200,000 of business income is also required to withhold Michigan corporate income tax at the corporate income tax rate (six percent) on the distributive share of the business income of any member that is a corporation or another flow-through entity.

Additional information, form access, and updates on the tax changes for 2013 are available at Treasury's Web site.

Who Must Withhold?

Every employer in this State who is required to withhold federal income tax under the Internal Revenue Code (IRC) must withhold Michigan income tax. Payers of pension and retirement benefits that will be subject to income tax must withhold on the taxable amount.

Who is an Employer?

An employer is defined in the Federal Employer's Tax Guide, Circular E, as any person or organization for whom an individual performs any service as an employee. This includes any person or organization paying compensation to a former employee after termination of his or her employment.

Nonprofit organizations that are exempt from income tax, such as charitable, religious, and government organizations, must withhold tax from compensation paid to their employees.

Employers located outside Michigan who have employees working in Michigan must register and withhold Michigan income tax from all employees working in Michigan. This applies to both Michigan residents and nonresidents (see page 4, "Reciprocal Agreements").

Employers located in Michigan assigning a Michigan resident employee to work temporarily in another state must withhold Michigan income tax from compensation paid to the employee for work done in another state.

Who is an Employee?

An employee is an individual who performs services for an employer who controls what will be done and how it will be done. It does not matter that the employer permits the employee to exercise the discretion and freedom of action, as long as the employer has the legal right to control both the method and the result of the services.

For other clarification of the term "employee," see the Federal Employer's Tax Guide, Circular E.

Compensation

The term "compensation," as used in this guide, includes all types of employee compensation including salaries, wages, vacation allowances, bonuses, and commissions (as defined in the Federal Employer's Tax Guide, Circular E, "Taxable Wages").

Pension and Retirement Benefits

Under Michigan law, qualifying pension and retirement benefits include most payments that are includable in 1099-R for federal tax purposes and included in the retiree's federal adjusted gross income. This includes defined benefit pensions, IRA distributions, and most payments from defined contribution plans. Payments received before the employee could retire under the provisions of the plan or benefits from 401(k), 457, or 403(b) plans attributable to contributions alone are not qualifying pension and retirement benefits under Michigan law and are subject to withholding. For additional information on pension and retirement benefits, visit www.michigan.gov/treasury.

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