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**Our numbers are just right.**



## Welcome New Staff

[William Bussard, Staff Accountant](#)  
[Cody Eggers, Staff Accountant](#)  
[Alex Fuller, Senior Accountant](#)  
[Jessica Larson, AP/AR Specialist](#)  
[Matt Nehls, Senior Accountant](#)

[Hunter Quinn, Staff Accountant](#)  
[Josie Rank, Staff Accountant](#)  
[Zach Rathbone, Staff Accountant](#)  
[Naiwokai Sendolo, Staff Accountant](#)  
[Donelle Spaulding, Staff Accountant](#)

### **Minnesota Minimum Wage Rate Increase for 2024**

Beginning on January 1, 2024, large employers will need to pay employees at least \$10.85 per hour and small employers will need to pay employees at least \$8.85 per hour.

Training wage rate: For employees younger than 20 years of age, employers may pay a wage as low as \$8.85 for the first 90 consecutive days of employment.

Youth wage rate: For employees younger than 18 years of age, employers may pay a wage as low as \$8.85 per hour.

Tipped employees: State law does not allow a lower wage for tipped employees. They must be paid at least the minimum wage per hour, plus any tips earned by the employee.

For more information visit the [Minnesota Department of Labor and Industry](#).

<u>MN Minimum Wage</u>	<b>January 1, 2023</b>	<b>January 1, 2024</b>
<b>Large Employers</b> Gross Revenue >\$500,000	\$10.59	\$10.85
<b>Small Employers</b> Gross Revenue <\$500,000 Training Youth	\$8.63	\$8.85

## JAK Educational Videos & Blogs

[Don't Leave Your Health Care Directive Out of Your Estate Plan](#) by Cynthia McLagan, EA, MIM

[Pro Tips for Completing Your Paper Organizer](#) by Kristin Hanson

[Buy-Sell Agreements, Part 2 of 2: Key Elements to Include](#) by Logan Kalis, CPA

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### Client Line Manage Family Finances Like a Business

Apply your business mindset to your personal finances! It's time for a year-end financial review. This December, try looking at your family financial picture in the same manner you consider business finances.  
[Read the article](#)



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[Understanding Capital Gains Tax on Home Sales](#)  
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