California Forms & Instructions

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This booklet contains:

Form FTB 3554, New Employment Credit



2023 Instructions for Form FTB 3554 New Employment Credit

What's New

New Employment Credit Expansion – For taxable years beginning on or after January 1, 2023, and before January 1, 2026, the New Employment Credit (NEC) is expanded for qualified taxpayers engaged in semiconductor manufacturing or semiconductor research and development, electric airplane manufacturing, lithium production, or manufacturing of lithium batteries, hereafter referred to collectively as "SEAL" industries. For SEAL taxpayers only, the following applies:

- A qualified full-time employee is not required to perform their services for the qualified taxpayer in a Designated Geographic Area (DGA).
- Qualified wages are that portion of wages paid by the qualified taxpayer during the taxable year to a qualified full-time employee that exceeds 100% but does not exceed 350% of California minimum wage.

For more information, see California Revenue and Taxation Code (R&TC) Sections 17053.73 and 23626.

Important Information

New Employment Credit

The NEC is available for each taxable year beginning on or after January 1, 2014, and before January 1, 2026. This credit is for a qualified taxpayer that hires a qualified full-time employee on or after January 1, 2014, pays or incurs qualified wages attributable to work performed by that employee and receives a Tentative Credit Reservation (TCR) for that employee. In addition, an annual certification of employment is required with respect to each qualified full-time employee hired in a previous taxable year. In order to be allowed a credit the qualified taxpayer must have a net increase in the total number of full-time employees working in California, when compared to its base year, both determined on an annual full-time equivalent basis. See Specific Line Instructions, Part I — Net Increase in Full-Time Employees, for more information.

For more information, go to ftb.ca.gov and search for nec.

Reporting Requirement

California law requires the Franchise Tax Board (FTB) to report on FTB's website the names of employers claiming the credit, the amount of the credit, and the number of new jobs created.

General Information

Purpose

Use form FTB 3554, New Employment Credit, to figure a credit for a qualified taxpayer that hires a qualified full-time employee, pays or incurs qualified wages attributable to work performed by that employee, and receives a TCR for that employee.

The NEC must be claimed on a timely filed original tax return of the qualified taxpayer.

An employer cannot claim the NEC for an employee hired before January 1, 2014.

A Qualified Taxpayer

A qualified taxpayer is an employer engaged in a trade or business who, during the taxable year, pays qualified wages to a qualified full-time employee and is not an excluded business. A qualified full-time employee must be hired on or after January 1, 2014, and before January 1, 2026. All taxpayers, **except** those engaged in SEAL industries, must engage in a trade or business within a DGA.

SEAL Industries

For taxable years beginning on or after January 1, 2023, and before January 1, 2026, a qualified taxpayer includes a person or entity engaged in a SEAL industry that is classified under one of the following North American Industry Classification System (NAICS) codes:

Semiconductor and Other Electronic Component	NAICS Sector 3344
Aerospace Products and Parts Manufacturing (businesses manufacturing electric airplanes)	NAICS Sector 3364
Other Nonmetallic Mineral Mining and Quarrying	212390
Other Basic Inorganic Chemical Manufacturing	325180
Battery Manufacturing	335910

It is **not** required for a taxpayer engaged in a SEAL industry to operate within a DGA.

All qualified taxpayers must receive a TCR from FTB for a qualified full-time employee, and annually certify each qualified full-time employee. For more information, see General Information C. Tentative Credit Reservation.

B Designated Geographic Area

To qualify for the NEC, qualified taxpayers, except those engaged in SEAL industries, must have a qualified full-time employee performing services for the employer in a designated census tract, pilot area, or former economic develop area, known as the DGA.

The DGA is defined as:

- Designated census tracts that have the highest unemployment and highest poverty in the state.
- Former Enterprise Zones (EZ) (in existence on December 31, 2011, designated in 2012) and any revision to an EZ prior to June 30, 2013, except cens is tracts within those EZs with the lowest unemployment and poverty levels.
- Former Local Agency Military Base Recovery Areas (LAMBRA) (in existence on July 11, 2013).

The DGA includes census tracts designated by the Department of Finance (DOF). The DOF re-designated the census tracts effective January 1, 2020. Qualified employees hired prior to the re-designation remain eligible for the full 60 months from the date of hire, even if the location where they perform their work is not part of the re-designated census tracts.

Relocating Businesses

A qualified taxpayer who is required to be in engaged in business inside of a DGA and relocates to a DGA, will be allowed a NEC for wages paid to each qualified full-time employee employed in the new location only if the taxpayer provides each employee at the previous locations a written offer of employment at the new location, with comparable compensation.

Note: This requirement does not apply if the qualified taxpayer is a small business.

This requirement for relocated employees applies if the taxpayer has an increase in the number of qualified full-time employees in a DGA within a 12-month period in which there is a decrease in the number of full-time employees employed in California but outside of the DGA.

For more information, go to ftb.ca.gov and search for nec.

C Tentative Credit Reservation

A **qualified taxpayer** is required to obtain a TCR from FTB for a qualified full-time employee within 30 days of completing the Employment Development Department's (EDD) new hire reporting requirements.

A qualified SEAL taxpayer is also required to obtain a TCR from FTB for qualified full-time employees. For taxable years starting in 2023 only, qualified SEAL taxpayers must obtain the TCR on or before the last day of the month following the close of the taxable year for which the credit is claimed. For all other taxable years, SEAL taxpayers must obtain the TCR within 30 days of completing the EDD new hire reporting requirements.

All qualified taxpayers must obtain the TCR on FTB's website. For more information about FTB's online TCR system, go to ftb.ca.gov and search for nec.

Annual Certification of Employment

All qualified taxpayers must annually certify that they are still a qualified employer and that each qualified full-time employee hired in a previous taxable year is still qualified in the current taxable year. The annual certification of employment is due on or before the 15th day of the third month of the qualified taxpayer's current taxable year. For more information on annual certification, go to ftb.ca.gov and search for nec.

Qualified Wages

Qualified wages are wages paid by the qualified taxpayer during the taxable year to the qualified full-time employee that exceeds 150% but does not exceed 350% of California minimum wage.

For qualified SEAL taxpayers, qualified wages are wages paid to the qualified full-time employee by the qualified SEAL taxpayer that exceeds exceeds 100% but does not exceed 350% of California minimum wage.

The tentative credit for all qualified taxpayers is determined by multiplying the qualified wages for all qualified employees by 35%.

Wages for salaried employees must be converted to an hourly amount. A reasonable way to do this would be to divide the annualized salary by 2,000 hours.

Qualified wages are wages paid during the 60 month period beginning with the first day the qualified full-time employee commences employment with the qualified taxpayer. For this purpose, commencement of employment or the hire date is the first day for which the individual receives wages/ compensation.

For an employer that operates a business that has regularly occurring seasonal or intermittent employment decreases and increases, re-employment of an individual is not a new hire. It is a continuation of the prior employment and does not constitute commencement of employment for the qualified wages test.

Qualified SEAL Taxpayers		
Dates	Qualified wage must exceed	Maximum qualified hourly wage
January 1, 2023 – December 31, 2023	\$15.50	\$54.25

All Other Qualified Taxpayers		,
Dates	Qualified wage must exceed	Maximum qualified hourly wage
January 1, 2023 – December 31, 2023	\$23.25	\$54.25

Minimum Wage

The California minimum wage is:

- \$15.50 per hour from January 1, 2023, through December 31, 2023
- \$16.00 per hour from January 1, 2024, through December 31, 2024

Excluded Businesses

To be a qualified taxpayer, your primary Principal Business Activity (PBA) code or NAICS code must not be an excluded one. Excluded businesses are those in temporary help services or retail trades, and those primarily in food services, theater companies and dinner theaters, drinking places (alcoholic beverages), or casinos and casino hotels. These otherwise disqualified businesses may be qualified if they are considered a small business.

The NAICS codes for each of these disqualified industries are:

Temporary Help	NAICS 561320
Retail Trade Services	NAICS Sector 44-45
Primarily Theater Companies and Dinner Theater	NAICS 711110
Primarily Food Services	NAICS 722511, 722513, 722514, and 722515
Primarily Casino and Casino Hotels	NAICS 713210 and 721120
Primarily Drinking Places (Alcoholic Beverages)	NAICS 722410

No sexually oriented businesses may be a qualified taxpayer regardless of their status as a small business as explained below. A sexually oriented business includes a nightclub, bar, or similar commercial enterprise that provides for an audience of two or more individuals live nude entertainment or live nude performances where the nudity is a function of everyday business operations, and where nudity is a planned and intentional part of the entertainment or performance.

Small Business Gross Receipts

A small business is a business that has aggregate gross receipts, less returns and allowances reportable to this state, of less than two million dollars (\$2,000,000) during the previous taxable year. For this purpose, "gross receipts" means the sum of the gross receipts from the production of business income, as defined in R&TC Section 25120(a), and the gross receipts from the production of nonbusiness income, as defined in R&TC Section 25120(d).

Determination of whether a taxpayer is a "small business" is made on an annual basis and is determined by each individual entity.

Limitations

S corporations may claim only 1/3 of the credit against the 1.5% entity level tax (3.5% for financial S corporations). The remaining 2/3 must be disregarded and may not be used as a carryover. S corporations can pass through 100% of the credit to their shareholders.

If a taxpayer owns an interest in a disregarded business entity [a single member limited liability company (SMLLC) not recognized by California, and for tax purposes is treated as a sole proprietorship owned by an individual or a branch owned by a corporation], the usable credit amount received from the disregarded entity is limited to the difference between the taxpayer's regular tax figured with the income of the disregarded entity, and the taxpayer's regular tax figured without the income of the disregarded entity. Get Form 568, Limited Liability Company Tax Booklet, for more information.

This credit cannot reduce the regular tax below the minimum franchise tax (corporations and S corporations), the annual tax (limited partnerships, limited liability partnerships, and limited liability companies (LLCs) classified as a partnership), the alternative minimum tax (corporations, exempt organizations, individuals, and fiduciaries), the built-in gains tax (S corporations), or the excess net passive income tax (S corporations).

This credit cannot reduce regular tax below the tentative minimum tax. Get Schedule P (100, 100W, 540, 540NR, or 541), Alternative Minimum Tax and Credit Limitations, for more information.

This credit is not refundable.

Generally, the credit or credit carryover cannot be transferred to another employer unless there was a qualifying merger under the Internal Revenue Code or the credit qualifies under the R&TC Section 23663 for an assignment to an affiliated corporation.

Assignment of Credit

Credit earned by members of a combined reporting group may be assigned to an affiliated corporation that is an eligible member of the same combined reporting group. A credit assigned may only be claimed by the affiliated

corporation against its tax liability. For more information, get form FTB 3544, Assignment of Credit, or go to **ftb.ca.gov** and search for **credit assignment**.

J Carryover

If the available credit exceeds the current year tax liability or is limited by tentative minimum tax, the unused credit may be carried over for five years or until the credit is exhausted, whichever occurs first. Apply the carryover to the earliest taxable year. In no event can the credit be carried back and applied against a prior year's tax. Retain all records that document this credit and carryovers. The FTB may require access to these records.

K Recapture

You may be required to recapture a previously taken credit if a qualified full-time employee is terminated within the first 36 months after beginning employment. The amount of credit that must be recaptured is the amount for that taxable year and all prior taxable years attributed to qualified wages paid to that employee.

You are not required to recapture the credit if you meet any of the following **exceptions**:

- The employee voluntarily leaves employment.
- The employee becomes disabled and unable to perform the services
 of that employment, unless the disability is removed before the close
 of the period and the employer fails to offer re-employment.
- · The employee is terminated due to misconduct.
- The employer has a substantial reduction in operations, including reductions due to seasonal employment.
- The employee is replaced by other qualified full-time employees so as to create a net increase in both the number of employees and the number of hours of employment.
- The employment is considered seasonal, and the qualified employee is rehired on a seasonal basis.

Follow the instructions in the tax booklets if you are required to recapture the NEC.

Examples of the NEC Calculations

Example 1

ABC Company, a roofing company, is a qualified taxpayer and has a net increase in full-time employees. ABC Company receives the full amount of the tentative credit.

ABC Company is on a calendar year basis and operates entirely within the DGA. For its taxable year 2022, ABC Company has 100 full-time employees based on annual full-time equivalents. During taxable year 2023, ABC Company hired a number of new full-time employees, 2 of which were qualified full-time employees. ABC Company received a TCR for these employees as required.

Assume the following facts:

James Smith was hired on January 1, 2023, at an hourly wage of \$24.25 and on July 1, 2023, his hourly wage was increased to \$25.25 per hour. James worked 2,000 hours during taxable year 2023

Jane Jones was hired on July 1, 2023, at an hourly wage of \$25.25 and worked 1,000 hours during taxable year 2023. The qualified wages and tentative credit are computed as follows:

		150% of			Multiply by Applicable	
	Actual	Minimum	Qualified	Hours	Credit	Tentative
	Wages	Wage	Wages	Worked	Percentage	Credit
James Smith Jan 1 – June 30	\$24.25	\$23.25	\$1.00	1,000	35%	\$350.00
James Smith July 1 – Dec 31	\$25.25	\$23.25	\$2.00	1,000	35%	\$700.00
Jane Jones July 1 – Dec 31	\$25.25	\$23.25	\$2.00	1,000	35%	\$700.00
Total Tentative Credit						\$1,750.00

In its base year, annual full-time equivalents were 100. The annual full-time equivalents for 2023 was 108. The net increase in full-time

employees over the base year is 8. The credit generated is computed as follows:

Description	Calculation
Numerator	108-100 = 8 (Net Increase in full-time employees)
Denominator	2 qualified full-time employees
Computation	8/2 = 100% (the applicable percentage cannot exceed 100%)
Tentative Credit Amount	\$1,750.00
Credit Generated	\$1,750.00 (\$1,750.00 x 100%)

Example 2

ABC Company has a net increase in full-time employees and receives a partial amount of the tentative credit.

Assume the same facts as Example 1, except due to attrition the annual full-time equivalents for taxable year 2023 was 101. The net increase in full-time employees over the base year is 1 (101-100). The credit generated is computed as follows:

Description	Calculation
Numerator	101-100 = 1 (Net Increase in full-time employees)
Denominator	2 qualified full-time employees
Computation	1/2 = 50%
Tentative Credit Amount	\$1,750.00
Credit Generated	\$875.00 (\$1,750.00 x 50%)

Example 3

ABC Company does not have a net increase in full-time employees and receives no amount of the tentative credit.

The annual full-time equivalents for taxable year 2023 was 98. The net increase in full-time employees over the base year is zero (98-100 but it cannot be less than 0). ABC Company cannot claim a credit in taxable year 2023.

Example 4 – Qualified SEAL Taxpayer

XYZ Company, a semiconductor manufacturing company, is a qualified SEAL taxpayer that commenced doing business in California on January 1, 2023, and receives the full amount of the tentative credit.

XYZ Company's taxable year is on a calendar year, and it operates outside of the DGA. During its taxable year 2023, XYZ Company hired additional full-time employees, 2 of whom were qualified full-time employees. Assume the following facts:

Jeff Smith was hired on January 1, 2023, at an hourly wage of \$16.50. On July 1, 2023, his hourly wage was increased to \$17.50. Jeff worked 2,000 hours during taxable year 2023.

Mary Jones was hired on July 1, 2023, at an hourly wage of \$16.50. Mary worked 1,000 hours during taxable year 2023.

The qualified wages and tentative credit are computed as follows:

	Actual Wages	100% of Minimum Wage	Qualified Wages	Hours Worked	Multiply by Applicable Credit Percentage	Tentative Credit
Jeff Smith		4:	4		/	****
Jan 1 – June 30	\$16.50	\$15.50	\$1.00	1,000	35%	\$350.00
Jeff Smith						
July 1 – Dec 31	\$17.50	\$15.50	\$2.00	1,000	35%	\$700.00
Mary Jones						
July 1 - Dec 31	\$16.50	\$15.50	\$1.00	1,000	35%	\$350.00
Total Tentative						
Credit						\$1,400.00

Since XYZ Company first commenced business in California on January 1, 2023, its base year annual full-time equivalents are zero. Assume its annual full-time equivalents were 5 in taxable year 2023. The net increase in full-time employees over the base year is 5 (5-0). The credit generated is computed as follows:

Description	Calculation
Numerator	5-0 = 5 (Net Increase in full-time employees)
Denominator	2 qualified full-time employees
Computation	5/2 = 100% (the applicable percentage cannot exceed 100%)
Tentative Credit Amount	\$1,400.00
Credit Generated	\$1,400.00 (\$1,400.00 x 100%)

Specific Line Instructions

Name of taxpayer generating the credit – Enter the name of the taxpayer that generated the tax credit. Also, enter the social security number (SSN), individual taxpayer identification number (ITIN), California Corporation no., federal employer identification number (FEIN), or the California Secretary of State (SOS) file number of the taxpayer in the space provided. Complete this section even if it is the same taxpayer that appears on the California return. Do not enter the word "same."

Questions A Through C

Corporations, exempt organizations, sole proprietors, estates, trusts, and partnerships generating the credit, complete items A through C.

Investors of pass-through entities, start on line 22.

Question A – An employer is required to obtain a TCR from the FTB for each qualified employee. Only claim a credit for an employee which you obtained a TCR. For more information, see General Information C, Tentative Credit Reservation.

Question B – Check "Yes," if the taxpayer is engaged in a SEAL industry. See General Information Section A for more information.

All other taxpayers check "No."

Question C – Enter the PBA code of your principal activity from the PBA codes chart included at the end of this booklet. The PBAs are based on the NAICS.

The entity's primary line of business is determined on a separate company basis (not a combined group basis) when determining if the corporation is in an excluded industry.

Part I - Net Increase in Full-Time Employees

The net increase in full-time employees is the total number of annual full-time equivalents in the current taxable year, less the annual full-time equivalents in the base year.

Base year

The base year is the year before the 1st qualified employee is hired. The base year is taxable year 2022 for an employer who hired its first qualified full-time employee during taxable year 2023.

Once the base year is established, it does not change from year to year.

For taxpayers who first commence doing business in California during the current taxable year, the number of full-time employees for the base year would be zero. For more information in determining whether the taxpayer has first commenced doing business in this state during the current taxable year, see Legal Rulings 1996-5 and 1999-2, and R&TC Sections 17276(f) and 24416(g).

Annual full-time equivalents working in California

An employer must determine their annual full-time equivalents for their base year, and for each taxable year for which they will claim a credit. The number of full-time equivalents is the number of full-time employees who work the entire year and a pro-rata fraction for full-time employees who

did not work the entire year. For full-time employees who worked part of the year, the fraction is determined as follows:

- For a full-time employee paid hourly qualified wages, the total number of hours worked for the taxpayer by the employee (not to exceed 2,000 hours per employee) divided by 2000.
- For a salaried full-time employee, the total number of weeks worked for the qualified taxpayer by the employee divided by 52.

Part-time employees are not included in the calculation of annual full-time equivalents.

Section A and Section B decimal places

For line 4, line 7, and line 8 of Section A, and for line 12, line 15, and line 16 of Section B, enter the result as a decimal (rounded to four decimal places).

Line 8 – For taxpayers who first commence doing business in this state during the taxable year, the number of full-time equivalents for the base year is zero. Enter zero on line 8.

Part II – Available Credit

Line 17 – Enter net increase in full-time employees as a decimal (rounded to four decimal places).

Line 18 – Enter qualified full-time employees. The following are the requirements for a qualified full-time employee:

All Taxpayers

- Taxpayer obtained a TCR from FTB for each qualified employee.
- Is hired on or after January 1, 2019.
- Employee is paid hourly wages for an average of at least 35 hours per week, or is salaried, and paid for full-time employment (within the meaning of Section 515 of the Labor Code).
- Employee meets one of the following five conditions:
 - Unemployed for the six months immediately preceding hire.
 If the individual completed a college or similar program and
 received a baccalaureate, postgraduate, or professional degree,
 the completion date must be at least 12 months prior to hire.
 For purposes of this definition, an individual is unemployed for a
 period if all the following circumstances apply:
 - Not receiving wages subject to withholding.
 - Not self-employed.
 - Not a full-time student at a high school, college, university, or postsecondary education institution.
 - 2 Veteran separated from the U.S. Armed Forces in the preceding 12 months
 - Recipient of the Earned Income Tax Credit (EITC) in the previous taxable year. For this purpose, an employee is deemed to be an EITC recipient if the EITC was claimed on the last personal income tax return filed before the employee's commencement of employment.
 - 4. Ex-offender convicted of a felony.
 - Current recipient of CalWORKS or general assistance in accordance with the applicable sections of the Welfare and Institutions Code.

Qualified SEAL Taxpayers

• Starting wages must be at least 100% of California minimum wage.

All Other Qualified Taxpayers

- Starting wages must be at least 150% of California minimum wage.
- Performs at least 50% of their services for the taxpayer in the DGA.
 The employee may work in more than one location in the DGA to meet the requirement.
- Is hired after the DGA is designated.

Line 19 – The applicable percentage is the net increase in full-time employees in California (determined on an annual full-time equivalent basis) divided by the number of qualified full-time employees, for which you received a TCR. The applicable percentage cannot exceed 100% or 1.0000. Enter the result as a decimal (rounded to four decimal places).

Line 20 – The tentative credit amount is the total qualified wages multiplied by hours worked multiplied by 35% (the applicable credit percentage). See the examples of the NEC Calculations and use Worksheet 1 below to calculate your tentative credit amount. Round your answer to the nearest whole dollar amount.

Line 21 – Enter the total NEC generated amount on this line and on your current tax return. Refer to the credit instructions in the tax booklet for vour tax return for more information.

Line 22 – Enter the total amount of credits received from S corporations, estates, trusts, partnerships, or LLCs classified as partnerships.

Line 25a - Credit claimed

Do not include assigned credits claimed on form FTB 3544, Part B, List of Assigned Credit Received and/or Claimed by Assignee.

This amount may be less than the amount on line 24 if your credit is limited by your tax liability. For more information, see General Information H, Limitations, and refer to the credit instructions in your tax booklet. Enter the total NEC claimed amount on this line and on your current tax return. Refer to the credit instructions in the tax booklet for your tax return for more information.

Line 25b - Total credit assigned

Corporations that assign credit to other corporations within the same combined reporting group must complete form FTB 3544, Part A, Election to Assign Credit Within Combined Reporting Group, Enter the total amount of credit assigned from form FTB 3544, Part A, column (g) on this line.

Part III – Credit Recapture Line 27 – Credit recapture

If you are required to recapture the NEC, enter the total on one of the following California tax returns or schedules:

- Form 100, California Corporation Franchise or Income Tax Return, Schedule J, line 5.
- Form 100S, California S Corporation Franchise or Income Tax Return, Schedule J, line 5 and Schedule K-1 (100S), line 17d.
- Form 100W, California Corporation Franchise or Income Tax Return — Water's Edge Filers, Schedule J, line 5.
- Form 109, California Exempt Organization Business Income Tax Return, Schedule K, line 4.
- Form 540, California Resident Income Tax Return, line 63.
- Form 540NR, California Nonresident or Part-Year Resident Income Tax Return, line 73.
- Form 541, California Fiduciary Income Tax Return, line 37 and Schedule K-1 (541), line 14d.
- Form 565, Partnership Return of Income, Schedule K, line 20c and Schedule K-1 (565), line 20c.
- Form 568, Limited Liability Company Return of Income, Schedule K, line 20c and Schedule K-1 (568), line 20c.

Franchise Tax Board Privacy Notice on Collection

Our privacy notice can be found in annual tax booklets or online. Go to itb ca.gov/privacy to learn about our privacy policy statement, or go to ith ca.gov/forms and search for 1131 to locate FTB 1131 EN-SP, Franchise Tax Board Privacy Notice on Collection - Aviso de Privacidad del Franchise Tax Board sobre la Recaudación. To request this notice by mail, call 800.338.0505 and enter form code 948 when instructed.

Worksheet 1

Do not attach to form FTB 3554. Keep for your records.

	(a) Qualified Full-Time Employee	(b) Actual Hourly Wages	Minimum Qualified Wage Threshold	(d) Qualified Wages Per Hour col. (b) – col. (c)	(e) Hours Worked	(f) Applicable Credit Percentage	(g) Tentative Credit col. (d) x col. (e) x col. (f)
1					Y	35%	
						35%	
						35%	
						35%	
						35%	
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						35%	
						35%	
						35%	
						35%	
						35%	
						35%	
2	Total Tentative Co	redit. Add the amo	unts in column (g). Er	nter total here and on	Form 3554, Part	II, line 20.	.00

^{*}If the business is a SEAL employer, this figure is 100% of California minimum wage. For all other businesses it is 150% of California minimum wage.

FTB 3554

Principal Business Activity Codes

This list of principal business activities and their associated codes is designed to classify a business by the type of activity in which it is engaged to facilitate the administration of the California Revenue and Taxation Code (R&TC). For taxable years beginning on or after January 1, 1998, these principal business activity codes are based on the North American Industry Classification System published by the United States Office of Management and Budget.

Agriculture,	Forestry,	Fishing,
and Hunting	Ī	

Code

Crop Production

111100 Oilseed & Grain Farming Vegetable & Melon Farming 111210 (including potatoes & yams) Fruit & Tree Nut Farming 111300 Greenhouse, Nursery, & Floriculture Production 111400 Other Crop Farming (including 111900 tobacco, cotton, sugarcane, hay, peanut, sugar beet, & all other crop farming)

Animal Production

112111	Beef Cattle Ranching &
	Farming
112112	Cattle Feedlots
112120	Dairy Cattle & Milk Production
112210	Hog & Pig Farming
112300	Poultry & Egg Production
112400	Sheep & Goat Farming
112510	Aquaculture (including shellfis
	& finfish farms & hatcheries)

112900 Other Animal Production Forestry and Logging

113110	Timber Tract Operations
113210	Forest Nurseries & Gathering
	of Forest Products

113310 Logging

Fishing, Hunting and Trapping

114110 Fishing

114210 Hunting & Trapping

Support Activities for Agriculture and Forestry

115110	Support Activities for Grop
	Production (including cotton
	ginning, soil preparation,
	planting, & cultivating)
115210	Support Activities for Animal
	Production (including farriers)
115310	Support Activities for Forestry

Minina

211120	Crude Petroleum Extraction
211130	Natural Gas Extraction
212110	Coal Mining
212200	Metal Ore Mining
212310	Stone Mining & Quarrying
212320	Sand, Gravel, Clay, & Ceramic & Refractory Minerals Mining Quarrying
212390	Other Nonmetallic Mineral Mining & Quarrying

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Utilities		
221100	Electric Power Generation,	
	Transmission & Distribution	
221210	Natural Gas Distribution	
221300	Water, Sewage, & Other	

221500 Combination Gas & Electric

213110 Support Activities for Mining

Construction

Code

Construction of Buildings		
236110	Residential Building	
	Construction	
236200	Nonresidential Building	

Construction Heavy and Civil Engineering Construction

237100	Utility System Construction
237210	Land Subdivision
237310	Highway, Street, & Bridge
	Construction
237990	Other Heavy & Civil

Engineering Construction Specialty Trade Contractors

poolait	y made commutere
38100	Foundation, Structure, &
	Building Exterior Contractors
	(including framing carpentry,
	masonry, glass, roofing, &
	siding)
38210	Electrical Contractors

238210	Electrical Contractors
238220	Plumbing, Heating, & Air-
	Conditioning Contractors
238290	Other Building Equipment

Contractors **Building Finishing Contractors** 238300 (including drywall, insulation, painting, wallcovering, flooring, tile, & finish carpentry

Other Specialty Trade Contractors (including site 238900 preparation)

Manufacturing

311200

Food Manufacturing 311110 Animal Food Mig

311300	Sugar & Confectionery Product Mfg
311400	Fruit & Vegetable Preserving & Specialty Food Mfg
311500	Dairy Product Mfg
311610	Animal Slaughtering & Processing
311710	Seafood Product Preparation & Packaging
311800	Bakeries, Tortilla & Dry Pasta Mfg
311900	Other Food Mfg (including

Grain & Oilseed Milling

seasonings) **Beverage and Tobacco Product** Manufacturing 312110 Soft Drink & Ice Mfg

312120	Breweries
312130	Wineries
312140	Distilleries
312200	Tohacco Manufacturino

Textile Mills and Textile Product Mills

313000 Textile Mills 314000 Textile Product Mills

Code		L Codo	
Code		Code	
Apparel	Manufacturing	332610	Spring & Wire Product Mfg
315100	Apparel Knitting Mills	332700	Machine Shops; Turned Product;
315210	Cut & Sew Apparel Contractors		Screw, Nut, & Bolt Mfg
315250	Cut & Sew Apparel Mfg (except	332810	Coating, Engraving, Heat
313230	Contractors)		Treating, & Allied Activities
315990	Apparel Accessories & Other	332900	Other Fabricated Metal Product
315990	Apparel Mfg		Mfg
	111111	Machine	ery Manufacturing
Leather	and Allied Product		, ,
Manufac	cturing	333100	Agriculture, Construction, &
316110	Leather & Hide Tanning &		Mining Machinery Mfg
	Finishing	333200	Industrial Machinery Mfg
316210	Footwear Mfg (including rubber	333310	Commercial & Service Industry
	& plastics)		Machinery Mfg
316990	Other Leather & Allied Product	333410	Ventilation, Heating, Air-
2.3000	Mfg	1	Conditioning, & Commercial
•		l	Refrigeration Equipment Mfg
Wood Product Manufacturing		000540	AA C L L LL AA LL AAC

333510

333610

333900

Wood Product Manufacturing

321110	Sawmills & Wood Preservation
321210	Veneer, Plywood, & Engineered
	Wood Product Mfg
321900	Other Wood Product Mfg

Paper Manufacturing

322100 Pulp, Paper, & Paperboard Mills 322200 Converted Paper Product Mfg

Printing and Related Support Activities

323100 Printing & Related Support Activities

Petroleum and Coal Products Manufacturing

	integrated)
324120	Asphalt Paving, Roofing, &
	Saturated Materials Mfg
324190	Other Petroleum & Coal
	Products Mfg

324110 Petroleum Refineries (including

Chemical Manufacturing

323100	basic Chemical Wilg
325180	Other Basic Inorganic Chemica
	Manufacturing
325200	Resin, Synthetic Rubber, &
	Artificial & Synthetic Fibers &

Filaments Mfg Pesticide, Fertilizer, & Other 325300 Agricultural Chemical Mfg 325410 Pharmaceutical & Medicine

Paint, Coating, & Adhesive Mfg 325500 325600 Soap, Cleaning Compound, & Toilet Preparation Mfg Other Chemical Product & 325900 Preparation Mfg

Plastics and Rubber Products Manufacturing

326100 Plastics Product Mfg 326200 Rubber Product Mfg

Nonmetallic Mineral Product Manufacturing

32/100	Clay Product & Refractory IVI
327210	Glass & Glass Product Mfg
327300	Cement & Concrete Product
	Mfg
327400	Lime & Gypsum Product Mfg

Other Nonmetallic Mineral

Product Mfg Primary Metal Manufacturing

331110	Iron & Steel Mills & Ferroalloy
	Mfg
331200	Steel Product Mfg from
	Purchased Steel
331310	Alumina & Aluminum
	Production & Processing
331400	Nonferrous Metal (except
	Aluminum) Production &

Processing 331500 Foundries

327900

Fabricated Metal Product Manufacturing

332110	Forging & Stamping
332210	Cutlery & Handtool Mfg
332300	Architectural & Structural
	Metals Mfg

Boiler, Tank, & Shipping Container Mfg 332510 Hardware Mfg

Machinery Mfg Computer and Electronic Product Manufacturing Computer & Perinheral

Metalworking Machinery Mfg

Engine, Turbine, & Power Transmission Equipment Mfg

Other General Purpose

334110	Computer & Fempheral
	Equipment Mfg
334200	Communications Equipment
	Mfg
22/210	Audio & Vidoo Equipment M

udio & Video Equipment Mfg 334410 Semiconductor & Other **Electronic Component Mfg** Bare Printed Circuit Board 334412

Manufacturing 334413 Semiconductor and Related **Device Manufacturing**

334416 Capacitor, Resistor, Coil, Transformer, and Other Inductor Manufacturing Electronic Connector

Manufacturing Printed Circuit Assembly (Electronic Assembly) Manufacturing

334419 Other Electronic Component Manufacturing 334500 Navigational, Measuring, Electromedical, & Control

Instruments Mfg Manufacturing & Reproducing Magnetic & Optical Media 334610

Electrical Equipment, Appliance, and **Component Manufacturing**

Electric Lighting Equipment Mfa 335200 Household Appliance Mfg 335310 Electrical Equipment Mfg 335900 Other Electrical Equipment & Component Mfg 335910 Battery Manufacturing

Transportation Equipment Manufacturing

335100

336100	Motor Vehicle Mfg
336210	Motor Vehicle Body & Trailer
	Mfg
336300	Motor Vehicle Parts Mfg

336410 Aerospace Product & Parts Mfg 336411 Aircraft Manufacturing Aircraft Engine and Engine 336412

Parts Manufacturing Other Aircraft Parts and 336413 Auxiliary Equipment Manufacturing

336414 Guided Missile and Space Vehicle Manufacturing 336415

Guided Missile and Space Vehicle Propulsion Unit and Propulsion Unit Parts Manufacturing

336419 Other Guided Missile and Space Vehicle Parts and Auxiliary Equipment Manufacturing 336510

Railroad Rolling Stock Mfg 336610 Ship & Boat Building Other Transportation Equipment Mfg 336990

445240 Meat Retailers **Furniture and Related Product Truck Transportation** Finance and Insurance 445250 Fish & Seafood Retailers Manufacturing General Freight Trucking, Local 484110 **Depository Credit Intermediation** 445291 **Baked Goods Retailers** 337000 Furniture & Related Product 484120 General Freight Trucking, Long-Commercial Banking 522110 445292 Confectionery & Nut Retailers Manufacturing distance All Other Specialty Food 522130 Credit Unions 445298 484200 Specialized Freight Trucking Miscellaneous Manufacturing 522180 Saving Institutions & Other Depository Credit 339110 Medical Equipment & Supplies Transit and Ground Passenger 445320 Beer, Wine, & Liquor Retailers Mfg Transportation Intermediation 339900 Other Miscellaneous Furniture and Home Furnishings 485110 Urban Transit Systems **Nondepository Credit Intermediation** Manufacturing Retailers 485210 Interurban & Rural Bus 522210 Credit Card Issuing 449110 Furniture Retailers Transportation Wholesale Trade 522220 Sales Financing Taxi and Ridesharing Services 449121 Floor Covering Retailers 485310 Merchant Wholesalers, Durable Goods 522291 Consumer Lending 449122 Window Treatment Retailers 485320 Limousine Service 423100 Motor Vehicle & Motor Vehicle 522292 Real Estate Credit (including 449129 All Other Home Furnishings School & Employee Bus 485410 Parts & Supplies mortgage bankers & Retailers Transportation 423200 originators) Furniture & Home Furnishings **Electronics and Appliance Retailers** 485510 Charter Bus Industry 522299 Intl, Secondary Market, & 423300 Lumber & Other Construction 449210 Electronics & Appliance 485990 Other Transit & Ground Passenger Transportation Other Nondepos. Credit Materials Retailers (including Computers) 423400 Professional & Commercial Intermediation **Pipeline Transportation** Equipment & Supplies General Merchandise Retailers **Activities Related to Credit** 486000 Pipeline Transportation Metal & Mineral (except 455110 Department Stores 423500 Intermediation Petroleum) 455210 Warehouse Clubs, Supercenters, & Other General Scenic & Sightseeing Transportation Activities Related to Credit 522300 Household Appliances and Electrical & Electronic Goods Intermediation (including loan brokers, check clearing & 423600 Scenic & Sightseeing Merch. Retailers Transportation Hardware, Plumbing, & Heating Equipment & Supplies 423700 money transmitting) **Health and Personal Care Retailers Support Activities for Transportation** Securities, Commodity Contracts, and Other Financial Investments and 456110 Pharmacies & Drug Retailers Support Activities for Air 488100 Machinery, Equipment, & 423800 456120 Cosmetics, Beauty Supplies, & Transportation Supplies Related Activities Perfume Retailers Support Activities for Rail Sporting & Recreational Goods & Supplies 423910 523150 Investment Banking & 456130 Ontical Goods Retailers Transportation Securities Intermediation Other Health & Personal Care 456190 488300 Support Activities for Water 423920 Toy & Hobby Goods & Supplies 523160 **Commodity Contracts** Retailers Transportatio Recyclable Materials 423930 Intermediation 488410 Gasoline Stations & Fuel Dealers Motor Vehicle Towing Jewelry, Watch, Precious 523210 423940 ecurities & Commodity Other Support Activities for Road Transportation 488490 457100 Gasoline Stations (including Stone, & Precious Metals Exchanges convenience stores with gas) 423990 Other Miscellaneous Durable Other Financial Investment 488510 Freight Transportation Fuel Dealers (including Heating Oil and Liquefied Petroleum) 457210 Activities (including portfolio Goods Arrangement management & investment Merchant Wholesalers, Nondurable 488990 Other Support Activities for Clothing and Accessories Retailers advice) Goods Clothing and Clothing Accessories Retailers Transportation 458110 Insurance Carriers and Related 424100 Paper & Paper Products **Couriers and Messengers** Activities 424210 Drugs & Druggists' Sundries 458210 Shoe Retailers Couriers & Express Delivery 492110 Direct Life, Health, & Medical 424300 Apparel, Piece Goods, & 524110 458310 Jewelry Retailers Services Insurance Carriers 458320 492210 Luggage & Leather Goods Local Messengers & Local 524120 Direct Insurance (except Life, 424400 Grocery & Related Products Retailers Delivery Health, & Medical) Carriers 424500 Farm Product Raw Materials Warehousing and Storage Sporting, Hobby, Book, Musical Instrument and Miscellaneous 524210 Insurance Agencies & Chemical & Allied Products 424600 493100 Warehousing & Storage (except lessors of miniwarehouses & Brokerages Petroleum & Petroleum 424700 Retailers 524290 Other Insurance Related Products Sporting Goods Retailers 459110 self-storage units) Activities (including third-party 424800 Beer, Wine, & Distilled Alcoholic 459120 Hobby, Toy, & Game Retailers administration of insurance & Information Beverages Sewing, Needlework, & Piece Goods Retailers 459130 pension funds) 424910 Farm Supplies Motion Picture and Sound Recording Funds, Trusts, and Other Financial Book, Periodical, & 424920 Industries 459140 Musical Instrument & Supplies Vehicles Newspapers Motion Picture & Video Retailers 512100 525100 Insurance & Employee Benefit 424930 Flower, Nursery Stock, & Industries (except video rental) 459210 Book Retailers & News Dealers Funds Florists' Supplies 512200 Sound Recording Industries including newsstands) 525910 Open-End Investment Funds 424940 Tobacco Products & Electronic (Form 1120-RIC) 459310 **Torists Publishing Industries** Cigarettes Office Supplies & Stationery 459410 Newspaper Publishers 513110 525920 Trusts, Estates, & Agency 424950 Paint, Varnish, & Supplies Retailers 513120 Periodical Publishers Accounts 424990 Other Miscellaneous 459420 Gift, Novelty, & Souvenir 513130 **Book Publishers** Other Financial Vehicles Nondurable God Retailers (including mortgage REITs & Directory & Mailing List Publishers 513140 Wholesale Trade Agents and Brokers 459510 Used Merchandise Retailers closed-end investments funds) 425120 Wholesale Trade Agents & 459910 Pet & Pet Supplies Retailers "Offices of Bank Holding 513190 Other Publishers Companies" and "Offices of Other Holding Companies" are located under Management **Brokers** 459920 Art Dealers 513210 Software Publishers 459930 Manufactured (Mobile) Home **Retail Trade** Broadcasting, Content Providers, and Dealers **Motor Vehicle and Parts Dealers** Telecommunications of Companies (Holding 459990 All Other Miscellaneous Companies) on next page. 516100 Radio & Television 441110 **New Car Dealers** Retailers (including tobacco, candle, & trophy retailers) Broadcasting Stations 441120 **Used Car Dealers** Real Estate and Rental and Media Streaming, Social Networks, & Other Content 516210 441210 Recreational Vehicle Dealers **Nonstore Retailers** Leasing 441222 **Boat Dealers** Nonstore retailers sell all types of Providers Real Estate 441227 Motorcycle, ATV, and All Other merchandise using such methods Telecommunications (including 517000 531110 Lessors of Residential Motor Vehicle Dealers as Internet, mail-order catalogs, interactive television, or direct sales. Wired, Wireless, Satellite, Cable Buildings & Dwellings (including equity REITs) 441300 Automotive Parts, Accessories, & Other Program Distribution, & Tire Retailers These types of Retailers should select Resellers, Agents, Other Telecommunications, & Internet 531120 Lessors of Nonresidential the PBA associated with their primary **Building Material and Garden** Buildings (except line of products sold. For example, **Equipment and Supplies Dealers** Service Providers) Miniwarehouses) (including establishments primarily selling 444110 Home Centers equity REITs) Data Processing, Web Search Portals, prescription and non-prescription drugs select PBA code 456110 Pharmacies & 444120 Paint & Wallpaper Retailers & Other Information Services 531130 Lessors of Miniwarehouses & Self-Storage Units (including equity REITs) Computing Infrastructure Providers, Data Processing, 444140 Hardware Retailers 518210 Drug Retailers 444180 Other Building Material Dealers Transportation and 444200 Lawn & Garden Equipment & Web Hosting & Related 531190 Lessors of Other Real Estate Property (including equity Supplies Retailers Warehousing Services Web Search Portals, Libraries, 519200 Air, Rail, and Water Transportation Food and Beverage Retailers Archives, & Other Info. Services Offices of Real Estate Agents & 531210 Supermarkets and Other 445110 481000 Air Transportation **Brokers** Retailers (except Convenience) 482110 Rail Transportation 531310 Real Estate Property Managers 445131 Convenience Retailers 483000 Water Transportation 531320 Offices of Real Estate 445132 Vending Machine Operators Appraisers

Code

Code

Code

445230

Fruit & Vegetable Retailers

Code

Other Activities Related to Real

531390

Code		Code		Code		Code	
	nd Leasing Services	Administrative and Support			and Diagnostic Laboratories	Other	Services
532100	Automotive Equipment Rental	and Waste Management and		621510	Medical & Diagnostic	Repair a	ind Maintenance
532210	& Leasing Consumer Electronics &		diation Services	l	Laboratories	811110	Automotive Mechanical
302210	Appliances Rental	Adminis	trative and Support Services		ealth Care Services		& Electrical Repair &
532281		561110		l	Home Health Care Services	811120	Maintenance
	Video Tape & Disc Rental	561210		Other Al	nbulatory Health Care	011120	Automotive Body, Paint, Interior, & Glass Repair
	Home Health Equipment Rental	561300			Other Ambulatory Health Care	811190	Other Automotive Repair &
532284 532289	Recreational Goods Rental All Other Consumer Goods	561410 561420	•		Services (including ambulance		Maintenance (including oil
332209	Rental	561430			services & blood & organ banks)		change & lubrication shops & car washes)
532310	General Rental Centers	001100	(including private mail centers	 Hospital	,	811210	Electronic & Precision
532400	Commercial & Industrial	504440	& copy shops)		Hospitals		Equipment Repair &
	Machinery & Equipment Rental & Leasing	561440 561450	Collection Agencies Credit Bureaus	ı	and Residential Care	811310	Maintenance Commercial & Industrial
Laccare	of Nonfinancial Intangible	561490		Facilitie		011310	Machinery & Equipment
	except copyrighted works)	001.00	Services (including	623000	Nursing & Residential Care		(except Automotive &
533110	Lessors of Nonfinancial		repossession services,		Facilities		Electronic) Repair & Maintenance
	Intangible Assets (except		court reporting, & stenotype services)		ssistance	811410	Home & Garden Equipment
	copyrighted works)Professional, Scientific, and Technical	561500	Travel Arrangement &		Individual & Family Services Community Food & Housing,	011110	& Appliance Repair &
	Services		Reservation Services	024200	& Emergency & Other Relief		Maintenance
Legal Se	ervices	561600	Investigation & Security Services		Services	811420	Reupholstery & Furniture Repair
541110	Offices of Lawyers	561710	Exterminating & Pest Control	624310	Vocational Rehabilitation	811430	Footwear & Leather Goods
541190	Other Legal Services	001710	Services	624410	Services Childcare Services	011100	Repair
Accoun	ting, Tax Preparation,	561720	Janitorial Services			811490	Other Personal & Household
	eping, and Payroll Services Offices of Certified Public	561730	Landscaping Services		intertainment, and	. \	Goods Repair & Maintenance
341211	Accountants	561740	Carpet & Upholstery Cleaning Services	Recre			and Laundry Services
541213	Tax Preparation Services	561790		Perform	ing Arts, Spectator Sports,	812111 812112	Barber Shops Beauty Salons
541214	Payroll Services		Dwellings	711100	Performing Arts Companies	812113	Nail Salons
541219	Other Accounting Services	561900		711210	Spectator Sports (including	812190	Other Personal Care Services
	tural, Engineering, and		(including packaging & labeling services, & convention & trade		sports clubs & racetracks)		(including diet & weight
	Services Architectural Corvices		show organizers)	711300	Promoters of Performing Arts,	812210	reducing centers) Funeral Homes & Funeral
	Architectural Services Landscape Architecture	Waste N	lanagement and Remediation	711410	Sports, & Similar Events Agents & Managers for Artists,	812210	Services
011020	Services	Services		711410	Athletes, Entertainers, & Other	812220	Cemeteries & Crematories
541330	Engineering Services	562000	Waste Management & Remediation Services		Public Figures	812310	Coin-Operated Laundries &
541340	Drafting Services			711510	Independent Artists, Writers, & Performers	812320	Drycleaners
541350	Building Inspection Services		tional Services	[.		012320	Drycleaning & Laundry Services (except Coin-
541360	Geophysical Surveying & Mapping Services	611000	Educational Services (including schools, colleges, &	Museum Institution	s, Historical Sites, and Similar		Operated)
541370	Surveying & Mapping (except		universities)	712100	Museums, Historical Sites, &	812330	Linen & Uniform Supply
	Geophysical) Services	Health	Care and Social		Similar Institutions	812910	Pet Care (except Veterinary) Services
541380	Testing Laboratories & Services	Assist			ent, Gambling, and	812920	Photofinishing
	zed Design Services		of Physicians and Dentists		on Industries	812930	Parking Lots & Garages
541400	Specialized Design Services (including interior, industrial,	621111	Offices of Physicians (except	713200	Amusement Parks & Arcades Gambling Industries	812990	All Other Personal Services
	graphic, & fashion design)		mental health specialists)	713900	Other Amusement &	Religiou	s, Grantmaking, Civic,
Comput	er Systems Design and	621112	Offices of Physicians, Mental		Recreation Industries (including		onal, and Similar
	Services	621210	Health Specialists Offices of Dentists		golf courses, skiing facilities,	Organiza 813000	Religious, Grantmaking,
541511	Custom Computer		of Other Health Practitioners		marinas, fitness centers, & bowling centers)	0.0000	Civic, Professional, & Similar
5/1510	Programming Services Computer Systems Design		Offices of Chiropractors	Accon	nmodation and Food		Organizations (including
541512	Services	621320		Servic			condominium & homeowners associations)
541513	Computer Facilities	621330	Offices of Mental Health		nodation	Other :	accoolation to,
	Management Services		Practitioners (except Physicians)	721110	Hotels (except Casino Hotels) &	Other 999000	Unclassified Establishments
541519	Other Computer Related Services	621340	Offices of Physical,	1/21110	Motels	999000	(unable to classify)
O41 D		021040	Occupational & Speech	721120	Casino Hotels		(,
	ofessional, Scientific, and al Services		Therapists, & Audiologists	721191	Bed & Breakfast Inns		
	Management, Scientific, &	621391	Offices of Podiatrists	721199	All Other Traveler Accommodation		
	Technical Consulting Services	621399	Offices of All Other Miscellaneous Health	721210	RV (Recreational Vehicle)		
541700	Scientific Research & Development Services		Practitioners		Parks & Recreational Camps		
541800	Advertising, Public Relations, &	Outpatie	ent Care Centers	721310	Rooming & Boarding Houses,		
31.000	Related Services	621410	Family Planning Centers	l	Dormitories, & Workers' Camps		
541910	Marketing Research & Public	621420	Outpatient Mental Health &		rvices and Drinking Places		
E41000	Opinion Polling	621/01	Substance Abuse Centers HMO Medical Centers	722300	Special Food Services (including food service		
541920	Photographic Services Translation & Interpretation		Kidney Dialysis Centers		contractors & caterers)		
541930							
541930	Services	621493	Freestanding Ambulatory	722410	Drinking Places (Alcoholic		
541930 541940 541990		621493		722410 722511	Drinking Places (Alcoholic Beverages) Full Service Restaurants		

All Other Outpatient Care Centers

722513

722514

722515

Buffets

Full Service Restaurants Limited Service Restaurants

Cafeterias, Grill buffets, and

Snack & Non-alcoholic

Beverage Bars

Companies
Offices of Other Holding
Companies

541940 Veterinary Services 541990 All Other Professional, Scientific, & Technical Services

Management of Companies

(Holding Companies)

551111 Offices of Bank Holding

551112