

Sam Bond Benefit Group, Inc.

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CURRENT PAYROLL COST ESTIMATES

Fixed Costs/Statutory Requirements

	Customary	Actual
Social Security (FICA)	7.65%	%
Federal Unemployment Tax (FUTA)	.6%	%
State Unemployment Tax (SUTA)	.1% to 5.40%	%
Workers' Compensation (Modifier _____%)		%

SUBTOTAL OF FIXED _____ %

Variable Costs of Payroll Administration

These variable costs average 8%- 15% of gross payroll according to experts

<u>Payroll Preparation</u> – Time spent to write, sign and post checks, prepare tax deposits, State and Federal returns, 940s 941s, W2s, Banking Costs, and/or paying a payroll or accounting service.	2% - 5%	%
<u>Administrative Expenses</u> – Deposits and premiums for workers' compensation, workers' compensation claims, healthcare and COBRA administration, wage and hour compliance, OSHA reports, and certificates fulfillment.	2% - 5%	%
<u>Executive Allocations</u> – Negotiating workers' compensation, healthcare and employee benefits, compliance with employment regulations and changes audit responsibilities. Managing legal and human resources staff functions.	2% - 5%	%
<u>Pension / 401K Retirement Plan</u> – Cost of plan document, administration, annual reports, investments, employer matching contributions, ongoing IRS qualifications.	2% - 5%	%

SUBTOTAL OF VARIABLE COSTS _____ %

ESTIMATED COST OF PAYROLL _____ %