



Muhlenkamp & Company, Inc.

## Employment Costs (W-2: Married Filing Jointly; No Dependents)

<b>Employee's Deductions</b>	<b>January 1996</b>	<b>January 2006</b>	<b>January 2019</b>
Gross Wage <sup>1</sup>	\$36,000	\$40,000	\$48,000
FICA	2,754	3,060	3,672
• Social Security (6.2%)			
• Medicare (1.45%)			
Federal Withholding	3,626	2,714	2,834
PA State Withholding	1,008	1,228	1,474
PA State Unemployment Insurance (PASUI)	11	36	29
Occupational Tax	10	10	N/A
Local Services Tax	N/A	N/A	52
Local Earned Income Tax	360	400	480
<b>Employee's Take-Home Pay</b>	<b>\$28,231</b>	<b>\$32,552</b>	<b>\$39,459</b>
<b>Employer's Costs</b>			
Gross Wage	\$36,000	\$40,000	\$48,000
FICA	2,754	3,060	3,672
• Social Security (6.2%)			
• Medicare (1.45%)			
Health Insurance	4,207	13,765	19,819
PA State Unemployment Insurance (PASUI)	167	267	772
Federal Unemployment Tax (FUTA)			420
<b>Employee's Cost to Company</b>	<b>\$43,128</b>	<b>\$57,092</b>	<b>\$72,683</b>
Pension/Profit Sharing Contribution <sup>2</sup>	9,000	10,000	12,000
<b>Employee's Cost to Company</b>	<b>\$52,128</b>	<b>\$67,092</b>	<b>\$84,683</b>
<b>Ratio of Employee's Cost to Company to Employee's Take Home Pay</b>			
<b>Pre-Profit-Sharing Contribution</b>	<b>1.53</b>	<b>1.75</b>	<b>1.84</b>
<b>Post Profit-Sharing Contribution</b>	<b>1.85</b>	<b>2.06</b>	<b>2.15</b>

<sup>1</sup> Based on the U.S. median income.

<sup>2</sup> Based on maximum allowable by law: 25% of gross wages.