

## Qualified Small Employer Health Reimbursement Arrangement

Assumptions	Employee Income Tax Rate	10%
	Target Annual "Salary"	\$ 40,000.00
	Employer Share of FICA Taxes	7.65%
	Employee Share of FICA Taxes	7.65%
	QSEHRA Benefit Offered	
	Single*	\$ 5,300.00
	Family*	\$ 10,700.00

Employee		All Taxable	w/QSEHRA (Single)	w/QSEHRA (Family)
	W2 Taxable Income (Gross Wages)	\$ 40,000.00	\$ 34,700.00	\$ 29,300.00
	Employee Federal Income Tax	\$ 4,000.00	\$ 3,470.00	\$ 2,930.00
	Employee FICA Taxes Owed	\$ 3,060.00	\$ 2,654.55	\$ 2,241.45
	After Tax Net Income	\$ 32,940.00	\$ 28,575.45	\$ 24,128.55
	QSEHRA Benefit	\$ -	\$ 5,300.00	\$ 10,700.00
	<b>Total Compensation (after Federal tax)</b>	<b>\$ 32,940.00</b>	<b>\$ 33,875.45</b>	<b>\$ 34,828.55</b>
	<b>Employee Tax Savings</b>		<b>\$ 935.45</b>	<b>\$ 1,888.55</b>

Employer		All Taxable	w/QSEHRA (Single)	w/QSEHRA (Family)
	W2 Taxable Income (Gross Wages)	\$ 40,000.00	\$ 34,700.00	\$ 29,300.00
	Employer FICA Taxes Owed	\$ 3,060.00	\$ 2,654.55	\$ 2,241.45
	Healthcare Reimbursement (Tax Free)	\$ -	\$ 5,300.00	\$ 10,700.00
	<b>Total Cost</b>	<b>\$ 43,060.00</b>	<b>\$ 42,654.55</b>	<b>\$ 42,241.45</b>
	<b>Employer Tax Savings</b>		<b>\$ 405.45</b>	<b>\$ 818.55</b>

\*- 2021 QSEHRA limit is \$5,300/\$10,700 (Single/Family)