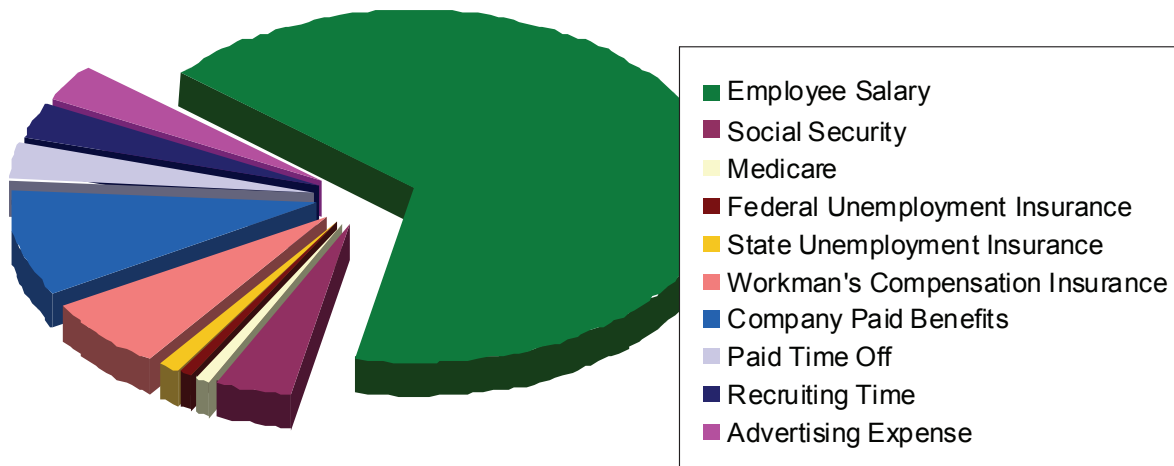


# Hidden Costs in the Employment of Permanent Personnel



**For every \$100 paid in salary, consider the following additional costs, based on industry averages.**

	Employee Cost	% Added to Salary	Included in TSSI rates
Employee Salary	\$100.00	0 %	Yes
<b>Added Costs: *</b>			
Social Security**	\$ 6.20	6.20%	Yes
Medicare**	\$ 1.45	1.45%	Yes
Federal Unemployment Insurance**	\$ 0.80	0.80%	Yes
State Unemployment Insurance**	\$ 1.50	1.50%	Yes
Workman's Compensation Insurance**	\$10.00	10.00%	Yes
Company Paid Benefits (401K, Insurance, etc.)**	\$14.40	14.40%	None
Paid Time Off (Vacation, Sick, Holiday)	\$ 5.00	5.00%	None
Recruiting Time	\$ 5.00	5.00%	Yes
Advertising Expense	\$ 5.00	5.00%	Yes
<b>Actual Total</b>	<b>\$149.35</b>	<b>49.35%</b>	

\*Mandated FICA, Unemployment, Worker's Compensation

Source: American Staffing Association & U.S. Chamber of Commerce

\*\*These are average percentages, each employee, position and company will have variances

**The Savings are Real!**

Total Staffing Solutions charges only for the actual time worked. We pay the temporary worker and assume full responsibility for all payroll taxes, social security, workers' compensation and unemployment insurance.