

Best Innovative Underwriting Services, Inc.

LABOR BURDEN ANALYSIS FORM / WORKSHEET					
DATE:	0-Jan-00	EMPLOYEE:	Example		
			POSITION:	Underwriter	
	Hrs per wk	Wks in oper.	No. Hours	Hourly Rate	
1. Annual Gross Pay:	40	52	2080	\$31.25	\$65,000.00
2. Annual Incentive/Bonus					
3. Other Compensation (SEP/401)					\$4,500.00
	Less: Section 125 adjustment (for pre-tax calculations)				\$0.00
4. TOTAL ANNUAL PAY: (Add Lines 1 thru 3)					\$69,500.00
Factor:	Limit:	Rate:	BURDEN UPLIFT:		
a) FICA		7.50%	FICA: Per statement.		\$5,212.50
b) FUTA	7000	0.80%	SDI: Per EDD contribution.		\$56.00
c) SUI	7000	3.20%	Preferred Employers Insurance Company		\$224.00
d) Medicare		1.45%			\$1,007.75
e) Worker's Comp		1.36%			\$945.20
f) SDI	46327	0.90%			\$416.94
g) ETT	7000	0.10%			\$7.00
5. TOTAL	(ADD LINES A THRU F)				\$7,869.39
6. Health Insurance (Monthly Pmts)		\$371.36	x 12 Mo		\$4,456.32
7. Dental Insurance (Monthly Pmts)		\$17.00	x 12 Mo		\$204.00
8. Other	LIFE INS.	\$100.00	x 12 Mo		\$1,200.00
9. Other	Disability	\$25.00	x 12 Mo		\$300.00
10. TOTAL ANNUAL COMPANY COST (add lines 6-9)					\$14,029.71
	Hrs per wk	Wks in oper.		No. Hours	
11. Regular Hours	40	52		2080	
12. Less : Vacation Pay	1.538461538	52		-80	
13. Less: Holiday Pay	1.538461538	52		-80	
14. Less: Sick Time	0.769230769	52		-40	
15. Less: Break Time	2.5	47		-118	
16. Less: Wasted Hours	8.3	47		-390	
17. Less: Standby	10	47		-470	
18. TOTAL ANNUAL PRODUCTIVE HOURS (sum 11 thru 17)				902	
TOTAL EMPLOYEE COST					\$83,529.71
	EFFECTIVE HOURLY RATE				\$92.61
	EFFECTIVE OVERTIME RATE (does not include ins.)				\$52.18
EMPLOYEE LABOR BURDEN %					196.34%

Vacation Pay: fomula for determining the amount of lost productivity because of paid vacation time. (# of days * 8 hour work day) divided by # of weeks in operation. = (5*8)/D30

Regular associates and full time employees will be paid for the following holidays:
 New Year's Day
 Memorial Day
 Independence Day
 Labor Day
 Thanksgiving Day
 Christmas Day
 Floating Day
 Floating Day

Holiday Pay: fomula for determining the amount of lost productivity because of paid holidays. (# of days * 8 hour work day) divided by # of weeks in operation. = (7*8)/D31

Assumption: Two paid breaks totalling 15 minutes per day (8 hours each day)
 Five day work week