

The Financial Advantages of Cetec Automation

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FACTS ON FINANCING CETEC AUTOMATION SYSTEMS

We at Cetec, like you, are vitally interested in GROWTH - growth of the broadcasting industry and, in particular, growth of your station's sales and profits.

As an owner or general manager, you are not always expected to know, in detail, the constantly changing Federal Income Tax Rules and Regulations. As you rely on your engineer for technical advice on matters relating to your station you also rely on your accountant for his advice and analysis of cash flow, tax and financial statement matters.

Certain tax regulations are available to benefit you as a buyer of capital equipment. It occurred to me that writing down these "financial facts" could assist you in your decision making process and save you what I call "opportunity dollars", which are nothing more than discounts on the sale price, with the discount being generated from the place we enjoy taking it the most - Federal and State Income Taxes.

The following analysis clearly shows that proper use of tax laws used to maximum advantage can reduce the net cost (out of pocket dollars) of the purchase of broadcast automation equipment down to the cost of a part time employee or weekend person which results in more profits to you and your station, and at the same time, lets you enjoy all the benefits of automation as well as securing an equity in capital equipment.

In the financial analysis, certain terms have been used which may or may not be familiar to you. For your convenience brief descriptions of these terms are written on the following page.

In preparation of the analysis, certain assumptions as to pre-tax profit and state income tax rate for corporations were made. Your set of circumstances may vary as to profit and as to individual state tax laws and rates, therefore included is a worksheet for you to apply your individual automation system cost, pre-tax profit and unique state tax laws so the net cost can be calculated closer to actual for your station than the attached example.

If you would like to discuss further aspects of financing your new system, either through your local bank or our leasing agent, please contact your Cetec District Manager, or myself.

Thank you for your time and consideration.

Sincerely,



Andrew R. McClure
Sales Manager
Cetec Broadcast Group

TAX AND ACCOUNTING TERMS AND CONCEPTS

(Applicable to Sole Proprietorships, Partnerships and Corporations)

I. DEPRECIATION

- A. When you buy major tangible equipment for use in your business, you may not deduct its entire cost in the year of its purchase, but you can deduct a reasonable allowance for depreciation each year. This depreciation enables you to recover the cost of the equipment over its estimated useful life. One method of depreciation may be used for one particular asset and a different method may be used for another asset.
- B. Following is a listing and explanation of the most widely used methods of depreciation:
1. Straight-Line Depreciation - The "Straight-line" method of computing depreciation, which is the most common in use, assumes that the depreciation is uniform during the useful life of the asset. Depreciable cost is defined as "cost less its estimated salvage value".
Example: Asset cost: \$10,000, with a useful life of 5 years (no salvage value). Annual depreciation is \$2,000 ($\$10,000 \div 5$ years).
The rate of 20% ($100\% \div 5$ years).
 - a. Disregarding Salvage Value Up to 10% (Straight-Line Method) The tax law allows you to disregard up to 10% of cost in setting salvage value for depreciation purposes. For example, if a machine costs \$10,000 with a 5-year life and has a salvage value of \$1,500, you can disregard \$1,000 ($10\% \times \$10,000$) of the salvage, and figure depreciation on \$9,500. This break applies only to tangible business property which has a useful life of at least 3 years.
 2. There are also accelerated methods of depreciation, which give larger deductions in the earlier years than straight-line depreciation. The most common fast write-off method is the 200% (or double) declining-balance (DDB) method. This can be used for any tangible depreciable machinery and equipment if: a) it has a useful life of at least 3 years, and b) you acquire it new.
 - a) 200% (Double) Declining-Balance Depreciation (DDB) - Under this method the rate used is twice the straight-line rate, and is applied each year to your undepreciated cost. Unlike the straight-line method, salvage value is not subtracted at the outset.
Example: Cost: \$10,000, with a useful life of 5 years. The double declining rate is 40% - that is, twice the straight-line rate ($100\% \div 5$ year life). So, for the first full year, depreciation is \$4,000 ($\$10,000 \times 40\%$); for the second year, depreciation is \$2,400 ($\$6,000$ undepreciated cost $\times 40\%$), and so on.
 - b) 150% Declining-Balance Depreciation - Property which was used when you purchased it does not qualify for the 200% declining-balance method. You do not need to use the straight-line method. You can write it off under this limited (150%) declining-balance method if you wish.

II. ADDITIONAL FIRST-YEAR 20% DEPRECIATION BONUS

In addition to regular depreciation (straight-line or accelerated) you may elect to deduct an initial allowance in the year you acquire tangible business property, either new or used. It must have, when acquired, a useful life of at least 6 years. The "bonus" depreciation is computed on "cost" without reduction for salvage value. The remaining cost, after reduction for "bonus depreciation and salvage value", may be depreciated under the straight-line or declining-balance method of depreciation you choose as described above. The allowance is 20% of up to \$10,000 of total combined cost of equipment or a maximum of \$2,000 in any one year.

III. FEDERAL INVESTMENT TAX CREDIT

Broadly speaking, the investment tax credit gives business a tax reduction (a dollar-for-dollar reduction of tax dollars payable) equal to 10% of the "qualified investment" in new, and, to a limited extent, used depreciable property placed in service.

The amount of your investment credit is based on a "qualified investment" and this in turn is based on its useful life. Here are the rules which apply to both new and used property. To get the 10% tax cut on your entire investment, the property must have an expected useful life of 7 years or more. If its useful life is 5 to 7 years, the 10% credit is allowed on only two-thirds of the investment. If its useful life is 3 to 5 years, only one-third of your investment qualifies. But, if the useful life is less than 3 years, there is no federal investment tax credit available.

How does the investment credit tie in with depreciation? First, you must use the same useful life for purposes of investment credit that you do for figuring your depreciation deductions. Much more important, however, you do not reduce the asset's depreciable base by the amount of the investment credit taken. This is truly an incentive to buy capital equipment at the present time.

The maximum amount of investment tax credit allowed is up to, but not more than your Federal Income Tax liability. Furthermore, if your tax bill exceeds \$25,000, then the credit limit is \$25,000 plus 1/2 of the excess. As to used equipment, there is a \$100,000 limit on the cost of used equipment you can take into account in figuring your investment credit for any one year. If the total cost is more than \$100,000 you may select the assets you want to use for credit purposes. But to maximize your credit, you will want to choose the longer-lived equipment.

An important point to remember, is that any investment tax credit which cannot be used currently, because of a loss year, is not wasted. It can be carried back to your 3 prior year's tax returns for immediate refund of taxes paid and/or carried forward over the next 7 years until it is all used.

RADIO STATION KXXX

FINANCIAL ANALYSIS FOR THE PURCHASE OF CETEC AUTOMATION

SYSTEM PRICE: \$40,000

Assume borrowing from local bank at 13% simple interest and paying the Principal loan over 60 months of \$666.66 each.

TOTAL CASH OUTLAY: (Including Interest)

1st Year - Average Outstanding Loan Balance -	\$36,000	x 13%	= Interest of	\$4,680
2nd Year - " " " "	28,000	x 13%	= " "	3,640
3rd Year - " " " "	20,000	x 13%	= " "	2,600
4th Year - " " " "	12,000	x 13%	= " "	1,560
5th Year - " " " "	4,000	x 13%	= " "	<u>520</u>
			Interest	\$13,000
			Principal	<u>40,000</u>
			Total Cash Outlay	\$53,000

DEPRECIATION: Assume Double (200%) Declining Balance Method (DDB) with the equipment given a 7-year life. (7-year life required if full Investment Tax Credit is taken.)

		<u>Undepreciated Cost</u>
1st Year - Maximum 1st Year Depreciation Bonus	\$ 2,000	<u>\$38,000</u>
1st Year - Depreciation (DDB at 28.57%)	<u>10,857</u>	27,143
Total 1st Year Depreciation	<u>12,857</u>	
2nd Year - Depreciation (DDB at 28.57%)	7,755	19,388
3rd Year - " "	5,539	13,849
4th Year - " "	3,957	9,892
5th Year - " "	2,826	7,066
6th Year - " "	2,019	5,047
7th Year - " "	5,047	-

FEDERAL & STATE INCOME TAXES PAYABLE: Assuming \$25,000 pre-tax profit.

	<u>FEDERAL</u>	<u>STATE</u>
Prior to any equipment purchase consideration:		
Pre-Tax Profit	<u>\$25,000</u>	<u>\$25,000</u>
Tax Payable	20%: <u>\$ 5,000</u>	Assume 5%: <u>\$ 1,250</u>

Assume Purchase of Cetec Automation - 1st Year:

Pre-Tax Profit	\$25,000	\$25,000
Less: Interest Expense (from preceeding page)	(4,680)	(4,680)
Less: Depreciation (from preceeding page)	<u>(12,857)</u>	<u>(12,857)</u>
Adjusted Pre-Tax Profit	<u>\$ 7,463</u>	<u>\$ 7,463</u>
Tax Payable	20% \$ 1,493	Assume 5%: \$ 373
Less: 10% Investment Tax Credit	<u>(4,000)</u>	
Total Federal & State Taxes Payable	<u>\$ -0-</u>	<u>\$ 373</u>
Total Tax Savings	<u>\$ 5,000</u>	<u>\$ 877</u>

CASH FLOW: First Year

Principal Payments to Bank - 12 x \$666.66	\$ 8,000
Interest on Loan (from preceeding page)	<u>4,680</u>
	12,680
Less: 1st Year Tax Savings	(5,877)
Refund of prior years taxes due to carryback of unused Investment Tax Credit	<u>(2,507)</u>
Total Net Cash Outlay for the 1st Year for the Cetec Automation System	<u>\$4,296</u> - or \$358.00 per month or \$ 82.61 per week

RADIO STATION WXXX

FINANCIAL ANALYSIS FOR THE PURCHASE OF CETEC AUTOMATION

SYSTEM PRICE: \$40,000

Assume borrowing from local bank at 13% simple interest and paying the Principal loan over 60 months of \$666.66 each.

TOTAL CASH OUTLAY: (Including Interest)

1st Year - Average Outstanding Loan Balance - \$36,000 x 13% = Interest of	\$4,680
2nd Year - " " " " 28,000 X 13% = "	3,640
3rd Year - " " " " 20,000 x 13% = "	2,600
4th Year - " " " " 12,000 X 13% = "	1,560
5th Year - " " " " 4,000 x 13% = "	<u>520</u>
	Interest \$13,000
	Principal <u>40,000</u>
	Total Cash Outlay \$53,000

DEPRECIATION: Assume Double (200%) Declining Balance Method (DDB) with the equipment given a 7-year life. (7-year life required if full Investment Tax Credit is taken.)

		<u>Undepreciated Cost</u>
1st Year - Maximum 1st Year Depreciation Bonus	\$ 2,000	<u>\$38,000</u>
1st Year - Depreciation (DDB at 28.57%)	<u>10,857</u>	27,143
Total 1st Year Depreciation	<u>12,857</u>	
2nd Year - Depreciation (DDB at 28.57%)	7,755	19,388
3rd Year - " "	5,539	13,849
4th Year - " "	3,957	9,892
5th Year - " "	2,826	7,066
6th Year - " "	2,019	5,047
7th Year - " "	5,047	-

FEDERAL & STATE INCOME TAXES PAYABLE: Assuming \$100,000 pre-tax profit.

	<u>FEDERAL</u>	<u>STATE</u>
Prior to any equipment purchase consideration:		
Pre-Tax Profit	<u>\$100,000</u>	<u>\$100,000</u>
Tax Payable 20% on first \$25,000; 22% on next \$25,000; 48% on balance over \$50,000:	<u>\$ 34,500</u> Assume 5%	<u>\$ 5,000</u>
<u>Assume Purchase of Cetec Automation - 1st Year:</u>		
Pre-Tax Profit	\$100,000	\$100,000
Less: Interest Expense (from preceeding page)	(4,680)	(4,680)
Less: Depreciation (from preceeding page)	<u>(12,857)</u>	<u>(12,857)</u>
Adjusted Pre-Tax Profit	<u>\$ 82,463</u>	<u>\$ 82,463</u>
Tax Payable (See above for rates)	\$ 26,082 Assume 5%:	\$ 4,123
Less: 10% Investment Tax Credit	<u>(4,000)</u>	_____
Total Federal & State Taxes Payable	<u>\$ 22,082</u>	<u>\$ 4,123</u>
Total Tax Savings	<u>\$ 12,418</u>	<u>\$ 877</u>

CASH FLOW: First Year

Principal Payments to Bank - 12 x \$666.66	\$ 8,000
Interest on Loan (from preceeding page)	<u>4,680</u>
	12,680
Less: 1st Year Tax Savings	<u>(13,295)</u>
Total Net Cash Savings for the 1st Year for the Cetec Automation System	<u>\$ (615)*1</u>

*1 Due to the savings from the combination of 48% tax rate and the Investment Tax Credit, the first year creates a positive cash flow after all required payments to the bank are made.

YOUR RADIO STATION

FINANCIAL ANALYSIS FOR THE PURCHASE OF CETEC AUTOMATION

SYSTEM PRICE: (Per your proposal) \$ _____ (A)

Assume borrowing from local bank at 10% simple interest and paying the principal portion of the loan over 60 months with payments of \$ _____ (AA=A ÷ 60).

TOTAL CASH OUTLAY: (Including Interest)

1st Year - Average Outstanding Loan Balance (A x 90%)	\$ _____ x 10% = Interest of \$ _____ (Q)
2nd Year - " " " " (A x 70%)	_____ x 10% = " _____
3rd Year - " " " " (A x 50%)	_____ x 10% = " _____
4th Year - " " " " (A x 30%)	_____ x 10% = " _____
5th Year - " " " " (A x 10%)	_____ x 10% = " _____
	Total Interest _____
	Principal (A) _____
	Total Cash Outlay \$ _____

DEPRECIATION: Assume Double (200%) Declining Balance Method with the equipment given a 7-year life (7-year life required if full Investment Tax Credit is taken).

		<u>Undepreciated Cost</u>
1st Year - Maximum 1st Year Depreciation Bonus 20% x (A) (Maximum \$2,000)	\$ _____ (B)	\$ _____ (C=A-B)
1st Year - Depreciation (C) x 28.57%	_____ (D)	_____ (E=C-D)
Total 1st Year Depreciation	_____ (R=B+D)	
2nd Year - Depreciation (E) x 28.57%	_____ (F)	_____ (G=E-F)
3rd Year - Depreciation (G) x 28.57%	_____ (H)	_____ (I=G-H)
4th Year - Depreciation (I) x 28.57%	_____ (J)	_____ (K=I-J)
5th Year - Depreciation (K) x 28.57%	_____ (L)	_____ (M=K-L)
6th Year - Depreciation (M) x 28.57%	_____ (N)	_____ (O=M-N)
7th Year - Depreciation (O)	_____	

FEDERAL & STATE INCOME TAXES PAYABLE:

	<u>FEDERAL</u>	<u>STATE</u>
<u>Tax payable prior to any equipment purchase consideration:</u>		
Pre-Tax Profit (Your Best Estimate)	\$ _____ (P)	\$ _____ (P)
Tax Payable: Federal Rates: 20% on 1st \$25,000 22% on next \$25,000 48% on balance over \$50,000 = \$ _____ (Y)		
State Rates: Applicable in your state x (P)		\$ _____ (Z)
<u>Assume purchase of Cetec Automation - 1st Year:</u>		
Pre-Tax Profit (from above)	\$ _____ (P)	\$ _____ (P)
Less: Interest Expense (from preceding page)	_____ (Q)	_____ (Q)
Less: Depreciation (from preceding page)	_____ (R)	_____ (R)
Adjusted Pre-Tax Profit (P-Q-R)	\$ _____	\$ _____
Tax Payable (See above for rates)	\$ _____ (S)	\$ _____ (T)
Less: 10% Federal Investment Tax Credit (A - from preceding page - x 10%)	_____ (U)	_____ (Not applicable)
Total Federal & State Taxes Payable	\$ _____ (V=S-U)	\$ _____ (T)
Total Tax Savings \$ _____ (BB=W+X)	\$ _____ (W=Y-V)	\$ _____ (X=Z-T)
<u>CASH FLOW: First Year</u>		
Principal Payments to Bank (12 x AA - from preceding page -)		\$ _____
Add: Interest on Loan		_____ (Q)
	TOTAL	_____ (CC)
Less: 1st Year Tax Savings		_____ (BB)
Less: Refund of prior years taxes due to carryback of unused Investment Tax Credit (Only if (U) is greater than (S) enter the difference)		_____ (DD)
Net Cash Outlay or (Savings) for the 1st year for the Cetec Automation System (CC-BB-DD)=		\$ _____ (EE)
	MONTHLY (EE÷12)	\$ _____
	WEEKLY (EE÷52)	\$ _____

THE TRUE COST (SAVINGS) OF AUTOMATION
COMPARED TO A MANUAL OPERATION

Regardless of the high interest rates and the high rate of inflation which is projected to continue for the next few years, automating your radio station continues to make sense as a very sound investment, as shown in the actual example of a small market radio station in California. The conclusions noted are shown without any consideration to income tax benefits received through ownership of automation equipment.

Assume:

- a) A Cetec Automation System with a list price of \$35,000.
- b) A 5-year lease rate of \$25.00/thousand/month.
- c) The station is on the air 18 hours per day with a manual staff and 24 hours per day with automation.
- d) No effect is given for probable increased revenue as a result of (c) above or the other benefits of Cetec Automation.
- e) Office, traffic, billing, sales and management staff would remain the same.
- f) Employee Benefits including Federal and State Payroll Taxes, Vacation and Holiday Pay, Sick Pay, and other benefits equal to 20% of gross wages.
- g) Annual raises to employees per NAB National Standards is equal to 9% per annum.

Program Staff for Manual Operation*

1 - Full-time DJ/Program Director	\$ 900
1 - Full-time Newsmen	800
2 - Full-time Announcers @\$750	1500
5 - Part-time Announcers - Total	900

Total Monthly Gross Payroll \$4100

Program Staff with Cetec Automation*

1 - Full-time DJ/PD/Annc'r	\$1000
1 - Full-time Newsmen/Annc'r	900
1 - Full-time Announcer	850
Part-time Operator/Tape Changer (min. wage)	200

Total Monthly Gross Payroll \$2950

Note: Higher wages paid full-time personnel with Cetec automation (\$100/month - full-time employee) enabling you to hire better quality talent.

* All examples are figured on a "per-month" basis.

Manual Operation (18-hour day)

	<u>1st Year Costs</u>
Program Staff Salaries	\$4100
Employee Benefits - 20%	820
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Total Monthly Cost	<u>\$4920</u>

	<u>2nd Year Costs</u>
Program Staff Salaries (including 9% raise)	\$4469
Employee Benefits - 20%	894
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Total Monthly Cost	<u>\$5363</u>

	<u>3rd Year Costs</u>
Program Staff Salaries (including 9% raise)	\$4871
Employee Benefits - 20%	974
	<hr/>
Total Monthly Cost	<u>\$5845</u>

Automated Operation (24-hour day)

Program Staff Salaries	\$2950
Employee Benefits - 20%	590
Cetec Automation Lease Pyts	<u>875</u>
	<hr/>
Total Monthly Cost	4415
Monthly Savings with Automation	<u>505</u>
	<u>\$4920</u>
1st Year Annual Savings \$505 x 12 months =	<u>\$6060</u>

Program Staff Salaries (including 9% raise)	\$3216
Employee Benefits - 20%	643
Cetec Automation Lease Pyts	<u>875</u>
	<hr/>
Total Monthly Cost	4734
Monthly Savings with Automation	<u>629</u>
	<u>\$5363</u>
2nd Year Annual Savings \$629 x 12 months =	<u>\$7548</u>
Cumulative Savings to Date	<u>\$13608</u>

Program Staff Salaries (including 9% raise)	\$3505
Employee Benefits - 20%	701
Cetec Automation Lease Pyts	<u>875</u>
	<hr/>
Total Monthly Cost	5081
Monthly Savings with Automation	<u>764</u>
	<u>\$5845</u>
3rd Year Annual Savings \$764 x 12 months =	<u>\$9168</u>
Cumulative Savings to Date	<u>\$22776</u>

4th Year Costs

Program Staff Salaries (including 9% raise)	\$5309
Employee Benefits - 20%	1062
	<hr/>
Total Monthly Cost	<u>\$6371</u>

Program Staff Salaries (including 9% raise)	\$3820
Employee Benefits - 20%	764
Cetec Automation Lease Pyts	875

Total Monthly Cost	<u>\$5459</u>
Monthly Savings with Automation	912
	<u>\$6371</u>

4th Year Annual Savings \$912 x 12 months =	<u>\$10944</u>
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Cumulative Savings to Date	<u>\$33720</u>
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5th Year Costs

Program Staff Salaries (including 9% raise)	\$5787
Employee Benefits - 20%	1157
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Total Monthly Cost	<u>\$6944</u>

Program Staff Salaries (including 9% raise)	\$4164
Employee Benefits - 20%	833
Cetec Automation Lease Pyts	875

Total Monthly Cost	\$5872
Monthly Savings with Automation	1072
	<u>\$6944</u>

5th Year Annual Savings \$1072 x 12 months =	<u>\$12864</u>
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Cumulative Savings to Date	<u>\$46584</u>
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Conclusion:

- Assuming no increase in sales, you fixed your overhead which is very important in times of inflation.
- You were able to give immediate \$100/month raises to your full-time staff or were enabled to hire top-quality talent.
- You paid for a system (\$35,000) over five years including interest, all out of cash flow.
- You saved \$46,584 in cash over and above the system payments.
- You increased your operation and salable time from 18 hours/day to 24 hours/day.

YOUR RADIO STATION

Program Staff for Manual Operation

Program Staff with Cetec Automation

Total Monthly Gross Payroll _____

Total Monthly Gross Payroll _____

Manual Operation (___ Hours/day)

Automated Operation (___ hours/day)

1st Year

Program Staff Salaries _____

Program Staff Salaries _____

Employee Benefits - ___% _____

Employee Benefits - ___% _____

Cetec Automation Payments _____

Total Monthly Cost _____

Total Monthly Cost _____

Monthly Savings with Automation _____

1st Year Annual Savings
_____ x 12 months = _____

2nd Year

Program Staff Salaries _____

Program Staff Salaries _____

Employee Benefits - ___% _____

Employee Benefits - ___% _____

Cetec Automation Payments _____

Total Monthly Cost _____

Total Monthly Cost _____

Monthly Savings with Automation _____

2nd Year Annual Savings
_____ x 12 months = _____

Cumulative Savings to Date _____

YOUR RADIO STATION

3rd Year

Program Staff Salaries _____

Employee Benefits - ___% _____

Total Monthly Cost _____

Program Staff Salaries _____

Employee Benefits - ___% _____

Cetec Automation Payments _____

Total Monthly Cost _____

Monthly Savings with Automation _____

3rd Year Annual Savings
_____ x 12 months = _____

Cumulative Savings to Date _____

4th Year

Program Staff Salaries _____

Employee Benefits - ___% _____

Total Monthly Cost _____

Program Staff Salaries _____

Employee Benefits - ___% _____

Cetec Automation Payments _____

Total Monthly Cost _____

Monthly Savings with Automation _____

4th Year Annual Savings
_____ x 12 months = _____

Cumulative Savings to Date _____

5th Year

Program Staff Salaries _____

Employee Benefits - ___% _____

Total Monthly Cost _____

Program Staff Salaries _____

Employee Benefits - ___% _____

Cetec Automation Payments _____

Total Monthly Cost _____

Monthly Savings with Automation _____

5th Year Annual Savings
_____ x 12 months = _____

Cumulative Savings to Date _____

TOTAL EMPLOYEE COST

<u>Expense Description</u>	\$ 150.00 (650.00)	\$ 200.00 (866.00)	\$ 250.00 (1082.50)	\$ 300.00 (1300.00)	\$ 350.00 (1515.00)
Bases Wages per Week (per Month)					
FICA Taxes (@6.13%)	9.20	12.26	15.33	18.39	21.46
*Federal & State Unemployment Taxes	4.95	6.60	8.25	9.90	11.55
*Workmen's Compensation	.94	1.25	1.56	1.88	2.19
Vacation Pay (2 weeks per year)	5.78	7.69	9.63	11.52	13.44
Holiday Pay (7 days per year)	4.05	5.38	6.75	8.07	9.42
Group Hospital Insurance (Employee Only)	6.33	6.33	6.33	6.33	6.33
Group Life Insurance (Employee Only)	1.31	1.74	2.18	2.61	3.05
Sick Pay (5 days per year)	2.89	3.85	4.83	5.76	6.72
Miscellaneous Employee Benefits (Coffee, phone, bonuses, etc.)	<u>3.50</u>	<u>3.50</u>	<u>3.50</u>	<u>3.50</u>	<u>3.50</u>
Total Cost to Employer per Week	<u>\$ 188.95</u>	<u>\$ 248.60</u>	<u>\$ 308.36</u>	<u>\$ 367.96</u>	<u>\$ 427.66</u>
Total Cost to Employer per Month	<u>\$ 818.77</u>	<u>\$1077.25</u>	<u>\$1336.21</u>	<u>\$1594.48</u>	<u>\$1853.17</u>

*National Average



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