

PRE-TAX SALARY TAX ADVANTAGES SMARTBENEFITS® PARKING

Assumptions: Employee pays 28% in federal income tax.
Employee pays 6% in state income tax.

EXAMPLE: If an employer provides SmartBenefits® Parking to an employee at \$110 per month* (\$1,320 per year) through *pre-tax salary deduction*, this is the cost to the employee. (22 work days @\$5.00 per day for Metro-operated Parking Facility = \$110 per month.)

Employee Costs	Private Employer
Cost of SmartBenefits® Parking	\$1,320.00
Federal Income Tax Saved	(\$ 369.60)
Employee FICA 7.65% Saved	(\$ 100.98)
State Income Tax Saved	(\$ 79.20)
Total Cost to Employee	\$ 770.22

This is the cost **SAVINGS** to the employer:

Employer Costs	Private Employer
Base Amount Paid to METRO for SmartBenefits® Parking	(\$1,320.00)
Money Deducted From Employee Salary to Pay for SmartBenefits® Parking	\$1,320.00
Actual Cost to Employer	\$ 000.00
Employer FICA 7.65% Saved	\$ 100.98
Employer Unemployment Tax Saved**	\$ 79.20
Net Savings to Employer Compared to Cash Salary Payment	\$ 180.18

*IRS limit on qualified parking is \$255.00 per month.

**Federal Unemployment Tax payable on first \$7,000 of each employee's salary per year.