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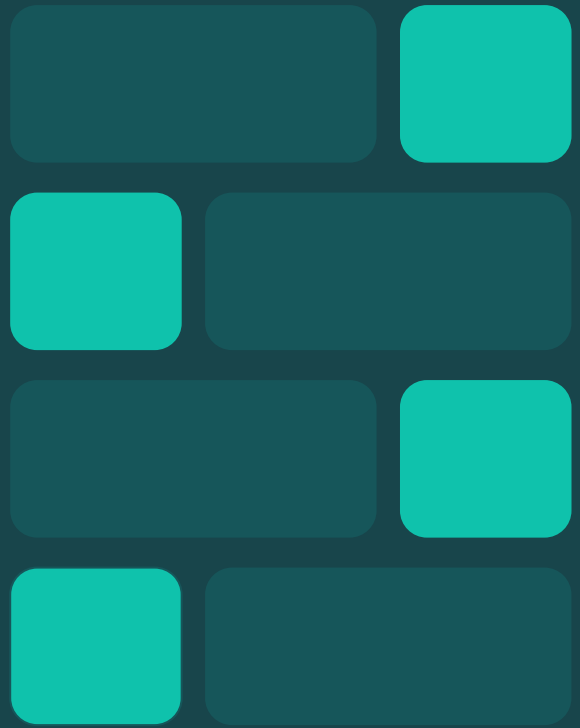
Master Wage Income Modeling with Holistiplan

Tools that make modeling wage income in Holistiplan easier than ever

Presented by Aaron Graham, CFP®, EA



⏳ Today's Agenda

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Modeling Wages In Holistiplan:

Topic #1 How Wages Show Up on Return

Topic #2 Wages Worksheet Tools

Topic #3 What the W-2 and Paystub Show Us

Topic #4 Modeling Changes

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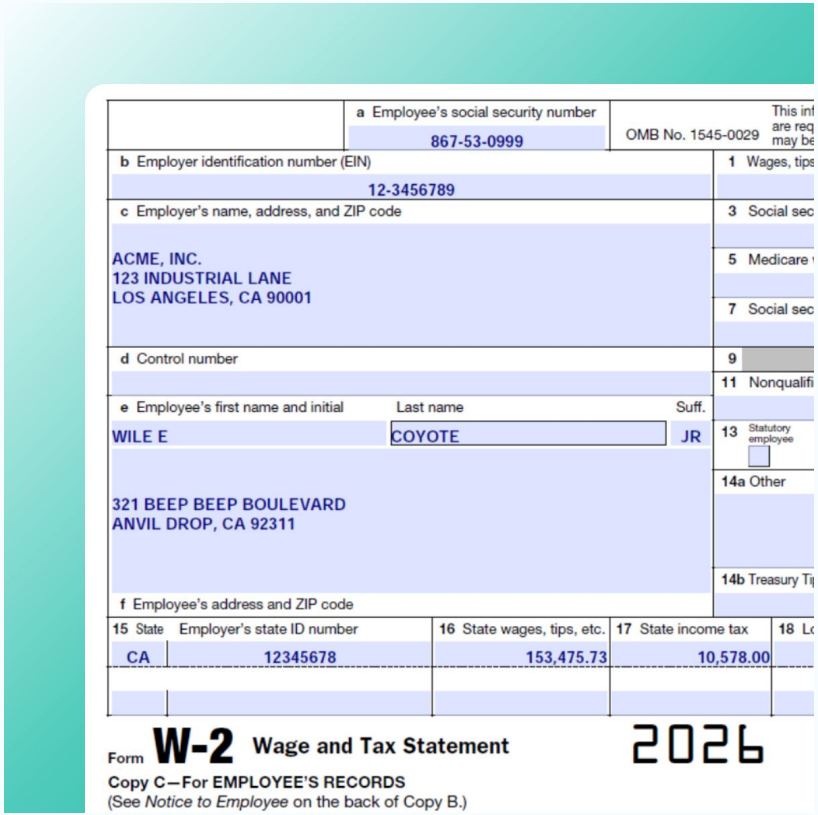
How Wages Show Up on Return



a Employee's social security number: 867-53-0999

OMB No. 1545-0029

b Employer identification number (EIN): 12-3456789

c Employer's name, address, and ZIP code:

ACME, INC.
123 INDUSTRIAL LANE
LOS ANGELES, CA 90001

d Control number

e Employee's first name and initial: WILE E

Last name: COYOTE

Suff.: JR

321 BEEP BEEP BOULEVARD
ANVIL DROP, CA 92311

f Employee's address and ZIP code

15 State	Employer's state ID number	16 State wages, tips, etc.	17 State income tax
CA	12345678	153,475.73	10,578.00

1 Wages, tips

3 Social sec

5 Medicare

7 Social sec

9

11 Nonqualifi

13 Statutory employee

14a Other

14b Treasury Ti

18 Lo

Form **W-2** Wage and Tax Statement 2026

Copy C—For EMPLOYEE'S RECORDS
(See *Notice to Employee* on the back of Copy B.)

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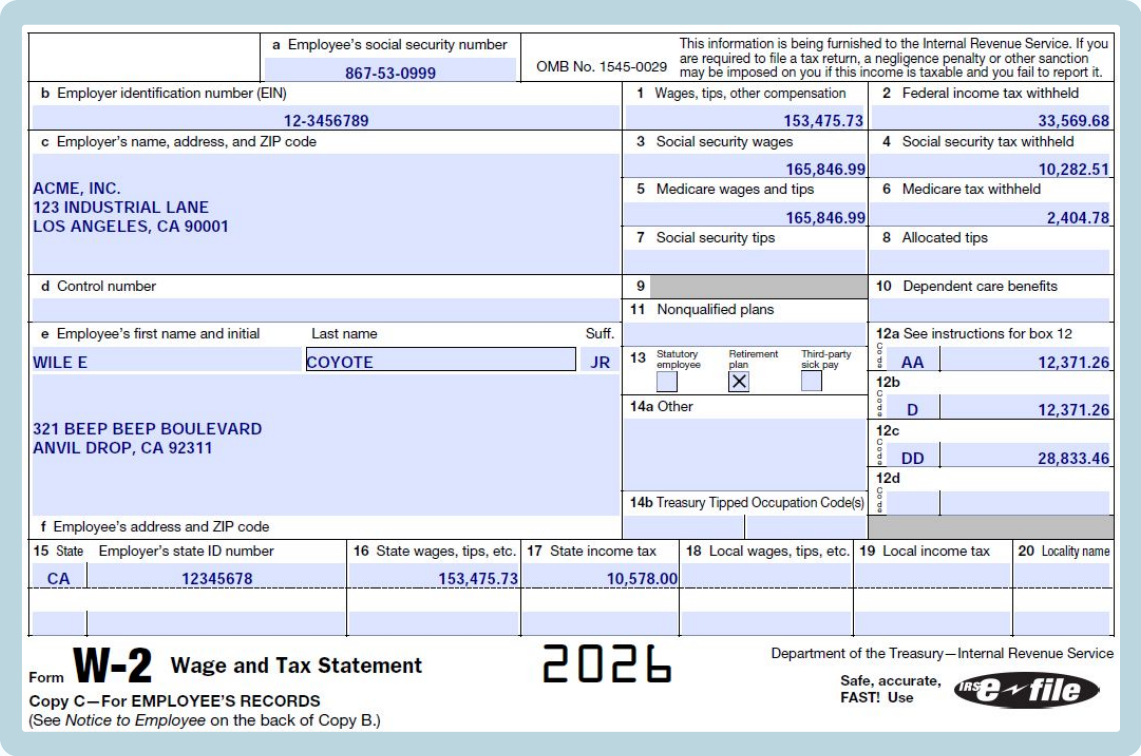
The W-2

Key Wage Input Reference



a Employee's social security number: 867-53-0999

OMB No. 1545-0029

This information is being furnished to the Internal Revenue Service. If you are required to file a tax return, a negligence penalty or other sanction may be imposed on you if this income is taxable and you fail to report it.

b Employer identification number (EIN): 12-3456789

c Employer's name, address, and ZIP code:
ACME, INC.
123 INDUSTRIAL LANE
LOS ANGELES, CA 90001

d Control number:

e Employee's first name and initial: WILE E
Last name: COYOTE
Suff.: JR

321 BEEP BEEP BOULEVARD
ANVIL DROP, CA 92311

f Employee's address and ZIP code

1 Wages, tips, other compensation	153,475.73
2 Federal income tax withheld	33,569.68
3 Social security wages	165,846.99
4 Social security tax withheld	10,282.51
5 Medicare wages and tips	165,846.99
6 Medicare tax withheld	2,404.78
7 Social security tips	
8 Allocated tips	
9	
10 Dependent care benefits	
11 Nonqualified plans	
12a See instructions for box 12	Code AA 12,371.26
13 Statutory employee: ☐ Retirement plan: ☒ Third-party sick pay: ☐	12b Code D 12,371.26
14a Other	12c Code DD 28,833.46
	12d Code
14b Treasury Tipped Occupation Code(s)	

15 State	Employer's state ID number	16 State wages, tips, etc.	17 State income tax	18 Local wages, tips, etc.	19 Local income tax	20 Locality name
CA	12345678	153,475.73	10,578.00			

Form **W-2** Wage and Tax Statement 2026

Department of the Treasury—Internal Revenue Service

Copy C—For EMPLOYEE'S RECORDS
(See *Notice to Employee* on the back of Copy B.)

Safe, accurate, FAST! Use IRS e-file

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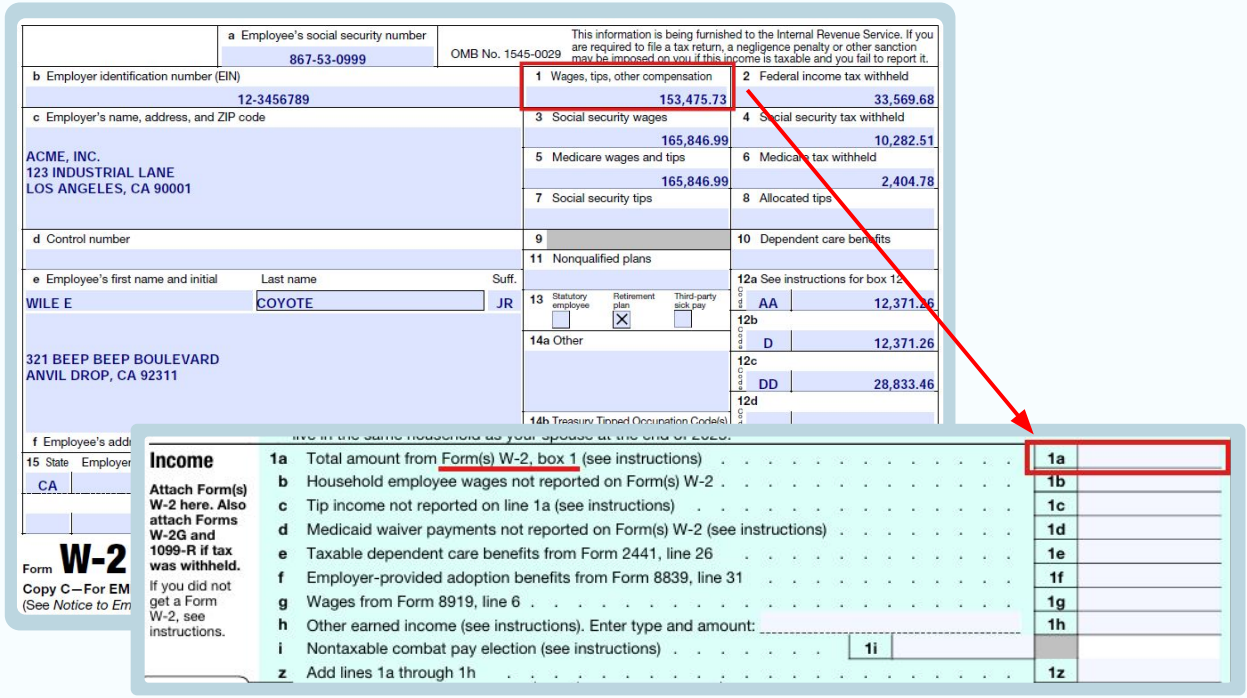
Taxable Income

$165,847
Medicare Wages

-$12,371
Pre-Tax 401(k)

$153,476
= Taxable Wages
W-2 Form Calculation



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ACME, INC.
123 INDUSTRIAL LANE
LOS ANGELES, CA 90001

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5 Medicare wages and tips: 165,846.99
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9
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11 Nonqualified plans

e Employee's first name and initial: WILE E
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13 Statutory employee ☐ Retirement plan ☒ Third-party sick pay ☐
12a See instructions for box 12: AA 12,371.26
14a Other
12b: D 12,371.26
12c: DD 28,833.46
12d
14b Treasury Tipped Occupation Code(s)

321 BEEP BEEP BOULEVARD
ANVIL DROP, CA 92311

f Employee's addr

15 State: CA
Employer

Form W-2
Copy C—For EM
(See *Notice to Em*

Income

Attach Form(s) W-2 here. Also attach Forms W-2G and 1099-R if tax was withheld.

If you did not get a Form W-2, see instructions.

1a	Total amount from Form(s) W-2, box 1 (see instructions)		1a
b	Household employee wages not reported on Form(s) W-2		1b
c	Tip income not reported on line 1a (see instructions)		1c
d	Medicaid waiver payments not reported on Form(s) W-2 (see instructions)		1d
e	Taxable dependent care benefits from Form 2441, line 26		1e
f	Employer-provided adoption benefits from Form 8839, line 31		1f
g	Wages from Form 8919, line 6		1g
h	Other earned income (see instructions). Enter type and amount:		1h
i	Nontaxable combat pay election (see instructions)	1i	
z	Add lines 1a through 1h		1z

Medicare Wages

$153,476
Taxable Wages

+$12,371
Pre-Tax 401(k)

$165,847
= Medicare Wages

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			12c DD 28,833.46
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15 State	Employer's state ID number	16 State wages, tips, etc.	17 State income tax	18 Local wages, tips, etc.	19 Local income tax	20 Locality name
CA	12345678	153,475.73	10,578.00			

Form **W-2** Wage and Tax Statement — 2026 — Department of the Treasury—Internal Revenue Service

Copy C—For EMPLOYEE'S RECORDS
(See *Notice to Employee* on the back of Copy B.)

Safe, accurate, FAST! Use IRS e-file

Instructions for Employee

(See also *Notice to Employee* on the back of Copy B.)

Box 1. Enter this amount on the wages line of your tax return unless those instructions direct you to report it elsewhere.

Box 2. Enter this amount on the federal income tax withheld line of your tax return.

Box 5. You may be required to report this amount on Form 8959. See the Form 1040 instructions to determine if you are required to complete Form 8959.

Box 6. This amount includes the 1.45% Medicare tax withheld on all Medicare wages and tips shown in box 5, as well as the 0.9% Additional Medicare Tax on any of those Medicare wages and tips above $200,000.

Box 8. This amount is **not** included in box 1, 3, 5, or 7. For information on how to report tips on your tax return, see the Form 1040 instructions.

You must file Form 4137 with your income tax return to report at least the allocated tip amount unless you can prove with adequate records that you received a smaller amount. If you have records that show the actual amount of tips you received, report that amount even if it is more or less than the allocated tips. Use Form 4137 to figure the social security and Medicare tax owed on tips you didn't report to your employer. Enter this amount on the wages line of your tax return. By filing Form 4137, your social security tips will be credited to your social security record (used to figure your benefits).

Box 10. This amount includes the total dependent care benefits that your employer paid to you or incurred on your behalf (including amounts from a section 125 (cafeteria) plan). Any amount over your employer's plan limit is also included in box 1. See Form 2441.

Box 11. This amount is (a) reported in box 1 if it is a distribution made to you from a nonqualified deferred compensation or nongovernmental section 457(b) plan, or (b) included in box 3 and/or box 5 if it is a prior year deferral under a nonqualified or section 457(b) plan that became taxable for social security and Medicare taxes this year because there is no longer a substantial risk of forfeiture of your right to the deferred amount. This box shouldn't be used if you had a deferral and a distribution in the same calendar year. If you made a deferral and received a distribution in the same calendar year, and you are or will be age 62 by the end of the calendar year, your employer should file Form SSA-131, Employer Report of Special Wage Payments, with the Social Security Administration and give you a copy.

Box 12. The following list explains the codes shown in box 12. You may need this information to complete your tax return. Elective deferrals (codes D, E, F, and S) and designated Roth contributions (codes AA, BB, and EE) under all plans are generally limited to a total of $24,500 (generally, $17,000 for SIMPLE plans; $27,500 for section 403(b) plans if you qualify for the 15-year rule explained in Pub. 571). Deferrals under code G are limited to $24,500. Deferrals under code H are limited to $7,000.

However, if you were at least age 50 in 2026, your employer may have allowed an additional elective deferral or designated Roth contribution (catch-up contribution) to your plan. For information about the limits on these catch-up contributions, including the higher limit if you were age 60 through 63 as of December 31, 2026, see Pub. 525. Contact your plan administrator for more information. Amounts in excess of the overall elective deferral limit must be included in income. See the Form 1040 instructions.

Note: If a year follows code D through H, S, Y, AA, BB, or EE, you made a make-up pension contribution for a prior year(s) when you were in military service. To figure whether you made excess deferrals, consider these amounts for the year shown, not the current year. If no year is shown, the contributions are for the current year.

A—Uncollected social security or RRTA tax on tips. Include this tax on Form 1040 or 1040-SR. See the Form 1040 instructions.

B—Uncollected Medicare tax on tips. Include this tax on Form 1040 or 1040-SR. See the Form 1040 instructions.

C—Taxable cost of group-term life insurance over $50,000 (included in boxes 1, 3 (up to the social security wage base), and 5).

D—Elective deferrals to a section 401(k) cash or deferred arrangement. Also includes deferrals under a SIMPLE retirement account that is part of a section 401(k) arrangement.

E—Elective deferrals under a section 403(b) salary reduction agreement.

F—Elective deferrals under a section 408(k)(6) salary reduction SEP. (This includes elective deferrals made to a Roth SEP IRA.)

G—Elective deferrals and employer contributions (including nonelective deferrals) to a section 457(b) deferred compensation plan.

H—Elective deferrals to a section 501(c)(18)(D) tax-exempt organization plan. See the Form 1040 instructions for how to deduct.

J—Nontaxable sick pay (information only, not included in box 1, 3, or 5).

K—20% excise tax on excess golden parachute payments. See the Form 1040 instructions.

L—Substantiated employee business expense reimbursements (nontaxable).

(continued on back of Copy 2)

Instructions for Employee *(continued from back of Copy C)*

Box 12 *(continued)*

M—Uncollected social security or RRTA tax on taxable cost of group-term life insurance over $50,000 (former employees only). See the Form 1040 instructions.

N—Uncollected Medicare tax on taxable cost of group-term life insurance over $50,000 (former employees only). See the Form 1040 instructions.

P—Excludable moving expense reimbursements paid directly to a member of the U.S. Armed Forces or intelligence community (not included in box 1, 3, or 5).

Q—Nontaxable combat pay. See the Form 1040 instructions for details on reporting this amount.

R—Employer contributions to your Archer MSA. Report on Form 8853.

S—Employee salary reduction contributions under a section 408(p) SIMPLE plan. (This includes salary reduction contributions made to a Roth SIMPLE IRA.)

T—Adoption benefits (not included in box 1). Complete Form 8839 to figure any taxable and nontaxable amounts.

V—Income from exercise of nonstatutory stock option(s) (included in boxes 1, 3 (up to the social security wage base), and 5). See Pub. 525 for reporting requirements.

W—Employer contributions (including amounts the employee elected to contribute using a section 125 (cafeteria) plan) to your health savings account. Report on Form 8889.

Y—Deferrals under a section 409A nonqualified deferred compensation plan.

Z—Income under a nonqualified deferred compensation plan that fails to satisfy section 409A. This amount is also included in box 1. It is subject to an additional 20% tax plus interest. See the Form 1040 instructions.

AA—Designated Roth contributions under a section 401(k) plan.

BB—Designated Roth contributions under a section 403(b) plan.

DD—Cost of employer-sponsored health coverage. **The amount reported with code DD is not taxable.**

EE—Designated Roth contributions under a governmental section 457(b) plan. This amount does not apply to contributions under a tax-exempt organization section 457(b) plan.

FF—Permitted benefits under a qualified small employer health reimbursement arrangement.

GG—Income from qualified equity grants under section 83(i).

HH—Aggregate deferrals under section 83(i) elections as of the close of the calendar year.

II—Medicaid waiver payments excluded from gross income under Notice 2014-7.

TA—Employer contributions under a section 128 Trump account contribution program paid to a Trump account of an employee or a dependent of an employee.

TP—Total amount of cash tips reported to the employer. "Cash tips" includes tips received in cash, charged, or under a tip-sharing arrangement. Use this amount when determining the qualified tip deduction in Part II of Schedule 1-A (Form 1040).

TT—Total amount of qualified overtime compensation. Use this amount when determining the qualified overtime compensation deduction in Part III of Schedule 1-A (Form 1040).

Box 13. If the "Retirement plan" box is checked, special limits may apply to the amount of traditional IRA contributions you may deduct. See Pub. 590-A.

Box 14a. Employers may use this box to report information such as state disability insurance taxes withheld, union dues, uniform payments, health insurance premiums deducted, nontaxable income, educational assistance payments, or a member of the clergy's parsonage allowance and utilities. Railroad employers use this box to report railroad retirement (RRTA) compensation, Tier 1 tax, Tier 2 tax, Medicare tax, and Additional Medicare Tax. Include tips reported by the employee to the employer in railroad retirement (RRTA) compensation.

Box 14b. Employers use this box to report up to two Treasury Tipped Occupation Code(s) for your tipped occupation(s). Use this code(s) and the amount of tips reported in box 12 (code TP) when determining the qualified tip deduction in Part II of Schedule 1-A (Form 1040). If the occupation code 000 is used, **and no other code is included in box 14b**, your cash tips are not qualified tips; do not use the amount reported in box 12 (code TP) for the deduction for qualified tips.

Note: Keep **Copy C** of Form W-2 for at least 3 years after the due date for filing your income tax return. However, to help **protect your social security benefits**, keep Copy C until you begin receiving social security benefits, just in case there is a question about your work record and/or earnings in a particular year.

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	Subject to the Following Tax:			
Item Description	**Income**	**Social Security***	**Medicare**	**AMT**
Wages (Salary, Tips, Commisions)	Yes	Yes	Yes	No
Pre-Tax 401(k)/403(b)/457 Salary Deferrals	No	Yes	Yes	No
Roth 401(k)/403(b)/457 Salary Deferrals	Yes	Yes	Yes	No
Employer-Paid Adoption Benefits	No	Yes	Yes	No
§125 Cafeteria Plans (e.g. health insurance, HSA, FSA, etc.)	No	No	No	No
Restricted Stock Units (RSUs) upon grant	No	No	No	No
Restricted Stock Units (RSUs) upon vesting	Yes	Yes	Yes	No
Bargain Element on Excercise of ISOs	No	No	No	Yes
Disqualified Disposition of ISOs	Yes	No	No	No
Bargain Element on Exercise of NSOs	Yes	Yes	Yes	No
Taxable Cost of Group Life Insurance up to $50,000	No	No	No	No
Taxable Cost of Group Life Insurance > $50,000	Yes	Yes	Yes	No

* Social Security taxes are due only on income as noted above, up to the Social Security Wage Base (as updated in IRS Publication 15)

help.holistiplan.com/how-do-i-enter-information-from-a-w-2

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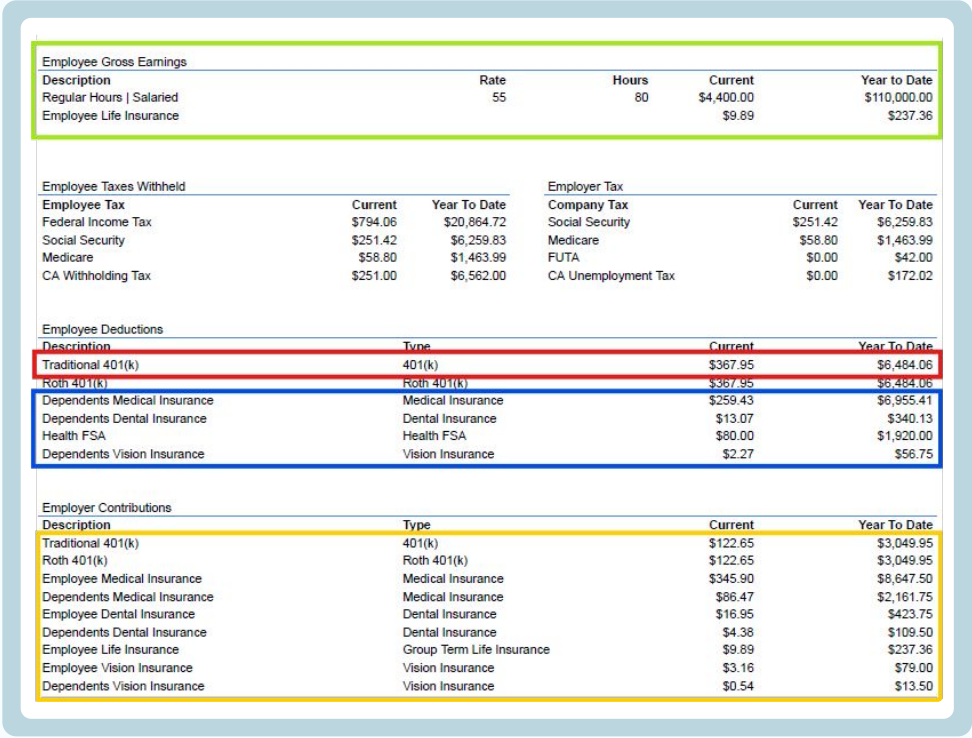
Earnings Statement



Employee Gross Earnings

Description	Rate	Hours	Current	Year to Date
Regular Hours | Salaried	55	80	$4,400.00	$110,000.00
Employee Life Insurance			$9.89	$237.36

Employee Taxes Withheld

Employee Tax	Current	Year To Date
Federal Income Tax	$794.06	$20,864.72
Social Security	$251.42	$6,259.83
Medicare	$58.80	$1,463.99
CA Withholding Tax	$251.00	$6,562.00

Employer Tax

Company Tax	Current	Year To Date
Social Security	$251.42	$6,259.83
Medicare	$58.80	$1,463.99
FUTA	$0.00	$42.00
CA Unemployment Tax	$0.00	$172.02

Employee Deductions

Description	Type	Current	Year To Date
Traditional 401(k)	401(k)	$367.95	$6,484.06
Roth 401(k)	Roth 401(k)	$367.95	$6,484.06
Dependents Medical Insurance	Medical Insurance	$259.43	$6,955.41
Dependents Dental Insurance	Dental Insurance	$13.07	$340.13
Health FSA	Health FSA	$80.00	$1,920.00
Dependents Vision Insurance	Vision Insurance	$2.27	$56.75

Employer Contributions

Description	Type	Current	Year To Date
Traditional 401(k)	401(k)	$122.65	$3,049.95
Roth 401(k)	Roth 401(k)	$122.65	$3,049.95
Employee Medical Insurance	Medical Insurance	$345.90	$8,647.50
Dependents Medical Insurance	Medical Insurance	$86.47	$2,161.75
Employee Dental Insurance	Dental Insurance	$16.95	$423.75
Dependents Dental Insurance	Dental Insurance	$4.38	$109.50
Employee Life Insurance	Group Term Life Insurance	$9.89	$237.36
Employee Vision Insurance	Vision Insurance	$3.16	$79.00
Dependents Vision Insurance	Vision Insurance	$0.54	$13.50

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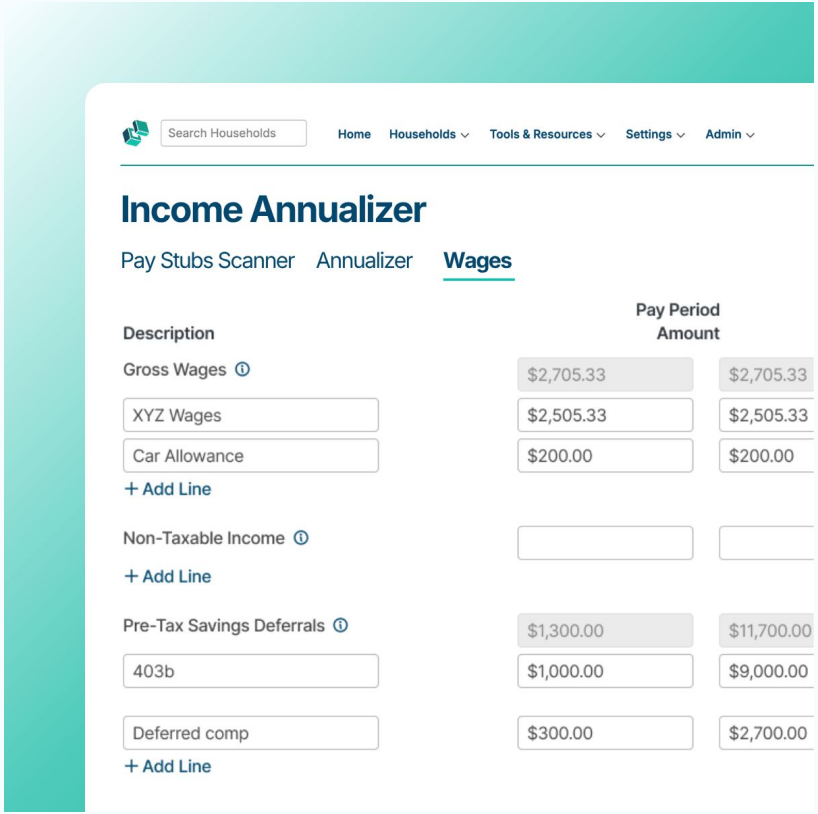
Wages Worksheet Tools



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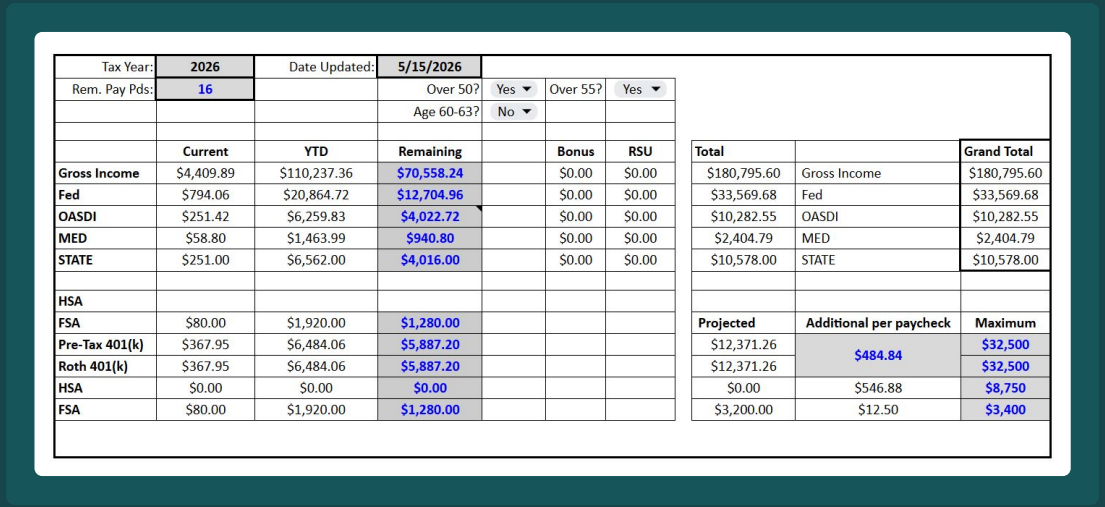
The Old Way

Annualize income with manual spreadsheets and calculations



Tax Year:	2026	Date Updated:	5/15/2026						
Rem. Pay Pds:	16		Over 50?	Yes	Over 55?	Yes			
			Age 60-63?	No					
	Current	YTD	Remaining		Bonus	RSU	Total		Grand Total
Gross Income	$4,409.89	$110,237.36	$70,558.24		$0.00	$0.00	$180,795.60	Gross Income	$180,795.60
Fed	$794.06	$20,864.72	$12,704.96		$0.00	$0.00	$33,569.68	Fed	$33,569.68
OASDI	$251.42	$6,259.83	$4,022.72		$0.00	$0.00	$10,282.55	OASDI	$10,282.55
MED	$58.80	$1,463.99	$940.80		$0.00	$0.00	$2,404.79	MED	$2,404.79
STATE	$251.00	$6,562.00	$4,016.00		$0.00	$0.00	$10,578.00	STATE	$10,578.00
HSA									
FSA	$80.00	$1,920.00	$1,280.00				Projected	Additional per paycheck	Maximum
Pre-Tax 401(k)	$367.95	$6,484.06	$5,887.20				$12,371.26	$484.84	$32,500
Roth 401(k)	$367.95	$6,484.06	$5,887.20				$12,371.26		$32,500
HSA	$0.00	$0.00	$0.00				$0.00	$546.88	$8,750
FSA	$80.00	$1,920.00	$1,280.00				$3,200.00	$12.50	$3,400

THE OLD WAY

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Spreadsheet time!

- Request and (hopefully 🙏) receive client's paystub
- Determine how often they're paid
- Figure out how many pay periods are left
- Add in the current pay period numbers
- Add in the year-to-date numbers
- Extrapolate the numbers to annual amounts
- Account for any plan limits/maximums
- Enter those annual figures in Holistiplan



The real cost isn't the spreadsheet, it's the time getting ready plan instead of planning.

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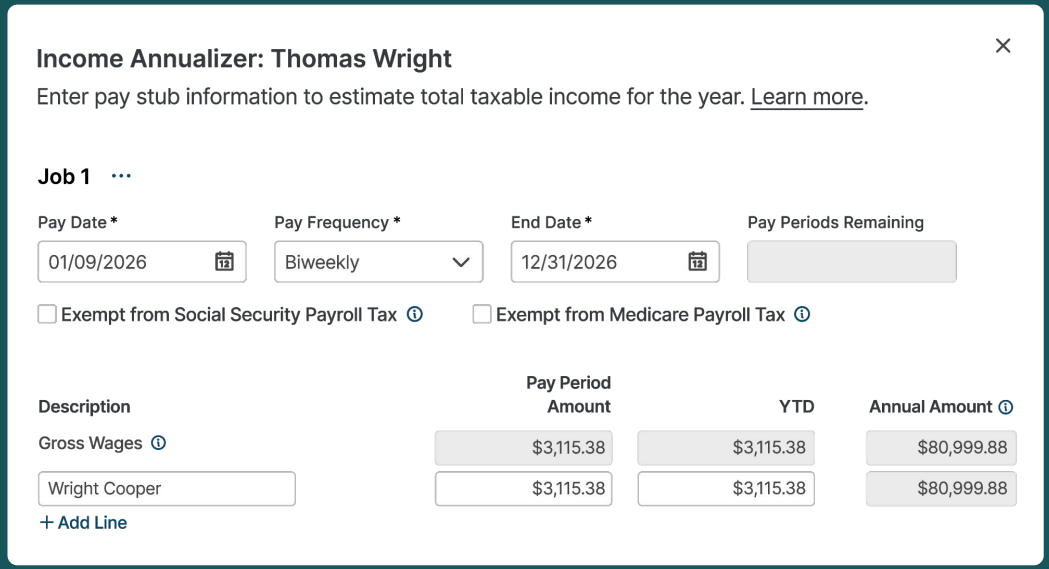
A Better Way

Simplify income annualization with Holistiplan's Income Annualizer



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A BETTER WAY

Enter the Income Annualizer

- Request and (hopefully 🙏) receive client's paystub
- Determine how often they're paid
- ~~Figure out how many pay periods are left~~
- Add in the current pay period numbers
- Add in the year-to-date numbers
- ~~Extrapolate the numbers to annual amounts~~
- Account for any plan limits/maximums
- Enter those annual figures in Holistiplan



We're already spending less time mathin' and more time planning! 💪

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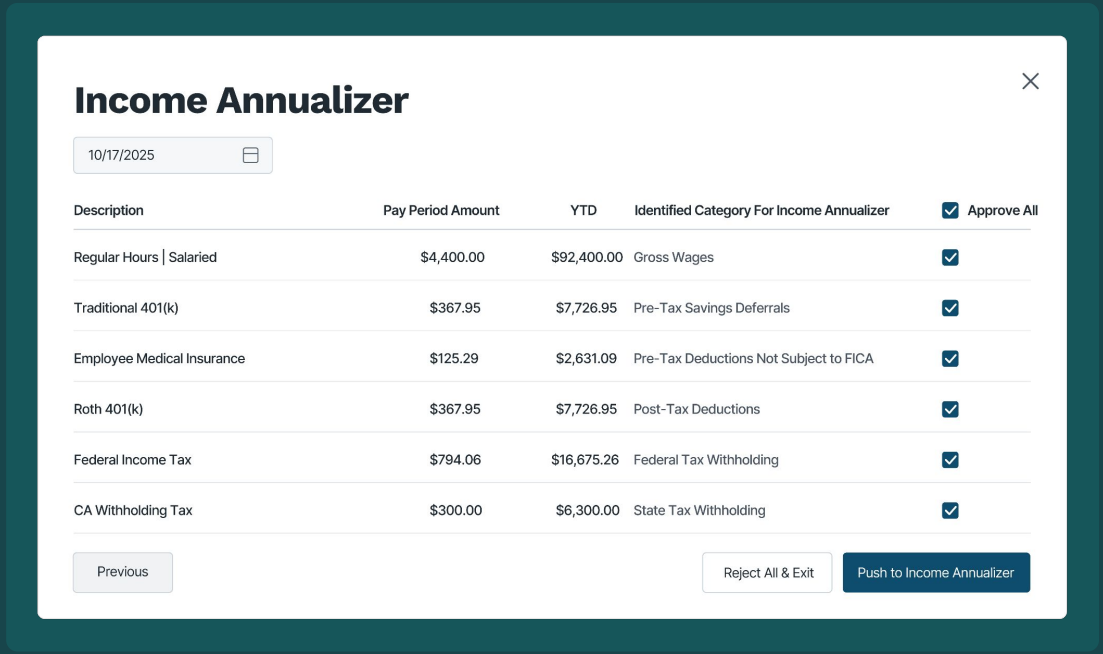
The New Way

Automatically extract pay stub data and get to planning even faster.



holistiplan

THE NEW WAY

The Force: The Paystub Scanner



- Request and (hopefully 🙏) receive client's paystub
- ~~Determine how often they're paid~~
- ~~Figure out how many pay periods are left~~
- ~~Add in the current pay period numbers~~
- ~~Add in the year-to-date numbers~~
- ~~Extrapolate the numbers to annual amounts~~

Scan it!

- ~~Enter those annual figures in Holistiplan~~ review information and confirm it's correct!
- Account for any plan limits/maximums

The income is annualized in seconds, and you can get to planning even faster! 🏃

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Now, Let's Put It to Work!

Annualized income to model tax planning strategies.



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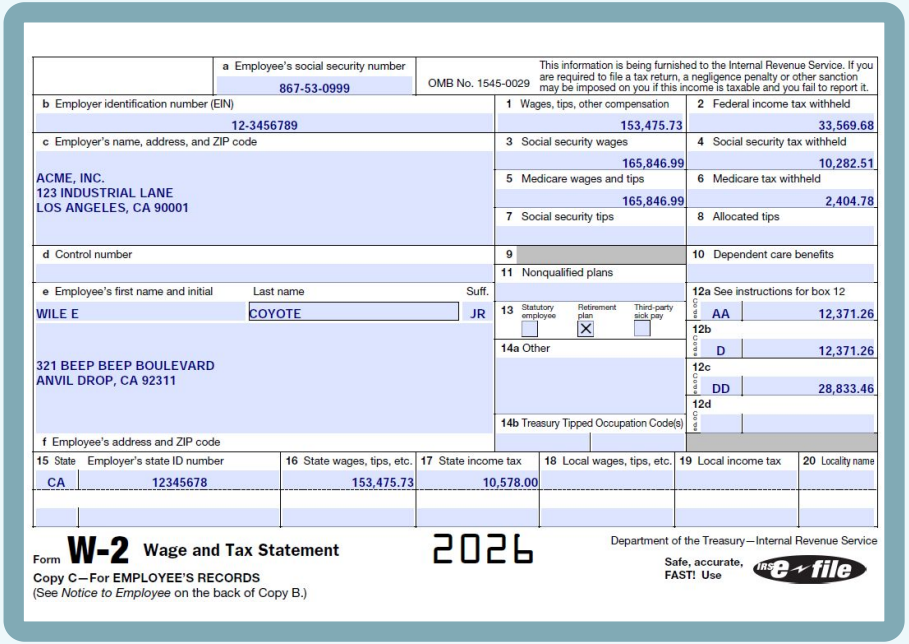
What the W-2 and Paystub Show Us

- **Do all the W-2 Box 1s match 1040 Line 1a?**
  If not, we're missing some W-2s.
- **What withholding has been done, and was it enough, too much?**
- **Are Social Security Wages and Medicare Wages different?** If so, they had earnings over the Social Security Wage Base, and if multiple jobs, probably excess Social Security tax was withheld.



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5 Medicare wages and tips: 165,846.99
6 Medicare tax withheld: 2,404.78
7 Social security tips:
8 Allocated tips:

d Control number:
9:
10 Dependent care benefits:
11 Nonqualified plans:

e Employee's first name and initial: WILE E
Last name: COYOTE
Suff.: JR

13 Statutory employee: ☐ Retirement plan: ☒ Third-party sick pay: ☐

321 BEEP BEEP BOULEVARD
ANVIL DROP, CA 92311

14a Other:
14b Treasury Tipped Occupation Code(s):

f Employee's address and ZIP code:

12a See instructions for box 12
Code: AA — 12,371.26
12b
Code: D — 12,371.26
12c
Code: DD — 28,833.46
12d
Code:

15 State	Employer's state ID number	16 State wages, tips, etc.	17 State income tax	18 Local wages, tips, etc.	19 Local income tax	20 Locality name
CA	12345678	153,475.73	10,578.00			

Form **W-2** Wage and Tax Statement
2026
Department of the Treasury—Internal Revenue Service
Copy C—For EMPLOYEE'S RECORDS
(See *Notice to Employee* on the back of Copy B.)
Safe, accurate, FAST! Use IRS e-file

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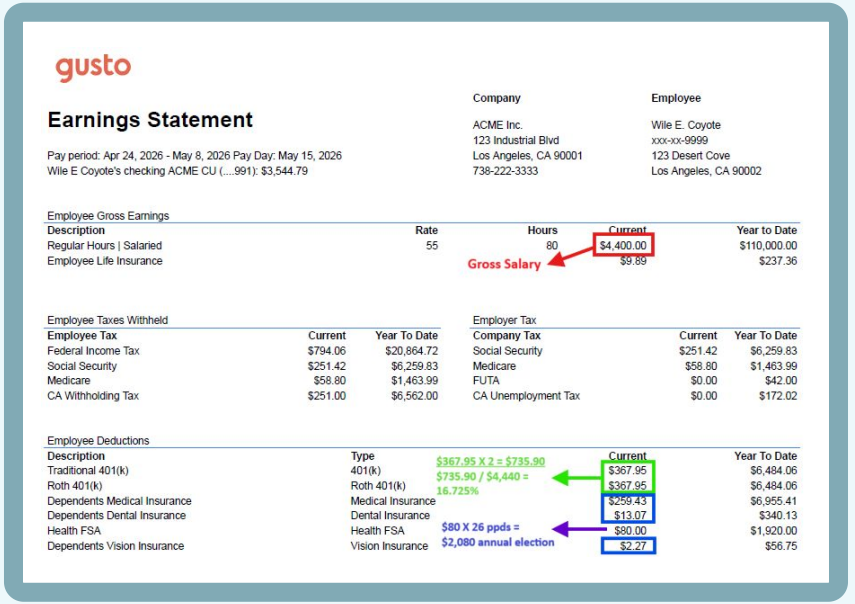
What the W-2 and Paystub Show Us

- What health insurance plan are they on?
- Are they contributing to a Flex Spending Account (FSA)?
- Are they maxing out their 401(k)? Pre-Tax or Roth?

	Standard Plan	Savings Plan
Employee	$97.68	$9.70
Employee/spouse	$223.38	$77.40
Employee/children	$143.86	$20.48
Full Family	$259.43	$113.00



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Earnings Statement

Pay period: Apr 24, 2026 - May 8, 2026 Pay Day: May 15, 2026
Wile E Coyote's checking ACME CU (....991): $3,544.79

Company	Employee
ACME Inc.	Wile E. Coyote
123 Industrial Blvd	xxx-xx-9999
Los Angeles, CA 90001	123 Desert Cove
738-222-3333	Los Angeles, CA 90002

Employee Gross Earnings

Description	Rate	Hours	Current	Year to Date
Regular Hours | Salaried	55	80	$4,400.00	$110,000.00
Employee Life Insurance			$9.89	$237.36

Gross Salary

Employee Taxes Withheld

Employee Tax	Current	Year To Date
Federal Income Tax	$794.06	$20,864.72
Social Security	$251.42	$6,259.83
Medicare	$58.80	$1,463.99
CA Withholding Tax	$251.00	$6,562.00

Employer Tax

Company Tax	Current	Year To Date
Social Security	$251.42	$6,259.83
Medicare	$58.80	$1,463.99
FUTA	$0.00	$42.00
CA Unemployment Tax	$0.00	$172.02

Employee Deductions

Description	Type		Current	Year To Date
Traditional 401(k)	401(k)	$367.95 X 2 = $735.90	$367.95	$6,484.06
Roth 401(k)	Roth 401(k)	$735.90 / $4,440 = 16.725%	$367.95	$6,484.06
Dependents Medical Insurance	Medical Insurance		$259.43	$6,955.41
Dependents Dental Insurance	Dental Insurance		$13.07	$340.13
Health FSA	Health FSA	$80 X 26 ppds =	$80.00	$1,920.00
Dependents Vision Insurance	Vision Insurance	$2,080 annual election	$2.27	$56.75

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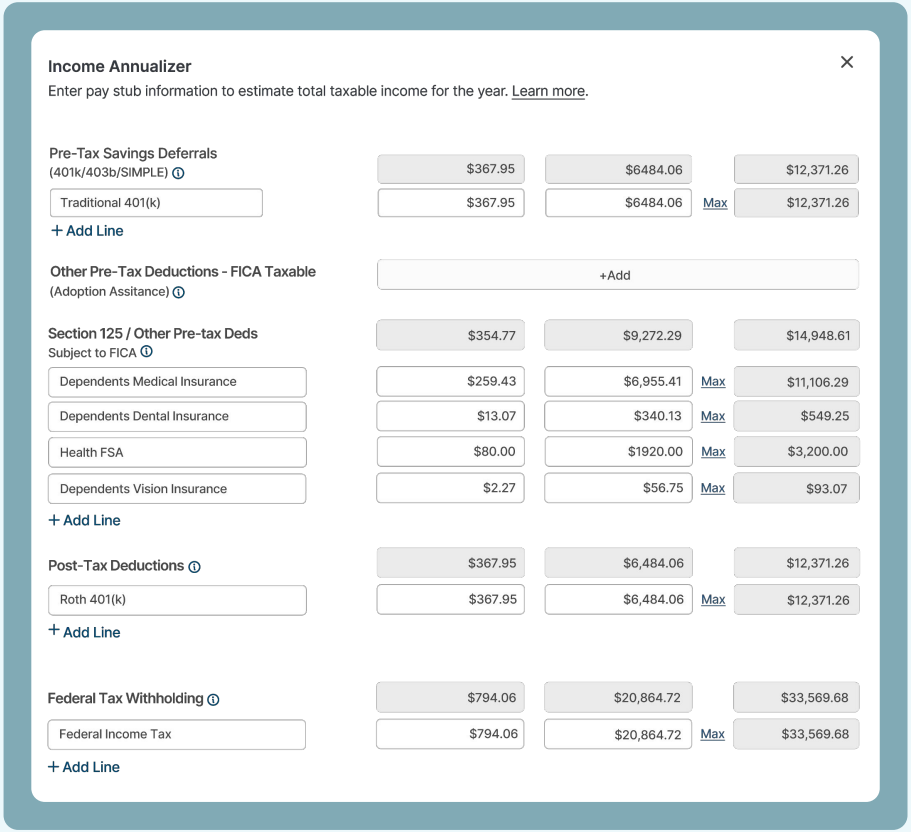
PUT IT TO WORK

Modeling Changes



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Thank you for joining!

Aaron Graham, CFP®, EA
www.holistiplan.com

