

C-SUITE EXECUTIVE PAYROLL & BENEFITS CALCULATOR

Executive Contract Compensation Model & Cost of Employment Worksheet

1. Executive & Contract Information

EXECUTIVE NAME

EXECUTIVE TITLE (E.G., CEO, CFO, COO)

CONTRACT EFFECTIVE DATE

PAYROLL FREQUENCY

2. Cash Compensation

COMPONENT	FREQUENCY / BASIS	AMOUNT / VALUE
Annual Base Salary	Annualized	\$ <input type="text"/>
Signing Bonus	One-time	\$ <input type="text"/>
Short-Term Incentive (STI) / Annual Target Bonus	<input type="text"/> %	\$ <input type="text"/>
Total Cash Compensation Opportunity	Annualized Target	\$ <input type="text"/>

3. Equity & Long-Term Incentives (LTI)

LTI INSTRUMENT	VESTING PERIOD / SCHEDULE	ANNUAL TARGET VALUE / GRANT DATE FAIR VALUE
Stock Options	<input type="text"/>	\$ <input type="text"/>
Restricted Stock Units (RSUs)	<input type="text"/>	\$ <input type="text"/>
Performance Share Units (PSUs)	<input type="text"/>	\$ <input type="text"/>
Total LTI Annual Value	Target Grant Value	\$ <input type="text"/>

4. Executive Benefits & Perquisites

BENEFIT COMPONENT	DESCRIPTION / TERMS	EMPLOYER COST (ANNUAL)
Deferred Compensation Match	<input type="text"/>	\$ <input type="text"/>
Executive Health & Wellness Plan	<input type="text"/>	\$ <input type="text"/>
Car Allowance / Transportation Service	<input type="text"/>	\$ <input type="text"/>
Housing / Relocation Allowance	<input type="text"/>	\$ <input type="text"/>
Club Memberships / Professional Fees	<input type="text"/>	\$ <input type="text"/>
Supplemental Life & Disability Insurance	<input type="text"/>	\$ <input type="text"/>
Total Annual Benefits & Perquisites Cost	Employer Cost	\$ <input type="text"/>

5. Estimated Taxes & Payroll Deductions

DEDUCTION DESCRIPTION	TYPE (PRE-TAX / POST-TAX)	AMOUNT (PER PAY PERIOD)
Federal Income Tax Withholding	Post-Tax	\$ <input type="text"/>
State / Local Income Tax Withholding	Post-Tax	\$ <input type="text"/>
FICA (Social Security & Medicare)	Post-Tax	\$ <input type="text"/>
401(k) / Retirement Contribution	Pre-Tax	\$ <input type="text"/>
Other Voluntary Deductions	<input type="text"/>	\$ <input type="text"/>
Total Deductions per Pay Period	Estimated Total	\$ <input type="text"/>

6. Total Cost of Employment (TCOE) Summary

SUMMARY ELEMENT	CALCULATION METHOD	ANNUAL TOTAL COST
Total Cash Compensation	Base Salary + STI Target + Signing	\$ <input type="text"/>
Total Equity Compensation (LTI)	Target LTI Fair Value	\$ <input type="text"/>

SUMMARY ELEMENT	CALCULATION METHOD	ANNUAL TOTAL COST
Total Benefits & Perquisites Cost	Employer Funded Portion	\$ <input type="text"/>
Employer Payroll Taxes & Assessments	FICA (ER share), FUTA, SUTA, etc.	\$ <input type="text"/>
Total Cost of Employment (TCOE)	Sum of All Employer Obligations	\$ <input type="text"/>