

Intro to IronGate and our services.

Wellness and supplemental benefit solutions benefit both employers and employees. On average, employers see a net FICA tax savings of \$1,119 per W2 employee per year, while employees gain access to additional pre-tax wellness benefits that supplement their existing health coverage. All at no out-of-pocket expense to either party.

How Do the Savings Work?

The net savings for the employer stem from contributing less to FICA taxes due to the gross income of employees being a lesser amount than prior to implementing the program. Your FICA rate of 7.65% remains the same, but is now on a lesser gross income, thus creating a delta in tax savings for you as the employer / contributor. The net tax savings, on average, are \$1,119 per W2 per year depending on plan chosen for you.

Reducing Employee Turnover

Every employer struggles with reducing their employee turnover. Implementing benefits at no out-of-pocket expenses to your employees is a great solution for employee retention. Oftentimes, it's not financially feasible for a business owner to offer benefits, but with these plans, you are now able to do so without affecting their net take-home pay.

How This Impacts Your Major Medical Plan

These plans do not disrupt your current health plans, but rather stack on top. You will not need to make any adjustments to your current benefits in place.

How Do the Savings Work For Employees?

Employees will have a monthly pre-tax deduction of \$1,220 which lowers their taxable income and that's where you as the employer will save on the FICA taxes. We see on average \$1,119 in Net FICA tax savings per qualified full-time employee per year for the employer. Then a non-taxable post-tax reimbursement of \$1,220 restores their take home pay so it remains the same as it was before enrolled in the program. The pre-tax and post-tax functionalities create a gross tax savings for the employees which are then used to subsidize the benefits.