

## Wage Benefits Cost Comparison Between Employee and Independent Contractor

Benefit Cost	Employee	Employer	Independent Contractor- IC
Health insurance	50%	50%	IC pays 100%
Dental and vision insurance	50%	50%	IC pays 100%
Health savings accounts	varies	varies	IC self funds
Pension	50%	50%	IC pays 100%
Payroll tax	varies	varies	IC pays 100%
Social security, or insurance	50%	50%	IC pays 100%
Company stock at discount	EE pays	ER discounts	None available as unincorporated business
Paid family leave		ER funds	IC self funds
On work environment – meals/ snacks		ER funds	IC self funds
Financial planning		ER funds	IC self funds
Work-related liability insurance		ER funds	IC self funds
Flexible work conditions/hours		ER funds	IC self funds
Professional development, e.g. masters, sabbatical leave		ER funds	IC self funds
Assistance with student loan		ER funds	IC self funds
Workers comp, unemployment insurance		ER funds	IC self funds
Group term life insurance		ER funds	IC self funds
Disability insurance		ER funds	IC self funds
Health counselling and gym memberships		ER funds	IC self funds
Stock options		ER funds	None available as unincorporated business
Restricted stock awards		ER funds	None available as unincorporated business
Mortgage subsidy		ER funds	IC self funds
Transportation subsidy		ER funds	IC self funds
Internet, device subsidy home office/ travel		ER funds	IC self funds
Bonuses		ER funds	IC self funds