

**EXTREME REACH**

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## Tax Rates for 2018

I hope that you're having a great start to 2018!

This note is to let you know that Extreme Reach has completed our tax annual review. While recent adjustments to the tax code being implemented in 2018 are significant, the changes are largely focused on income tax, and not employer taxes. I am pleased to say our charges for taxes and insurance for 2018 will remain unchanged.

Employer costs appear in two categories:

**Hard Costs** – These include employer taxes paid to Local, State and Federal tax authorities, as well as Workers Comp insurance, Disability insurance and General Liability insurance.

**Soft Costs** – These include expenses associated with administering Affordable Care Act (ACA) compliance, State Sick Leave reporting, Local, State and Federal reporting requirements, unemployment claims, tax liens, garnishments, etc.

We continue to see slight increases in tax and insurance liabilities. The added costs associated with changes to monitoring, compliance and reporting related to ACA, Sick Leave and Unemployment have been significant. We will continue to monitor changes in the tax and employer liability environments throughout the year and provide updates, should there be any meaningful developments.

I assure you that we are sensitive to the impact that all costs have on advertising budgets, and we do everything within our control to limit them. We are absolutely committed to operating at the highest efficiency, thereby keeping our fees at the fairest levels possible.

As always, we truly appreciate the opportunity to serve you. Should you have any questions or comments, please contact your Extreme Reach Talent Manager.

Best Regards,



Timothy R. Hale  
Chief Talent Officer