

Base Wage and Profit Sharing Wage Calculator

Education Wage

Degree Type	Specialized Education Years	Working Age	Retirement Age	Guaranteed Minimum Wage	Total Work Life Years	Total Work Life Income	Lost Income From Specialized Education	Percent Difference in Total Work Life Income	Breakeven Wage	Education Value Differential Based on Breakeven x Education Years / GED Years	Adjusted Total Work Life Income	Percent Difference at Retirement Age
General Education												
Degree	12	18	60	\$37,881	42	\$1,591,002	0	0%	\$37,881	\$37,881	\$1,591,002	100%
Associates Degree	15	21	60	\$37,881	39	\$1,477,359	\$113,643.00	7%	\$40,587	\$50,733	\$1,978,606	124%
Bachelors Degree	17	23	60	\$37,881	37	\$1,401,597	\$189,405.00	12%	\$42,391	\$60,053	\$2,221,976	140%
Masters Degree	20	26	60	\$37,881	34	\$1,287,954	\$303,048.00	19%	\$45,096	\$75,161	\$2,555,464	161%
Doctorate Degree	24	30	60	\$37,881	30	\$1,136,430	\$454,572.00	29%	\$48,704	\$97,408	\$2,922,249	184%

Position Wage Position Title: CEO Type of Business: Pharmaceutical

Wage Factors	Basis	Requirements or Credits	Factor	Differential	Reasoning
Degree Required	Education Wage	Doctorate (30 Total Work Life Years)		\$97,408	\$97,408 Education Differential should reflect the wage loss for education years plus a relevant knowledge value factor
Post-Degree Specialized Training Certification(s)	Total Working Years for Certification / Total Working Years for Degree Level x Education Wage	Herbalist (2 year Certificate)		7%	\$6,494 Specialized Certification Differential should reflect the percent of total available working years
Prior Similar Position Experience Required in Years	Education Wage / Total Working Years for Degree Level x Years of Experience Factor of 0%,	10	30	\$32,469	Experience Differential should reflect the percent of total available working years
Industry or Position Hazardous Risk Factor (0-4)	50%,100%, 150%, or 200% x Education Wage	1	50%	\$48,704	Risk factor should reflect the potential for severe illness or injury occurring while performing position
Team Leader (non-exempt)	Number in Team x 1% of Education Wage	0	1%	\$0	Compensation should reflect level of added responsibility
Executive Leadership (exempt)	Wage of Highest Paid Employee in Level immediately below this Position	\$185,076	100%	\$185,076	Compensation should reflect level of added responsibility and be internally equitable
Position Base Wage Total				\$370,152	

Position Base Hourly Wage (1,664 Annual Hours - 32 Hour Work Week) \$222.45

Employee Name: Employee X

Actual Year End Wages Paid to Employee (includes Paid Time Off and excludes Overtime)	\$370,152
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Internal Service Credits in Years	Position Base Wage / Total Working Years for Degree Level x Years of Service	10	30	\$123,384
Position Profit Sharing Wage Basis				\$493,536

Total Profit Sharing Wages - All Eligible Employees \$20,000,000
Employee Percent of Eligible Payroll 2.47%

Profit Sharing Pool Amount \$2,500,000

Employee Profit Sharing Amount \$61,692