

HONDURAS	Company Deductions	Employee Deductions
BASE SALARY FROM 1-10 EMPLOYEES	\$343.79	
YEARLY SALARY	\$5,280.69	
20% COMPENSATION ( Includes: INFOP, Vacation, Holidays, 13th month, 14th month)	\$68.76	
Social Security (Ceiling Salary \$ 253) (Company pays 7% & Employee pays 3.5%)	\$27.50	\$13.75
Hourly Wage	\$1.82	
Monthly Fringe Benefits	\$96.26	
Monthly Wage	\$343.79	
<b>Fully Loaded Monthly Salary</b>	<b>\$440.06</b>	
<b>Fully Loaded Hourly Labor Cost</b>	<b>\$2.33</b>	

HONDURAS	Company Deductions	Employee Deductions
BASE SALARY FROM 11-50 EMPLOYEES	\$354.11	
YEARLY SALARY	\$5,439.11	
20% COMPENSATION ( Includes: INFOP, Vacation, Holidays, 13th month, 14th month)	\$70.82	
Social Security (Ceiling Salary \$ 253) (Company pays 7% & Employee pays 3.5%)	\$28.33	\$14.16
Hourly Wage	\$1.88	
Monthly Fringe Benefits	\$99.15	
Monthly Wage	\$354.11	
<b>Fully Loaded Monthly Salary</b>	<b>\$453.26</b>	
<b>Fully Loaded Hourly Labor Cost</b>	<b>\$2.40</b>	

HONDURAS	Company Deductions	Employee Deductions
BASE SALARY FROM 51-150 EMPLOYEES	\$370.15	
YEARLY SALARY	\$5,685.54	
20% COMPENSATION ( Includes: INFOP, Vacation, Holidays, 13th month, 14th month)	\$74.03	
Social Security (Ceiling Salary \$ 253) (Company pays 7% & Employee pays 3.5%)	\$29.61	\$14.81
Hourly Wage	\$1.96	
Monthly Fringe Benefits	\$103.64	
Monthly Wage	\$370.15	
<b>Fully Loaded Monthly Salary</b>	<b>\$473.80</b>	
<b>Fully Loaded Hourly Labor Cost</b>	<b>\$2.51</b>	

HONDURAS	Company Deductions	Employee Deductions
BASE SALARY FROM 150 OR MORE EMPLOYEES	\$373.67	
YEARLY SALARY	\$5,739.60	
20% COMPENSATION ( Includes: INFOP, Vacation, Holidays, 13th month, 14th month)	\$74.73	
Social Security (Ceiling Salary \$ 253) (Company pays 7% & Employee pays 3.5%)	\$29.89	\$14.95
Hourly Wage	\$1.98	
Monthly Fringe Benefits	\$104.63	
Monthly Wage	\$373.67	
<b>Fully Loaded Monthly Salary</b>	<b>\$478.30</b>	
<b>Fully Loaded Hourly Labor Cost</b>	<b>\$2.54</b>	

HONDURAS	Company Deductions	Employee Deductions
BASE SALARY (Any amount of agents)	\$400.00	
YEARLY SALARY	\$6,144.00	
20% COMPENSATION ( Includes: INFOP, Vacation, Holidays, 13th month, 14th month)	\$80.00	
Social Security (Ceiling Salary \$ 253) (Company pays 7% & Employee pays 3.5%)	\$32.00	\$16.00
<b>Hourly Wage</b>	<b>\$2.12</b>	
<b>Monthly Fringe Benefits</b>	<b>\$112.00</b>	
<b>Monthly Wage</b>	<b>\$400.00</b>	
<b>Fully Loaded Monthly Salary</b>	<b>\$512.00</b>	
<b>Fully Loaded Hourly Labor Cost</b>	<b>\$2.72</b>	

### HOURLY PAID PROGRAM COST CHART SUGGESTED FOR SPANISH SPEAKING AGENTS

HONDURAS	Company Deductions	Employee Deductions
BASE SALARY	\$373.67	
YEARLY SALARY	\$5,739.60	
20% COMPENSATION ( Includes: INFOP, Vacation, Holidays, 13th month, 14th month)	\$74.73	
Social Security (Ceiling Salary \$ 253) (Company pays 7% & Employee pays 3.5%)	\$29.89	\$14.95
<b>Hourly Wage</b>	<b>\$1.98</b>	
<b>Monthly Fringe Benefits</b>	<b>\$104.63</b>	
<b>Monthly Wage</b>	<b>\$373.67</b>	
<b>Fully Loaded Monthly Salary</b>	<b>\$478.30</b>	
<b>Fully Loaded Hourly Labor Cost</b>	<b>\$2.54</b>	

HONDURAS	Company Deductions	Employee Deductions
BASE SALARY (Any amount of agents)	\$243.34	
YEARLY SALARY	\$3,737.69	
20% COMPENSATION ( Includes: INFOP, Vacation, Holidays, 13th month, 14th month)	\$48.67	
Social Security (Ceiling Salary \$ 253) (Company pays 7% & Employee pays 3.5%)	\$19.47	\$9.73
<b>Hourly Wage</b>	<b>\$1.29</b>	
<b>Monthly Fringe Benefits</b>	<b>\$68.13</b>	
<b>Monthly Wage</b>	<b>\$243.34</b>	
<b>Fully Loaded Monthly Salary</b>	<b>\$311.47</b>	
<b>Fully Loaded Hourly Labor Cost</b>	<b>\$1.65</b>	

### HOURLY PAID PROGRAM COST CHART SUGGESTED FOR ENGLISH SPEAKING AGENTS (PART TIME)

HONDURAS	Company Deductions	Employee Deductions
BASE SALARY (Any amount of agents)	\$200.00	
YEARLY SALARY	\$3,072.00	
20% COMPENSATION ( Includes: INFOP, Vacation, Holidays, 13th month, 14th month)	\$40.00	
Social Security (Ceiling Salary \$ 253) (Company pays 7% & Employee pays 3.5%)	\$16.00	\$8.00
<b>Hourly Wage</b>	<b>\$1.06</b>	
<b>Monthly Fringe Benefits</b>	<b>\$56.00</b>	
<b>Monthly Wage</b>	<b>\$200.00</b>	
<b>Fully Loaded Monthly Salary</b>	<b>\$256.00</b>	
<b>Fully Loaded Hourly Labor Cost</b>	<b>\$1.36</b>	