

# Payroll, Tax, HR, and Benefit Solutions for Your Families

## Payroll and Tax Services

GTM's tax and payroll services feature our professional expertise in tax compliance, household payroll processing, and an unparalleled level of customer support. We offer online and mobile access to the client portal, and free direct deposit.

## Compliance with Tax, Wage and Labor Laws

Exceptional support team helps your families stay legal, avoid fines and penalties, and protect your families and their employees.

## Workers' Compensation Insurance

Workers' compensation is required in many states. Even when coverage is voluntary, it's a smart idea to be protected in case an employee gets hurt on the job. GTM is licensed insurance broker and will obtain quotes as well as manage your families' policies including invoices, audits, and claims.

## Health Insurance

Offering a health insurance policy helps your families attract and retain the best workers, helps keep the employee healthy so they don't miss work, and can provide tax savings for them and the employee. We'll guide your families through the insurance rules and regulations in your state, and find the best healthcare plan or products for your families and their employees.

## QSE-HRA

The QSE-HRA allows household employers (Qualified Small Employers or QSEs) to offer a Health Reimbursement Arrangement (HRA). This employer-funded plan allows for use of tax-free dollars to reimburse employees for individual health insurance plans purchased on the individual market or the ACA exchange. It also allows for out-of-pocket medical, dental, and vision benefits.

## Flexible Spending Accounts

For employee out-of-pocket medical, dental, and vision care expenses that are not covered by other insurance, Flexible Spending Accounts (FSAs) allow up to \$2,700 in pre-tax dollars to cover these expenses. An FSA reduces both employer and employee payroll taxes, saving the employer up to 7.65% in matching FICA tax savings.

## Transit & Parking FSA

For employees who need assistance paying for transit and parking, employers and employees can set aside up to \$600 (2023) a month in a tax-free Transit and Parking FSA account. This covers parking and mass transit expenses that might otherwise prevent your families' employees from being able to afford the commute to the home.

## 401K Retirement Plan

GTM offers a SIMPLE 401K Plan that not only gives your families a recruiting and retention advantage over other families without retirement options, it also helps their employee build an excellent source of retirement income and experience the benefits of tax-deferred growth.

## Human Resources Support

We can provide help for your families with employment best practice guidance and labor law compliance from a PHR-certified HR advisor.

## Automated Timekeeping

HomePunch® is a completely automated, easy-to-use timekeeping solution to track a nanny's (or other employee's) hours as well as overtime, time-off requests, and accrual balances.

*NOTE: GTM Insurance LLC is a licensed broker in AZ, CA, CO, CT, DC, DE, FL, GA, IL, KS, LA, MA, MD, ME, MI, MN, MS, NC, NH, NJ, NY, PA, SC, TX, UT, VA, VT, WI, WV.*