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## **Open Enrollment Boosts Take-Home Pay**

*Symmetry Software Suggests Four Ways to Get More Out of Your Paycheck*

**SCOTTSDALE, Ariz. (September 27, 2007)**...Open-enrollment season is here and is the one shot you have this year to change your benefits coverage. Reevaluating your needs and adjusting your options will impact the amount of money you take home in each paycheck.

As you gear up for the event, it is important to remember that even the smallest changes can have big impacts on your take-home pay. From mid-October through November, millions of Americans will review their benefits package. In fact, according to a recent survey conducted by Symmetry Software in an online poll, nearly 93.89% understand open-enrollment to be their one opportunity each year to save money by reexamining my benefits coverage.

"It certainly pays to take open enrollment seriously" said Jon Bohnert, executive vice president of Symmetry Software. "The smallest adjustments could mean increasing your take-home pay just enough to break the vicious paycheck-to-paycheck cycle."

Symmetry Software develops payroll and payroll-related withholding tax software applications. The company is behind the popular Web site, [www.PaycheckCity.com](http://www.PaycheckCity.com), which allows individuals to model "what-if" scenarios related to their take-home pay. The free online calculators can determine the financial impact on take-home pay when individuals make adjustments to their benefits or taxes. For example, individuals can determine what their paycheck will look like when they adjust their withholding, change marital status, adjust voluntary savings programs or retirement plans.

Getting your hands on as much information as possible and starting early, Bohnert says will ensure that you are getting the best benefit package available to serve your needs. Also, Bohnert advises brushing up on recent changes in company offered benefits to be sure you understand your options and evaluate their affect on your net pay.

Bohnert suggest four tips to increase your take-home pay during this open-enrollment season:

- **Review Last Year's Benefits** – A great way to reevaluate your needs is to review last year's benefit package. Look for services you paid for but didn't significantly use or benefits that you used and abused. Also, create a list of how life circumstances have changed from last year to this year. This will allow you to focus on what has changed this year from last and how you can reconstruct a new benefit package to better serve your needs.

- **Prioritize** - Prioritizing what options are most important to you will help you estimate how much coverage you'll need for the coming year. For example, if you're in good health, fairly young and have some money in savings, consider switching your health coverage to a high-deductible policy to shave premiums. In addition, it is important to recognize which options you have with employer matching. According to a recent survey conducted by Hewitt, 20 percent of workers fail to max out their matching funds. So, be sure to max out on options where your employer agrees to match funds.
- **Experiment** - Play around with your paycheck. Several free online calculators at [www.PayCheckCity.com](http://www.PayCheckCity.com) let you examine different scenarios affecting take-home pay, from withholding adjustments to saving more in workplace retirement accounts. Most importantly, using these online tools will help to understand the impact that new benefits will have on your take-home pay.
- **Anticipate & Plan Ahead** – If there are significant changes in your future, whether a known medical or dental expense, change in marital status, children, new job, retirement or other, enhancing coverage and anticipating needs can help you avoid large out-of-pocket costs.

Bohnert also suggests reading your employee manual or other materials to find out about new benefits or plan changes that might affect you. Gathering as much information as possible and asking questions will help you make informed decisions.

“The free calculators available at [www.PaycheckCity.com](http://www.PaycheckCity.com) allow employees to do all their own research and determine net pay in a variety of paycheck circumstances” he said, “Open enrollment is the perfect time to utilize the tools that are available and apply the information they have learned to get more money out of each paycheck.”

### About Symmetry Software

Founded in 1984, Symmetry Software specializes in payroll and payroll-related withholding tax software applications for the Internet and corporate intranets. The company was a finalist in the 2007 Dell/National Federation of Independent Business (NFIB) Small Business Excellence in Customer Experience Award. Based in Scottsdale, Ariz., Symmetry runs three payroll-related Web sites:

[www.PaycheckCity.com](http://www.PaycheckCity.com): Symmetry's most popular Web site receives more than 4 million page views each month. As one of the most-visited payroll support sites on the Internet, this Web site offers employees self-service tools for paycheck management including free personal finance calculators. Individuals can model "what-if" scenarios using their wages and other paycheck figures to determine the impact on "take-home pay" when they adjust their withholding, add the impact of voluntary savings programs and retirement plans, note the tax advantage of cafeteria benefit plans, change marital status or have a baby.

[www.StateW4.com](http://www.StateW4.com): Making one's way through the maze of state withholding requirements and forms is a challenge for the most experienced HR professional. Symmetry's [www.StateW4.com](http://www.StateW4.com) is a "must-have" tool for companies with employees in multiple states. Using the site's online form-preparation process for federal, state and local withholding forms, which includes built-in error correction and data validation, can ensure that HR departments have access to the latest reciprocity information and forms.

[www.payroll-taxes.com](http://www.payroll-taxes.com): This Web site has a payroll research library for industry professionals that also includes free paycheck calculators and a paycheck community message board

For more information please visit [www.symmetry.com](http://www.symmetry.com) or call (480) 596-1500.

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