

# SETTING YOUR LABOR RATE (EXAMPLE)

\$35/HR

## WAGE

The actual hourly cost of your techs:  
22%-30% of the rate you charge customers

24%

## BENEFITS

The typical benefits load:  
22-24% of wage

## FULLY LOADED HOURLY COST

Average tech hourly wage multiplied by  
one plus the benefit load:  
 $35 \times (1+.24) = 43.4$

\$44

## EXPECTED MARGIN

A benchmark target—determine after you  
research and calculate your overhead.

60%

## HOURLY LABOR RATE

Your fully loaded cost, divided by one  
minus your expected margin:  
 $\$44 / (1-60\%) = \$109.55$

\$109.55/HR

# National Flat Rate Labor Guide

**ML Morrison**

## National Flat Rate Labor Guide:

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## **Table of Contents National Flat Rate Labor Guide**

1. Understanding the eBook National Flat Rate Labor Guide
  - The Rise of Digital Reading National Flat Rate Labor Guide
  - Advantages of eBooks Over Traditional Books
2. Identifying National Flat Rate Labor Guide
  - Exploring Different Genres
  - Considering Fiction vs. Non-Fiction
  - Determining Your Reading Goals
3. Choosing the Right eBook Platform
  - Popular eBook Platforms
  - Features to Look for in an National Flat Rate Labor Guide
  - User-Friendly Interface
4. Exploring eBook Recommendations from National Flat Rate Labor Guide
  - Personalized Recommendations
  - National Flat Rate Labor Guide User Reviews and Ratings

- National Flat Rate Labor Guide and Bestseller Lists
- 5. Accessing National Flat Rate Labor Guide Free and Paid eBooks
  - National Flat Rate Labor Guide Public Domain eBooks
  - National Flat Rate Labor Guide eBook Subscription Services
  - National Flat Rate Labor Guide Budget-Friendly Options
- 6. Navigating National Flat Rate Labor Guide eBook Formats
  - ePUB, PDF, MOBI, and More
  - National Flat Rate Labor Guide Compatibility with Devices
  - National Flat Rate Labor Guide Enhanced eBook Features
- 7. Enhancing Your Reading Experience
  - Adjustable Fonts and Text Sizes of National Flat Rate Labor Guide
  - Highlighting and Note-Taking National Flat Rate Labor Guide
  - Interactive Elements National Flat Rate Labor Guide
- 8. Staying Engaged with National Flat Rate Labor Guide
  - Joining Online Reading Communities
  - Participating in Virtual Book Clubs
  - Following Authors and Publishers National Flat Rate Labor Guide
- 9. Balancing eBooks and Physical Books National Flat Rate Labor Guide
  - Benefits of a Digital Library
  - Creating a Diverse Reading Collection National Flat Rate Labor Guide
- 10. Overcoming Reading Challenges
  - Dealing with Digital Eye Strain
  - Minimizing Distractions
  - Managing Screen Time
- 11. Cultivating a Reading Routine National Flat Rate Labor Guide
  - Setting Reading Goals National Flat Rate Labor Guide
  - Carving Out Dedicated Reading Time
- 12. Sourcing Reliable Information of National Flat Rate Labor Guide
  - Fact-Checking eBook Content of National Flat Rate Labor Guide
  - Distinguishing Credible Sources

13. Promoting Lifelong Learning
  - Utilizing eBooks for Skill Development
  - Exploring Educational eBooks
14. Embracing eBook Trends
  - Integration of Multimedia Elements
  - Interactive and Gamified eBooks

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