HQF Development

42 lot les Genêts, 13480 Calas, France
SIRET 752 492 777 00012 · APE 6202A · contact@hqf-pdf.com

PAYSLIP

Period 1 – 31 July 2026
Paid on 31 July 2026

EMPLOYEE

Marion Delacroix

Senior software engineer — grade 3.2
Staff No. EMP-0231 · Joined 4 September 2023

NET PAID

3 208.17 EUR

Transferred to the account on file

Earnings	Quantity	Unit rate	Amount
Monthly base salary	151.67 h	27.0000	4 095.09
Overtime, first eight hours (125 %)	6.00 h	33.7500	202.50
On-call cover, weekend	5.00 d	40.0000	200.00
Seniority bonus	1.00	150.0000	150.00
		GROSS PAY	4 647.59

		Employee share		Employer share	
Contribution	Base	Rate	Amount	Rate	Amount
HEALTH, MATERNITY, DISABILITY, DEATH					
Health and maternity insurance	4 647.59	—		7.00 %	325.33
Supplementary health cover	4 647.59	0.75 %	34.86	1.25 %	58.09
Daily sickness allowance	4 647.59	0.50 %	23.24	—	
RETIREMENT					
State pension, capped	3 925.00	6.90 %	270.83	8.55 %	335.59
State pension, uncapped	4 647.59	0.40 %	18.59	1.90 %	88.30
Supplementary pension, band 1	3 925.00	3.15 %	123.64	4.72 %	185.26
Supplementary pension, band 2	722.59	8.64 %	62.43	12.95 %	93.58
Balancing contribution, band 1	3 925.00	0.86 %	33.76	1.29 %	50.63
Balancing contribution, band 2	722.59	1.08 %	7.80	1.62 %	11.71
FAMILY AND UNEMPLOYMENT					
Family allowances	4 647.59	—		5.25 %	244.00
Unemployment insurance	4 647.59	—		4.05 %	188.23
Wage guarantee scheme	4 647.59	—		0.15 %	6.97
OTHER EMPLOYER CONTRIBUTIONS					
Workplace accident cover	4 647.59	—		1.10 %	51.12
Autonomy solidarity contribution	4 647.59	—		0.30 %	13.94
Apprenticeship levy	4 647.59	—		0.68 %	31.60
Continuing training levy	4 647.59	—		1.00 %	46.48
SOCIAL SURCHARGES					
Social surcharge, deductible	4 566.26	6.80 %	310.51	—	
Social surcharge and debt levy, non-deductible	4 566.26	2.90 %	132.42	—	
		TOTAL CONTRIBUTIONS	1 018.08		1 730.83
		NET PAY BEFORE INCOME TAX	3 629.51		
				TOTAL COST OF THE MONTH TO THE EMPLOYER	6 378.42

Summary	This month	Year to date
Gross pay	4 647.59	32 533.13
Employee contributions	1 018.08	7 126.56
Employer contributions	1 730.83	12 115.81
Taxable pay	3 761.93	26 333.51
Income tax withheld at 11.20 %	421.34	2 949.38
NET PAID	3 208.17	22 457.19

PAID LEAVE

Earned this year 27.50 d · taken 12.00 d · remaining 15.50 d

Working time: 35 h a week