

**Kanton Schaffhausen  
Steuerverwaltung  
Quellensteuer**

J.J. Wepfer Strasse 6  
CH-8200 Schaffhausen  
Tel. 052 / 632 75 43 / 42  
Fax 052 / 632 79 78



**Quellensteuer für ausländische ArbeitnehmerInnen  
(ohne Niederlassungbewilligung)**

**Monatstarif für Grenzgänger, die  
Voraussetzungen von Tarif H erfüllen (Tarif  
PY)**

**Tarif P MIT Kirchensteuer-Anteil**  
Ansatz Staat und Bund

**Gültig ab 1. Januar 2025**

| Bruttolohn im Monat                                                |         |  | Steuerabzug je Monat in Franken und Prozenten                     |      |     |      |     |      |     |      |     |      |     |      |
|--------------------------------------------------------------------|---------|--|-------------------------------------------------------------------|------|-----|------|-----|------|-----|------|-----|------|-----|------|
| (Bar- und Naturallohn einschliesslich Zulagen und Nebenleistungen) |         |  | die mit ... zulage- bzw. abzugsberechtigten Kindern zusammenleben |      |     |      |     |      |     |      |     |      |     |      |
| P0Y                                                                |         |  | P1Y                                                               |      | P2Y |      | P3Y |      | P4Y |      | P5Y |      | P6Y |      |
| von Fr.                                                            | bis Fr. |  | Fr.                                                               | %    | Fr. | %    | Fr. | %    | Fr. | %    | Fr. | %    | Fr. | %    |
| 1 - 400                                                            | -       |  | -                                                                 | 2.50 | -   | 2.50 | -   | 2.50 | -   | 2.50 | -   | 2.50 | -   | 2.50 |
| 401 - 450                                                          | -       |  | -                                                                 | 1.18 | -   | 1.18 | -   | 1.18 | -   | 1.18 | -   | 1.18 | -   | 1.18 |
| 451 - 500                                                          | -       |  | -                                                                 | 1.05 | -   | 1.05 | -   | 1.05 | -   | 1.05 | -   | 1.05 | -   | 1.05 |
| 501 - 550                                                          | -       |  | -                                                                 | 0.95 | -   | 0.95 | -   | 0.95 | -   | 0.95 | -   | 0.95 | -   | 0.95 |
| 551 - 600                                                          | -       |  | -                                                                 | 0.87 | -   | 0.87 | -   | 0.87 | -   | 0.87 | -   | 0.87 | -   | 0.87 |
| 601 - 650                                                          | -       |  | -                                                                 | 0.80 | -   | 0.80 | -   | 0.80 | -   | 0.80 | -   | 0.80 | -   | 0.80 |
| 651 - 700                                                          | -       |  | -                                                                 | 0.74 | -   | 0.74 | -   | 0.74 | -   | 0.74 | -   | 0.74 | -   | 0.74 |
| 701 - 750                                                          | -       |  | -                                                                 | 0.69 | -   | 0.69 | -   | 0.69 | -   | 0.69 | -   | 0.69 | -   | 0.69 |
| 751 - 800                                                          | -       |  | -                                                                 | 0.65 | -   | 0.65 | -   | 0.65 | -   | 0.65 | -   | 0.65 | -   | 0.65 |
| 801 - 850                                                          | -       |  | -                                                                 | 0.61 | -   | 0.61 | -   | 0.61 | -   | 0.61 | -   | 0.61 | -   | 0.61 |
| 851 - 900                                                          | -       |  | -                                                                 | 0.57 | -   | 0.57 | -   | 0.57 | -   | 0.57 | -   | 0.57 | -   | 0.57 |
| 901 - 950                                                          | -       |  | -                                                                 | 0.54 | -   | 0.54 | -   | 0.54 | -   | 0.54 | -   | 0.54 | -   | 0.54 |
| 951 - 1'000                                                        | -       |  | -                                                                 | 0.51 | -   | 0.51 | -   | 0.51 | -   | 0.51 | -   | 0.51 | -   | 0.51 |
| 1'001 - 1'050                                                      | -       |  | -                                                                 | 0.49 | -   | 0.49 | -   | 0.49 | -   | 0.49 | -   | 0.49 | -   | 0.49 |
| 1'051 - 1'100                                                      | -       |  | -                                                                 | 0.47 | -   | 0.47 | -   | 0.47 | -   | 0.47 | -   | 0.47 | -   | 0.47 |
| 1'101 - 1'150                                                      | -       |  | -                                                                 | 0.44 | -   | 0.44 | -   | 0.44 | -   | 0.44 | -   | 0.44 | -   | 0.44 |
| 1'151 - 1'200                                                      | -       |  | -                                                                 | 0.43 | -   | 0.43 | -   | 0.43 | -   | 0.43 | -   | 0.43 | -   | 0.43 |
| 1'201 - 1'250                                                      | -       |  | -                                                                 | 0.41 | -   | 0.41 | -   | 0.41 | -   | 0.41 | -   | 0.41 | -   | 0.41 |
| 1'251 - 1'300                                                      | -       |  | -                                                                 | 0.39 | -   | 0.39 | -   | 0.39 | -   | 0.39 | -   | 0.39 | -   | 0.39 |
| 1'301 - 1'350                                                      | -       |  | -                                                                 | 0.38 | -   | 0.38 | -   | 0.38 | -   | 0.38 | -   | 0.38 | -   | 0.38 |
| 1'351 - 1'400                                                      | -       |  | -                                                                 | 0.36 | -   | 0.36 | -   | 0.36 | -   | 0.36 | -   | 0.36 | -   | 0.36 |
| 1'401 - 1'450                                                      | -       |  | -                                                                 | 0.35 | -   | 0.35 | -   | 0.35 | -   | 0.35 | -   | 0.35 | -   | 0.35 |
| 1'451 - 1'500                                                      | -       |  | -                                                                 | 0.34 | -   | 0.34 | -   | 0.34 | -   | 0.34 | -   | 0.34 | -   | 0.34 |
| 1'501 - 1'550                                                      | -       |  | -                                                                 | 0.33 | -   | 0.33 | -   | 0.33 | -   | 0.33 | -   | 0.33 | -   | 0.33 |
| 1'551 - 1'600                                                      | -       |  | -                                                                 | 0.32 | -   | 0.32 | -   | 0.32 | -   | 0.32 | -   | 0.32 | -   | 0.32 |
| 1'601 - 1'650                                                      | -       |  | -                                                                 | 0.31 | -   | 0.31 | -   | 0.31 | -   | 0.31 | -   | 0.31 | -   | 0.31 |
| 1'651 - 1'700                                                      | -       |  | -                                                                 | 0.30 | -   | 0.30 | -   | 0.30 | -   | 0.30 | -   | 0.30 | -   | 0.30 |
| 1'701 - 1'750                                                      | -       |  | -                                                                 | 0.29 | -   | 0.29 | -   | 0.29 | -   | 0.29 | -   | 0.29 | -   | 0.29 |
| 1'751 - 1'800                                                      | -       |  | -                                                                 | 0.28 | -   | 0.28 | -   | 0.28 | -   | 0.28 | -   | 0.28 | -   | 0.28 |
| 1'801 - 1'850                                                      | -       |  | -                                                                 | 0.27 | -   | 0.27 | -   | 0.27 | -   | 0.27 | -   | 0.27 | -   | 0.27 |
| 1'851 - 1'900                                                      | -       |  | -                                                                 | 0.27 | -   | 0.27 | -   | 0.27 | -   | 0.27 | -   | 0.27 | -   | 0.27 |
| 1'901 - 1'950                                                      | -       |  | -                                                                 | 0.42 | -   | 0.26 | -   | 0.26 | -   | 0.26 | -   | 0.26 | -   | 0.26 |
| 1'951 - 2'000                                                      | -       |  | -                                                                 | 0.41 | -   | 0.25 | -   | 0.25 | -   | 0.25 | -   | 0.25 | -   | 0.25 |
| 2'001 - 2'050                                                      | -       |  | -                                                                 | 0.40 | -   | 0.25 | -   | 0.25 | -   | 0.25 | -   | 0.25 | -   | 0.25 |
| 2'051 - 2'100                                                      | -       |  | -                                                                 | 0.39 | -   | 0.24 | -   | 0.24 | -   | 0.24 | -   | 0.24 | -   | 0.24 |
| 2'101 - 2'150                                                      | -       |  | -                                                                 | 0.38 | -   | 0.24 | -   | 0.24 | -   | 0.24 | -   | 0.24 | -   | 0.24 |
| 2'151 - 2'200                                                      | -       |  | -                                                                 | 0.37 | -   | 0.23 | -   | 0.23 | -   | 0.23 | -   | 0.23 | -   | 0.23 |
| 2'201 - 2'250                                                      | -       |  | -                                                                 | 0.36 | -   | 0.22 | -   | 0.22 | -   | 0.22 | -   | 0.22 | -   | 0.22 |
| 2'251 - 2'300                                                      | -       |  | -                                                                 | 0.35 | -   | 0.22 | -   | 0.22 | -   | 0.22 | -   | 0.22 | -   | 0.22 |
| 2'301 - 2'350                                                      | -       |  | -                                                                 | 0.34 | -   | 0.22 | -   | 0.22 | -   | 0.22 | -   | 0.22 | -   | 0.22 |
| 2'351 - 2'400                                                      | -       |  | -                                                                 | 0.34 | -   | 0.21 | -   | 0.21 | -   | 0.21 | -   | 0.21 | -   | 0.21 |
| 2'401 - 2'450                                                      | -       |  | -                                                                 | 0.33 | -   | 0.21 | -   | 0.21 | -   | 0.21 | -   | 0.21 | -   | 0.21 |
| 2'451 - 2'500                                                      | -       |  | -                                                                 | 0.32 | -   | 0.20 | -   | 0.20 | -   | 0.20 | -   | 0.20 | -   | 0.20 |
| 2'501 - 2'550                                                      | -       |  | -                                                                 | 0.32 | -   | 0.20 | -   | 0.20 | -   | 0.20 | -   | 0.20 | -   | 0.20 |
| 2'551 - 2'600                                                      | -       |  | -                                                                 | 0.31 | -   | 0.19 | -   | 0.19 | -   | 0.19 | -   | 0.19 | -   | 0.19 |
| 2'601 - 2'650                                                      | -       |  | -                                                                 | 0.30 | -   | 0.19 | -   | 0.19 | -   | 0.19 | -   | 0.19 | -   | 0.19 |
| 2'651 - 2'700                                                      | -       |  | -                                                                 | 0.30 | -   | 0.19 | -   | 0.19 | -   | 0.19 | -   | 0.19 | -   | 0.19 |
| 2'701 - 2'750                                                      | -       |  | -                                                                 | 0.29 | -   | 0.18 | -   | 0.18 | -   | 0.18 | -   | 0.18 | -   | 0.18 |
| 2'751 - 2'800                                                      | -       |  | -                                                                 | 0.29 | -   | 0.29 | -   | 0.18 | -   | 0.18 | -   | 0.18 | -   | 0.18 |
| 2'801 - 2'850                                                      | -       |  | -                                                                 | 0.28 | -   | 0.28 | -   | 0.18 | -   | 0.18 | -   | 0.18 | -   | 0.18 |
| 2'851 - 2'900                                                      | -       |  | -                                                                 | 0.28 | -   | 0.28 | -   | 0.17 | -   | 0.17 | -   | 0.17 | -   | 0.17 |
| 2'901 - 2'950                                                      | -       |  | -                                                                 | 0.27 | -   | 0.27 | -   | 0.17 | -   | 0.17 | -   | 0.17 | -   | 0.17 |
| 2'951 - 3'000                                                      | -       |  | -                                                                 | 0.30 | -   | 0.27 | -   | 0.17 | -   | 0.17 | -   | 0.17 | -   | 0.17 |
| 3'001 - 3'050                                                      | -       |  | -                                                                 | 0.33 | -   | 0.26 | -   | 0.17 | -   | 0.17 | -   | 0.17 | -   | 0.17 |
| 3'051 - 3'100                                                      | -       |  | -                                                                 | 0.39 | -   | 0.26 | -   | 0.16 | -   | 0.16 | -   | 0.16 | -   | 0.16 |
| 3'101 - 3'150                                                      | -       |  | -                                                                 | 0.45 | -   | 0.26 | -   | 0.16 | -   | 0.16 | -   | 0.16 | -   | 0.16 |
| 3'151 - 3'200                                                      | -       |  | -                                                                 | 0.50 | -   | 0.25 | -   | 0.16 | -   | 0.16 | -   | 0.16 | -   | 0.16 |
| 3'201 - 3'250                                                      | -       |  | -                                                                 | 0.56 | -   | 0.25 | -   | 0.16 | -   | 0.16 | -   | 0.16 | -   | 0.16 |
| 3'251 - 3'300                                                      | -       |  | -                                                                 | 0.58 | -   | 0.24 | -   | 0.15 | -   | 0.15 | -   | 0.15 | -   | 0.15 |
| 3'301 - 3'350                                                      | -       |  | -                                                                 | 0.69 | -   | 0.24 | -   | 0.15 | -   | 0.15 | -   | 0.15 | -   | 0.15 |

| Bruttolohn im Monat                                                |         | Steuerabzug je Monat in Franken und Prozenten             |      |                                                                   |      |     |      |     |      |     |      |     |      |     |      |
|--------------------------------------------------------------------|---------|-----------------------------------------------------------|------|-------------------------------------------------------------------|------|-----|------|-----|------|-----|------|-----|------|-----|------|
| (Bar- und Naturallohn einschliesslich Zulagen und Nebenleistungen) |         | Ledige, getrennt lebende, gesch. oder verwitwete Personen |      | die mit ... zulage- bzw. abzugsberechtigten Kindern zusammenleben |      |     |      |     |      |     |      |     |      |     |      |
| P0Y                                                                |         | P1Y                                                       |      | P2Y                                                               |      | P3Y |      | P4Y |      | P5Y |      | P6Y |      |     |      |
| von Fr.                                                            | bis Fr. | Fr.                                                       | %    | Fr.                                                               | %    | Fr. | %    | Fr. | %    | Fr. | %    | Fr. | %    | Fr. | %    |
| 3'351 - 3'400                                                      | -       | -                                                         | 0.77 | -                                                                 | 0.24 | -   | 0.15 | -   | 0.15 | -   | 0.15 | -   | 0.15 | -   | 0.15 |
| 3'401 - 3'450                                                      | -       | -                                                         | 0.82 | -                                                                 | 0.23 | -   | 0.15 | -   | 0.15 | -   | 0.15 | -   | 0.15 | -   | 0.15 |
| 3'451 - 3'500                                                      | -       | -                                                         | 0.89 | -                                                                 | 0.23 | -   | 0.14 | -   | 0.14 | -   | 0.14 | -   | 0.14 | -   | 0.14 |
| 3'501 - 3'550                                                      | -       | -                                                         | 0.96 | -                                                                 | 0.23 | -   | 0.14 | -   | 0.14 | -   | 0.14 | -   | 0.14 | -   | 0.14 |
| 3'551 - 3'600                                                      | -       | -                                                         | 1.03 | -                                                                 | 0.22 | -   | 0.22 | -   | 0.14 | -   | 0.14 | -   | 0.14 | -   | 0.14 |
| 3'601 - 3'650                                                      | -       | -                                                         | 1.13 | -                                                                 | 0.22 | -   | 0.22 | -   | 0.14 | -   | 0.14 | -   | 0.14 | -   | 0.14 |
| 3'651 - 3'700                                                      | -       | -                                                         | 1.20 | -                                                                 | 0.22 | -   | 0.22 | -   | 0.14 | -   | 0.14 | -   | 0.14 | -   | 0.14 |
| 3'701 - 3'750                                                      | -       | -                                                         | 1.32 | -                                                                 | 0.21 | -   | 0.21 | -   | 0.13 | -   | 0.13 | -   | 0.13 | -   | 0.13 |
| 3'751 - 3'800                                                      | -       | -                                                         | 1.40 | -                                                                 | 0.24 | -   | 0.21 | -   | 0.13 | -   | 0.13 | -   | 0.13 | -   | 0.13 |
| 3'801 - 3'850                                                      | -       | -                                                         | 1.46 | -                                                                 | 0.26 | -   | 0.21 | -   | 0.13 | -   | 0.13 | -   | 0.13 | -   | 0.13 |
| 3'851 - 3'900                                                      | -       | -                                                         | 1.55 | -                                                                 | 0.34 | -   | 0.21 | -   | 0.13 | -   | 0.13 | -   | 0.13 | -   | 0.13 |
| 3'901 - 3'950                                                      | -       | -                                                         | 1.63 | -                                                                 | 0.38 | -   | 0.20 | -   | 0.13 | -   | 0.13 | -   | 0.13 | -   | 0.13 |
| 3'951 - 4'000                                                      | -       | -                                                         | 1.69 | -                                                                 | 0.40 | -   | 0.20 | -   | 0.13 | -   | 0.13 | -   | 0.13 | -   | 0.13 |
| 4'001 - 4'050                                                      | -       | -                                                         | 1.81 | -                                                                 | 0.47 | -   | 0.20 | -   | 0.12 | -   | 0.12 | -   | 0.12 | -   | 0.12 |
| 4'051 - 4'100                                                      | -       | -                                                         | 1.91 | -                                                                 | 0.52 | -   | 0.20 | -   | 0.12 | -   | 0.12 | -   | 0.12 | -   | 0.12 |
| 4'101 - 4'150                                                      | -       | -                                                         | 2.01 | -                                                                 | 0.58 | -   | 0.19 | -   | 0.12 | -   | 0.12 | -   | 0.12 | -   | 0.12 |
| 4'151 - 4'200                                                      | -       | -                                                         | 2.13 | -                                                                 | 0.65 | -   | 0.19 | -   | 0.12 | -   | 0.12 | -   | 0.12 | -   | 0.12 |
| 4'201 - 4'250                                                      | -       | -                                                         | 2.18 | -                                                                 | 0.69 | -   | 0.19 | -   | 0.12 | -   | 0.12 | -   | 0.12 | -   | 0.12 |
| 4'251 - 4'300                                                      | -       | -                                                         | 2.27 | -                                                                 | 0.75 | -   | 0.19 | -   | 0.12 | -   | 0.12 | -   | 0.12 | -   | 0.12 |
| 4'301 - 4'350                                                      | -       | -                                                         | 2.34 | -                                                                 | 0.81 | -   | 0.18 | -   | 0.18 | -   | 0.12 | -   | 0.12 | -   | 0.12 |
| 4'351 - 4'400                                                      | -       | -                                                         | 2.42 | -                                                                 | 0.85 | -   | 0.18 | -   | 0.18 | -   | 0.11 | -   | 0.11 | -   | 0.11 |
| 4'401 - 4'450                                                      | -       | -                                                         | 2.46 | -                                                                 | 0.93 | -   | 0.18 | -   | 0.18 | -   | 0.11 | -   | 0.11 | -   | 0.11 |
| 4'451 - 4'500                                                      | -       | -                                                         | 2.55 | -                                                                 | 0.96 | -   | 0.18 | -   | 0.18 | -   | 0.11 | -   | 0.11 | -   | 0.11 |
| 4'501 - 4'550                                                      | -       | -                                                         | 2.61 | -                                                                 | 1.04 | -   | 0.18 | -   | 0.18 | -   | 0.11 | -   | 0.11 | -   | 0.11 |
| 4'551 - 4'600                                                      | -       | -                                                         | 2.67 | -                                                                 | 1.09 | -   | 0.20 | -   | 0.17 | -   | 0.11 | -   | 0.11 | -   | 0.11 |
| 4'601 - 4'650                                                      | -       | -                                                         | 2.75 | -                                                                 | 1.17 | -   | 0.22 | -   | 0.17 | -   | 0.11 | -   | 0.11 | -   | 0.11 |
| 4'651 - 4'700                                                      | -       | -                                                         | 2.80 | -                                                                 | 1.22 | -   | 0.26 | -   | 0.17 | -   | 0.11 | -   | 0.11 | -   | 0.11 |
| 4'701 - 4'750                                                      | -       | -                                                         | 2.88 | -                                                                 | 1.27 | -   | 0.28 | -   | 0.17 | -   | 0.11 | -   | 0.11 | -   | 0.11 |
| 4'751 - 4'800                                                      | -       | -                                                         | 2.91 | -                                                                 | 1.32 | -   | 0.31 | -   | 0.17 | -   | 0.10 | -   | 0.10 | -   | 0.10 |
| 4'801 - 4'850                                                      | -       | -                                                         | 2.98 | -                                                                 | 1.37 | -   | 0.33 | -   | 0.17 | -   | 0.10 | -   | 0.10 | -   | 0.10 |
| 4'851 - 4'900                                                      | -       | -                                                         | 3.04 | -                                                                 | 1.46 | -   | 0.37 | -   | 0.16 | -   | 0.10 | -   | 0.10 | -   | 0.10 |
| 4'901 - 4'950                                                      | -       | -                                                         | 3.11 | -                                                                 | 1.52 | -   | 0.41 | -   | 0.16 | -   | 0.10 | -   | 0.10 | -   | 0.10 |
| 4'951 - 5'000                                                      | -       | -                                                         | 3.14 | -                                                                 | 1.59 | -   | 0.44 | -   | 0.16 | -   | 0.10 | -   | 0.10 | -   | 0.10 |
| 5'001 - 5'050                                                      | -       | -                                                         | 3.20 | -                                                                 | 1.65 | -   | 0.50 | -   | 0.16 | -   | 0.10 | -   | 0.10 | -   | 0.10 |
| 5'051 - 5'100                                                      | -       | -                                                         | 3.25 | -                                                                 | 1.71 | -   | 0.53 | -   | 0.16 | -   | 0.10 | -   | 0.10 | -   | 0.10 |
| 5'101 - 5'150                                                      | -       | -                                                         | 3.32 | -                                                                 | 1.80 | -   | 0.59 | -   | 0.16 | -   | 0.10 | -   | 0.10 | -   | 0.10 |
| 5'151 - 5'200                                                      | -       | -                                                         | 3.36 | -                                                                 | 1.87 | -   | 0.62 | -   | 0.15 | -   | 0.10 | -   | 0.10 | -   | 0.10 |
| 5'201 - 5'250                                                      | -       | -                                                         | 3.41 | -                                                                 | 1.93 | -   | 0.67 | -   | 0.15 | -   | 0.15 | -   | 0.15 | -   | 0.10 |
| 5'251 - 5'300                                                      | -       | -                                                         | 3.45 | -                                                                 | 1.99 | -   | 0.70 | -   | 0.15 | -   | 0.15 | -   | 0.15 | -   | 0.09 |
| 5'301 - 5'350                                                      | -       | -                                                         | 3.49 | -                                                                 | 2.05 | -   | 0.73 | -   | 0.15 | -   | 0.15 | -   | 0.15 | -   | 0.09 |
| 5'351 - 5'400                                                      | -       | -                                                         | 3.55 | -                                                                 | 2.12 | -   | 0.80 | -   | 0.15 | -   | 0.15 | -   | 0.15 | -   | 0.09 |
| 5'401 - 5'450                                                      | -       | -                                                         | 3.63 | -                                                                 | 2.18 | -   | 0.87 | -   | 0.15 | -   | 0.15 | -   | 0.15 | -   | 0.09 |
| 5'451 - 5'500                                                      | -       | -                                                         | 3.69 | -                                                                 | 2.23 | -   | 0.91 | -   | 0.16 | -   | 0.15 | -   | 0.15 | -   | 0.09 |
| 5'501 - 5'550                                                      | -       | -                                                         | 3.73 | -                                                                 | 2.28 | -   | 0.96 | -   | 0.18 | -   | 0.14 | -   | 0.14 | -   | 0.09 |
| 5'551 - 5'600                                                      | -       | -                                                         | 3.78 | -                                                                 | 2.33 | -   | 1.00 | -   | 0.22 | -   | 0.14 | -   | 0.14 | -   | 0.09 |
| 5'601 - 5'650                                                      | -       | -                                                         | 3.86 | -                                                                 | 2.38 | -   | 1.05 | -   | 0.23 | -   | 0.14 | -   | 0.14 | -   | 0.09 |
| 5'651 - 5'700                                                      | -       | -                                                         | 3.89 | -                                                                 | 2.45 | -   | 1.09 | -   | 0.26 | -   | 0.14 | -   | 0.14 | -   | 0.09 |
| 5'701 - 5'750                                                      | -       | -                                                         | 3.95 | -                                                                 | 2.48 | -   | 1.15 | -   | 0.28 | -   | 0.14 | -   | 0.14 | -   | 0.09 |
| 5'751 - 5'800                                                      | -       | -                                                         | 4.00 | -                                                                 | 2.55 | -   | 1.21 | -   | 0.31 | -   | 0.14 | -   | 0.14 | -   | 0.09 |
| 5'801 - 5'850                                                      | -       | -                                                         | 4.05 | -                                                                 | 2.59 | -   | 1.25 | -   | 0.33 | -   | 0.14 | -   | 0.14 | -   | 0.09 |
| 5'851 - 5'900                                                      | -       | -                                                         | 4.10 | -                                                                 | 2.64 | -   | 1.33 | -   | 0.36 | -   | 0.14 | -   | 0.14 | -   | 0.09 |
| 5'901 - 5'950                                                      | -       | -                                                         | 4.15 | -                                                                 | 2.68 | -   | 1.37 | -   | 0.41 | -   | 0.14 | -   | 0.14 | -   | 0.08 |
| 5'951 - 6'000                                                      | -       | -                                                         | 4.20 | -                                                                 | 2.74 | -   | 1.44 | -   | 0.44 | -   | 0.13 | -   | 0.13 | -   | 0.08 |
| 6'001 - 6'050                                                      | -       | -                                                         | 4.25 | -                                                                 | 2.77 | -   | 1.49 | -   | 0.46 | -   | 0.13 | -   | 0.13 | -   | 0.08 |
| 6'051 - 6'100                                                      | -       | -                                                         | 4.30 | -                                                                 | 2.83 | -   | 1.55 | -   | 0.51 | -   | 0.13 | -   | 0.13 | -   | 0.08 |
| 6'101 - 6'150                                                      | -       | -                                                         | 4.34 | -                                                                 | 2.86 | -   | 1.60 | -   | 0.54 | -   | 0.13 | -   | 0.13 | -   | 0.08 |
| 6'151 - 6'200                                                      | -       | -                                                         | 4.39 | -                                                                 | 2.91 | -   | 1.67 | -   | 0.58 | -   | 0.13 | -   | 0.13 | -   | 0.13 |
| 6'201 - 6'250                                                      | -       | -                                                         | 4.43 | -                                                                 | 2.96 | -   | 1.70 | -   | 0.61 | -   | 0.13 | -   | 0.13 | -   | 0.13 |
| 6'251 - 6'300                                                      | -       | -                                                         | 4.48 | -                                                                 | 3.01 | -   | 1.77 | -   | 0.67 | -   | 0.13 | -   | 0.13 | -   | 0.13 |
| 6'301 - 6'350                                                      | -       | -                                                         | 4.50 | -                                                                 | 3.05 | -   | 1.82 | -   | 0.71 | -   | 0.13 | -   | 0.13 | -   | 0.13 |

| Bruttolohn im Monat                                                |         | Steuerabzug je Monat in Franken und Prozenten             |      |                                                                   |      |     |      |     |      |     |      |     |      |     |      |
|--------------------------------------------------------------------|---------|-----------------------------------------------------------|------|-------------------------------------------------------------------|------|-----|------|-----|------|-----|------|-----|------|-----|------|
| (Bar- und Naturallohn einschliesslich Zulagen und Nebenleistungen) |         | Ledige, getrennt lebende, gesch. oder verwitwete Personen |      | die mit ... zulage- bzw. abzugsberechtigten Kindern zusammenleben |      |     |      |     |      |     |      |     |      |     |      |
| P0Y                                                                |         | P1Y                                                       |      | P2Y                                                               |      | P3Y |      | P4Y |      | P5Y |      | P6Y |      |     |      |
| von Fr.                                                            | bis Fr. | Fr.                                                       | %    | Fr.                                                               | %    | Fr. | %    | Fr. | %    | Fr. | %    | Fr. | %    | Fr. | %    |
| 6'351 - 6'400                                                      | -       | -                                                         | 4.50 | -                                                                 | 3.11 | -   | 1.88 | -   | 0.75 | -   | 0.13 | -   | 0.13 | -   | 0.13 |
| 6'401 - 6'450                                                      | -       | -                                                         | 4.50 | -                                                                 | 3.18 | -   | 1.91 | -   | 0.79 | -   | 0.14 | -   | 0.12 | -   | 0.12 |
| 6'451 - 6'500                                                      | -       | -                                                         | 4.50 | -                                                                 | 3.21 | -   | 1.98 | -   | 0.83 | -   | 0.15 | -   | 0.12 | -   | 0.12 |
| 6'501 - 6'550                                                      | -       | -                                                         | 4.50 | -                                                                 | 3.26 | -   | 2.02 | -   | 0.87 | -   | 0.18 | -   | 0.12 | -   | 0.12 |
| 6'551 - 6'600                                                      | -       | -                                                         | 4.50 | -                                                                 | 3.33 | -   | 2.07 | -   | 0.93 | -   | 0.20 | -   | 0.12 | -   | 0.12 |
| 6'601 - 6'650                                                      | -       | -                                                         | 4.50 | -                                                                 | 3.37 | -   | 2.11 | -   | 0.95 | -   | 0.23 | -   | 0.12 | -   | 0.12 |
| 6'651 - 6'700                                                      | -       | -                                                         | 4.50 | -                                                                 | 3.42 | -   | 2.16 | -   | 1.00 | -   | 0.24 | -   | 0.12 | -   | 0.12 |
| 6'701 - 6'750                                                      | -       | -                                                         | 4.50 | -                                                                 | 3.48 | -   | 2.20 | -   | 1.06 | -   | 0.27 | -   | 0.12 | -   | 0.12 |
| 6'751 - 6'800                                                      | -       | -                                                         | 4.50 | -                                                                 | 3.51 | -   | 2.26 | -   | 1.11 | -   | 0.30 | -   | 0.12 | -   | 0.12 |
| 6'801 - 6'850                                                      | -       | -                                                         | 4.50 | -                                                                 | 3.56 | -   | 2.29 | -   | 1.16 | -   | 0.32 | -   | 0.12 | -   | 0.12 |
| 6'851 - 6'900                                                      | -       | -                                                         | 4.50 | -                                                                 | 3.61 | -   | 2.34 | -   | 1.21 | -   | 0.36 | -   | 0.12 | -   | 0.12 |
| 6'901 - 6'950                                                      | -       | -                                                         | 4.50 | -                                                                 | 3.65 | -   | 2.38 | -   | 1.26 | -   | 0.39 | -   | 0.12 | -   | 0.12 |
| 6'951 - 7'000                                                      | -       | -                                                         | 4.50 | -                                                                 | 3.70 | -   | 2.42 | -   | 1.32 | -   | 0.42 | -   | 0.11 | -   | 0.11 |
| 7'001 - 7'050                                                      | -       | -                                                         | 4.50 | -                                                                 | 3.74 | -   | 2.46 | -   | 1.35 | -   | 0.46 | -   | 0.11 | -   | 0.11 |
| 7'051 - 7'100                                                      | -       | -                                                         | 4.50 | -                                                                 | 3.79 | -   | 2.50 | -   | 1.41 | -   | 0.48 | -   | 0.11 | -   | 0.11 |
| 7'101 - 7'150                                                      | -       | -                                                         | 4.50 | -                                                                 | 3.83 | -   | 2.54 | -   | 1.46 | -   | 0.51 | -   | 0.11 | -   | 0.11 |
| 7'151 - 7'200                                                      | -       | -                                                         | 4.50 | -                                                                 | 3.87 | -   | 2.59 | -   | 1.51 | -   | 0.54 | -   | 0.11 | -   | 0.11 |
| 7'201 - 7'250                                                      | -       | -                                                         | 4.50 | -                                                                 | 3.92 | -   | 2.62 | -   | 1.55 | -   | 0.58 | -   | 0.11 | -   | 0.11 |
| 7'251 - 7'300                                                      | -       | -                                                         | 4.50 | -                                                                 | 3.95 | -   | 2.68 | -   | 1.61 | -   | 0.62 | -   | 0.11 | -   | 0.11 |
| 7'301 - 7'350                                                      | -       | -                                                         | 4.50 | -                                                                 | 3.99 | -   | 2.73 | -   | 1.64 | -   | 0.67 | -   | 0.11 | -   | 0.11 |
| 7'351 - 7'400                                                      | -       | -                                                         | 4.50 | -                                                                 | 4.04 | -   | 2.77 | -   | 1.69 | -   | 0.69 | -   | 0.12 | -   | 0.12 |
| 7'401 - 7'450                                                      | -       | -                                                         | 4.50 | -                                                                 | 4.07 | -   | 2.83 | -   | 1.72 | -   | 0.74 | -   | 0.13 | -   | 0.13 |
| 7'451 - 7'500                                                      | -       | -                                                         | 4.50 | -                                                                 | 4.11 | -   | 2.88 | -   | 1.78 | -   | 0.78 | -   | 0.16 | -   | 0.16 |
| 7'501 - 7'550                                                      | -       | -                                                         | 4.50 | -                                                                 | 4.16 | -   | 2.91 | -   | 1.82 | -   | 0.81 | -   | 0.19 | -   | 0.19 |
| 7'551 - 7'600                                                      | -       | -                                                         | 4.50 | -                                                                 | 4.18 | -   | 2.96 | -   | 1.86 | -   | 0.84 | -   | 0.20 | -   | 0.20 |
| 7'601 - 7'650                                                      | -       | -                                                         | 4.50 | -                                                                 | 4.22 | -   | 3.00 | -   | 1.90 | -   | 0.88 | -   | 0.22 | -   | 0.22 |
| 7'651 - 7'700                                                      | -       | -                                                         | 4.50 | -                                                                 | 4.26 | -   | 3.05 | -   | 1.95 | -   | 0.94 | -   | 0.25 | -   | 0.25 |
| 7'701 - 7'750                                                      | -       | -                                                         | 4.50 | -                                                                 | 4.30 | -   | 3.09 | -   | 1.98 | -   | 0.98 | -   | 0.26 | -   | 0.26 |
| 7'751 - 7'800                                                      | -       | -                                                         | 4.50 | -                                                                 | 4.33 | -   | 3.14 | -   | 2.03 | -   | 1.03 | -   | 0.30 | -   | 0.30 |
| 7'801 - 7'850                                                      | -       | -                                                         | 4.50 | -                                                                 | 4.37 | -   | 3.18 | -   | 2.06 | -   | 1.07 | -   | 0.33 | -   | 0.33 |
| 7'851 - 7'900                                                      | -       | -                                                         | 4.50 | -                                                                 | 4.42 | -   | 3.23 | -   | 2.11 | -   | 1.13 | -   | 0.34 | -   | 0.34 |
| 7'901 - 7'950                                                      | -       | -                                                         | 4.50 | -                                                                 | 4.48 | -   | 3.27 | -   | 2.15 | -   | 1.16 | -   | 0.38 | -   | 0.38 |
| 7'951 - 8'000                                                      | -       | -                                                         | 4.50 | -                                                                 | 4.50 | -   | 3.31 | -   | 2.18 | -   | 1.22 | -   | 0.40 | -   | 0.40 |
| 8'001 - 8'050                                                      | -       | -                                                         | 4.50 | -                                                                 | 4.50 | -   | 3.34 | -   | 2.22 | -   | 1.26 | -   | 0.44 | -   | 0.44 |
| 8'051 - 8'100                                                      | -       | -                                                         | 4.50 | -                                                                 | 4.50 | -   | 3.39 | -   | 2.25 | -   | 1.30 | -   | 0.46 | -   | 0.46 |
| 8'101 - 8'150                                                      | -       | -                                                         | 4.50 | -                                                                 | 4.50 | -   | 3.43 | -   | 2.29 | -   | 1.34 | -   | 0.48 | -   | 0.48 |
| 8'151 - 8'200                                                      | -       | -                                                         | 4.50 | -                                                                 | 4.50 | -   | 3.46 | -   | 2.34 | -   | 1.38 | -   | 0.53 | -   | 0.53 |
| 8'201 - 8'250                                                      | -       | -                                                         | 4.50 | -                                                                 | 4.50 | -   | 3.51 | -   | 2.38 | -   | 1.42 | -   | 0.56 | -   | 0.56 |
| 8'251 - 8'300                                                      | -       | -                                                         | 4.50 | -                                                                 | 4.50 | -   | 3.55 | -   | 2.42 | -   | 1.46 | -   | 0.59 | -   | 0.59 |
| 8'301 - 8'350                                                      | -       | -                                                         | 4.50 | -                                                                 | 4.50 | -   | 3.58 | -   | 2.47 | -   | 1.50 | -   | 0.62 | -   | 0.62 |
| 8'351 - 8'400                                                      | -       | -                                                         | 4.50 | -                                                                 | 4.50 | -   | 3.62 | -   | 2.51 | -   | 1.54 | -   | 0.66 | -   | 0.66 |
| 8'401 - 8'450                                                      | -       | -                                                         | 4.50 | -                                                                 | 4.50 | -   | 3.67 | -   | 2.55 | -   | 1.59 | -   | 0.69 | -   | 0.69 |
| 8'451 - 8'500                                                      | -       | -                                                         | 4.50 | -                                                                 | 4.50 | -   | 3.69 | -   | 2.61 | -   | 1.63 | -   | 0.73 | -   | 0.73 |
| 8'501 - 8'550                                                      | -       | -                                                         | 4.50 | -                                                                 | 4.50 | -   | 3.73 | -   | 2.64 | -   | 1.67 | -   | 0.76 | -   | 0.76 |
| 8'551 - 8'600                                                      | -       | -                                                         | 4.50 | -                                                                 | 4.50 | -   | 3.77 | -   | 2.68 | -   | 1.70 | -   | 0.80 | -   | 0.80 |
| 8'601 - 8'650                                                      | -       | -                                                         | 4.50 | -                                                                 | 4.50 | -   | 3.80 | -   | 2.74 | -   | 1.74 | -   | 0.85 | -   | 0.85 |
| 8'651 - 8'700                                                      | -       | -                                                         | 4.50 | -                                                                 | 4.50 | -   | 3.84 | -   | 2.77 | -   | 1.78 | -   | 0.88 | -   | 0.88 |
| 8'701 - 8'750                                                      | -       | -                                                         | 4.50 | -                                                                 | 4.50 | -   | 3.87 | -   | 2.81 | -   | 1.81 | -   | 0.93 | -   | 0.93 |
| 8'751 - 8'800                                                      | -       | -                                                         | 4.50 | -                                                                 | 4.50 | -   | 3.92 | -   | 2.85 | -   | 1.85 | -   | 0.97 | -   | 0.97 |
| 8'801 - 8'850                                                      | -       | -                                                         | 4.50 | -                                                                 | 4.50 | -   | 3.97 | -   | 2.89 | -   | 1.89 | -   | 1.01 | -   | 1.01 |
| 8'851 - 8'900                                                      | -       | -                                                         | 4.50 | -                                                                 | 4.50 | -   | 4.00 | -   | 2.93 | -   | 1.92 | -   | 1.05 | -   | 1.05 |
| 8'901 - 8'950                                                      | -       | -                                                         | 4.50 | -                                                                 | 4.50 | -   | 4.04 | -   | 2.97 | -   | 1.96 | -   | 1.09 | -   | 1.09 |
| 8'951 - 9'000                                                      | -       | -                                                         | 4.50 | -                                                                 | 4.50 | -   | 4.08 | -   | 3.01 | -   | 1.99 | -   | 1.13 | -   | 1.13 |
| 9'001 - 9'050                                                      | -       | -                                                         | 4.50 | -                                                                 | 4.50 | -   | 4.13 | -   | 3.05 | -   | 2.03 | -   | 1.17 | -   | 1.17 |
| 9'051 - 9'100                                                      | -       | -                                                         | 4.50 | -                                                                 | 4.50 | -   | 4.18 | -   | 3.07 | -   | 2.06 | -   | 1.20 | -   | 1.20 |
| 9'101 - 9'150                                                      | -       | -                                                         | 4.50 | -                                                                 | 4.50 | -   | 4.21 | -   | 3.12 | -   | 2.09 | -   | 1.25 | -   | 1.25 |
| 9'151 - 9'200                                                      | -       | -                                                         | 4.50 | -                                                                 | 4.50 | -   | 4.25 | -   | 3.16 | -   | 2.15 | -   | 1.29 | -   | 1.29 |
| 9'201 - 9'250                                                      | -       | -                                                         | 4.50 | -                                                                 | 4.50 | -   | 4.29 | -   | 3.19 | -   | 2.19 | -   | 1.32 | -   | 1.32 |
| 9'251 - 9'300                                                      | -       | -                                                         | 4.50 | -                                                                 | 4.50 | -   | 4.32 | -   | 3.23 | -   | 2.22 | -   | 1.36 | -   | 1.36 |
| 9'301 - 9'350                                                      | -       | -                                                         | 4.50 | -                                                                 | 4.50 | -   | 4.36 | -   | 3.26 | -   | 2.26 | -   | 1.39 | -   | 1.39 |

| Bruttolohn im Monat                                                |         | Steuerabzug je Monat in Franken und Prozenten             |      |                                                                   |      |     |      |     |      |     |      |     |      |     |      |
|--------------------------------------------------------------------|---------|-----------------------------------------------------------|------|-------------------------------------------------------------------|------|-----|------|-----|------|-----|------|-----|------|-----|------|
| (Bar- und Naturallohn einschliesslich Zulagen und Nebenleistungen) |         | Ledige, getrennt lebende, gesch. oder verwitwete Personen |      | die mit ... zulage- bzw. abzugsberechtigten Kindern zusammenleben |      |     |      |     |      |     |      |     |      |     |      |
| P0Y                                                                |         | P1Y                                                       |      | P2Y                                                               |      | P3Y |      | P4Y |      | P5Y |      | P6Y |      |     |      |
| von Fr.                                                            | bis Fr. | Fr.                                                       | %    | Fr.                                                               | %    | Fr. | %    | Fr. | %    | Fr. | %    | Fr. | %    | Fr. | %    |
| 9'351 - 9'400                                                      | -       | -                                                         | 4.50 | -                                                                 | 4.50 | -   | 4.42 | -   | 3.32 | -   | 2.31 | -   | 1.45 | -   | 1.45 |
| 9'401 - 9'450                                                      | -       | -                                                         | 4.50 | -                                                                 | 4.50 | -   | 4.46 | -   | 3.34 | -   | 2.37 | -   | 1.47 | -   | 1.47 |
| 9'451 - 9'500                                                      | -       | -                                                         | 4.50 | -                                                                 | 4.50 | -   | 4.49 | -   | 3.38 | -   | 2.40 | -   | 1.52 | -   | 1.52 |
| 9'501 - 9'550                                                      | -       | -                                                         | 4.50 | -                                                                 | 4.50 | -   | 4.50 | -   | 3.41 | -   | 2.44 | -   | 1.55 | -   | 1.55 |
| 9'551 - 9'600                                                      | -       | -                                                         | 4.50 | -                                                                 | 4.50 | -   | 4.50 | -   | 3.45 | -   | 2.48 | -   | 1.59 | -   | 1.59 |
| 9'601 - 9'650                                                      | -       | -                                                         | 4.50 | -                                                                 | 4.50 | -   | 4.50 | -   | 3.48 | -   | 2.51 | -   | 1.62 | -   | 1.62 |
| 9'651 - 9'700                                                      | -       | -                                                         | 4.50 | -                                                                 | 4.50 | -   | 4.50 | -   | 3.51 | -   | 2.55 | -   | 1.65 | -   | 1.65 |
| 9'701 - 9'750                                                      | -       | -                                                         | 4.50 | -                                                                 | 4.50 | -   | 4.50 | -   | 3.56 | -   | 2.59 | -   | 1.69 | -   | 1.69 |
| 9'751 - 9'800                                                      | -       | -                                                         | 4.50 | -                                                                 | 4.50 | -   | 4.50 | -   | 3.60 | -   | 2.63 | -   | 1.72 | -   | 1.72 |
| 9'801 - 9'850                                                      | -       | -                                                         | 4.50 | -                                                                 | 4.50 | -   | 4.50 | -   | 3.63 | -   | 2.67 | -   | 1.75 | -   | 1.75 |
| 9'851 - 9'900                                                      | -       | -                                                         | 4.50 | -                                                                 | 4.50 | -   | 4.50 | -   | 3.69 | -   | 2.69 | -   | 1.78 | -   | 1.78 |
| 9'901 - 9'950                                                      | -       | -                                                         | 4.50 | -                                                                 | 4.50 | -   | 4.50 | -   | 3.73 | -   | 2.74 | -   | 1.82 | -   | 1.82 |
| 9'951 - 10'000                                                     | -       | -                                                         | 4.50 | -                                                                 | 4.50 | -   | 4.50 | -   | 3.76 | -   | 2.78 | -   | 1.84 | -   | 1.84 |
| 10'001 - 10'050                                                    | -       | -                                                         | 4.50 | -                                                                 | 4.50 | -   | 4.50 | -   | 3.80 | -   | 2.80 | -   | 1.89 | -   | 1.89 |
| 10'051 - 10'100                                                    | -       | -                                                         | 4.50 | -                                                                 | 4.50 | -   | 4.50 | -   | 3.83 | -   | 2.85 | -   | 1.92 | -   | 1.92 |
| 10'101 - 10'150                                                    | -       | -                                                         | 4.50 | -                                                                 | 4.50 | -   | 4.50 | -   | 3.87 | -   | 2.88 | -   | 1.96 | -   | 1.96 |
| 10'151 - 10'200                                                    | -       | -                                                         | 4.50 | -                                                                 | 4.50 | -   | 4.50 | -   | 3.91 | -   | 2.91 | -   | 2.00 | -   | 2.00 |
| 10'201 - 10'250                                                    | -       | -                                                         | 4.50 | -                                                                 | 4.50 | -   | 4.50 | -   | 3.94 | -   | 2.95 | -   | 2.03 | -   | 2.03 |
| 10'251 - 10'300                                                    | -       | -                                                         | 4.50 | -                                                                 | 4.50 | -   | 4.50 | -   | 3.99 | -   | 2.98 | -   | 2.07 | -   | 2.07 |
| 10'301 - 10'350                                                    | -       | -                                                         | 4.50 | -                                                                 | 4.50 | -   | 4.50 | -   | 4.03 | -   | 3.01 | -   | 2.12 | -   | 2.12 |
| 10'351 - 10'400                                                    | -       | -                                                         | 4.50 | -                                                                 | 4.50 | -   | 4.50 | -   | 4.06 | -   | 3.05 | -   | 2.15 | -   | 2.15 |
| 10'401 - 10'450                                                    | -       | -                                                         | 4.50 | -                                                                 | 4.50 | -   | 4.50 | -   | 4.10 | -   | 3.08 | -   | 2.19 | -   | 2.19 |
| 10'451 - 10'500                                                    | -       | -                                                         | 4.50 | -                                                                 | 4.50 | -   | 4.50 | -   | 4.12 | -   | 3.11 | -   | 2.23 | -   | 2.23 |
| 10'501 - 10'550                                                    | -       | -                                                         | 4.50 | -                                                                 | 4.50 | -   | 4.50 | -   | 4.16 | -   | 3.14 | -   | 2.26 | -   | 2.26 |
| 10'551 - 10'600                                                    | -       | -                                                         | 4.50 | -                                                                 | 4.50 | -   | 4.50 | -   | 4.20 | -   | 3.18 | -   | 2.30 | -   | 2.30 |
| 10'601 - 10'650                                                    | -       | -                                                         | 4.50 | -                                                                 | 4.50 | -   | 4.50 | -   | 4.24 | -   | 3.22 | -   | 2.33 | -   | 2.33 |
| 10'651 - 10'700                                                    | -       | -                                                         | 4.50 | -                                                                 | 4.50 | -   | 4.50 | -   | 4.27 | -   | 3.26 | -   | 2.37 | -   | 2.37 |
| 10'701 - 10'750                                                    | -       | -                                                         | 4.50 | -                                                                 | 4.50 | -   | 4.50 | -   | 4.31 | -   | 3.29 | -   | 2.41 | -   | 2.41 |
| 10'751 - 10'800                                                    | -       | -                                                         | 4.50 | -                                                                 | 4.50 | -   | 4.50 | -   | 4.33 | -   | 3.33 | -   | 2.44 | -   | 2.44 |
| 10'801 - 10'850                                                    | -       | -                                                         | 4.50 | -                                                                 | 4.50 | -   | 4.50 | -   | 4.37 | -   | 3.36 | -   | 2.48 | -   | 2.48 |
| 10'851 - 10'900                                                    | -       | -                                                         | 4.50 | -                                                                 | 4.50 | -   | 4.50 | -   | 4.40 | -   | 3.40 | -   | 2.51 | -   | 2.51 |
| 10'901 - 10'950                                                    | -       | -                                                         | 4.50 | -                                                                 | 4.50 | -   | 4.50 | -   | 4.43 | -   | 3.44 | -   | 2.54 | -   | 2.54 |
| 10'951 - 11'000                                                    | -       | -                                                         | 4.50 | -                                                                 | 4.50 | -   | 4.50 | -   | 4.46 | -   | 3.48 | -   | 2.58 | -   | 2.58 |
| 11'001 - 11'050                                                    | -       | -                                                         | 4.50 | -                                                                 | 4.50 | -   | 4.50 | -   | 4.50 | -   | 3.52 | -   | 2.60 | -   | 2.60 |
| 11'051 - 11'100                                                    | -       | -                                                         | 4.50 | -                                                                 | 4.50 | -   | 4.50 | -   | 4.50 | -   | 3.56 | -   | 2.64 | -   | 2.64 |
| 11'101 - 11'150                                                    | -       | -                                                         | 4.50 | -                                                                 | 4.50 | -   | 4.50 | -   | 4.50 | -   | 3.59 | -   | 2.68 | -   | 2.68 |
| 11'151 - 11'200                                                    | -       | -                                                         | 4.50 | -                                                                 | 4.50 | -   | 4.50 | -   | 4.50 | -   | 3.62 | -   | 2.70 | -   | 2.70 |
| 11'201 - 11'250                                                    | -       | -                                                         | 4.50 | -                                                                 | 4.50 | -   | 4.50 | -   | 4.50 | -   | 3.67 | -   | 2.75 | -   | 2.75 |
| 11'251 - 11'300                                                    | -       | -                                                         | 4.50 | -                                                                 | 4.50 | -   | 4.50 | -   | 4.50 | -   | 3.71 | -   | 2.78 | -   | 2.78 |
| 11'301 - 11'350                                                    | -       | -                                                         | 4.50 | -                                                                 | 4.50 | -   | 4.50 | -   | 4.50 | -   | 3.74 | -   | 2.81 | -   | 2.81 |
| 11'351 - 11'400                                                    | -       | -                                                         | 4.50 | -                                                                 | 4.50 | -   | 4.50 | -   | 4.50 | -   | 3.77 | -   | 2.84 | -   | 2.84 |
| 11'401 - 11'450                                                    | -       | -                                                         | 4.50 | -                                                                 | 4.50 | -   | 4.50 | -   | 4.50 | -   | 3.81 | -   | 2.87 | -   | 2.87 |
| 11'451 - 11'500                                                    | -       | -                                                         | 4.50 | -                                                                 | 4.50 | -   | 4.50 | -   | 4.50 | -   | 3.84 | -   | 2.90 | -   | 2.90 |
| 11'501 - 11'550                                                    | -       | -                                                         | 4.50 | -                                                                 | 4.50 | -   | 4.50 | -   | 4.50 | -   | 3.88 | -   | 2.94 | -   | 2.94 |
| 11'551 - 11'600                                                    | -       | -                                                         | 4.50 | -                                                                 | 4.50 | -   | 4.50 | -   | 4.50 | -   | 3.91 | -   | 2.97 | -   | 2.97 |
| 11'601 - 11'650                                                    | -       | -                                                         | 4.50 | -                                                                 | 4.50 | -   | 4.50 | -   | 4.50 | -   | 3.95 | -   | 3.02 | -   | 3.02 |
| 11'651 - 11'700                                                    | -       | -                                                         | 4.50 | -                                                                 | 4.50 | -   | 4.50 | -   | 4.50 | -   | 3.98 | -   | 3.06 | -   | 3.06 |
| 11'701 - 11'750                                                    | -       | -                                                         | 4.50 | -                                                                 | 4.50 | -   | 4.50 | -   | 4.50 | -   | 4.02 | -   | 3.09 | -   | 3.09 |
| 11'751 - 11'800                                                    | -       | -                                                         | 4.50 | -                                                                 | 4.50 | -   | 4.50 | -   | 4.50 | -   | 4.06 | -   | 3.14 | -   | 3.14 |
| 11'801 - 11'850                                                    | -       | -                                                         | 4.50 | -                                                                 | 4.50 | -   | 4.50 | -   | 4.50 | -   | 4.09 | -   | 3.17 | -   | 3.17 |
| 11'851 - 11'900                                                    | -       | -                                                         | 4.50 | -                                                                 | 4.50 | -   | 4.50 | -   | 4.50 | -   | 4.12 | -   | 3.21 | -   | 3.21 |
| 11'901 - 11'950                                                    | -       | -                                                         | 4.50 | -                                                                 | 4.50 | -   | 4.50 | -   | 4.50 | -   | 4.15 | -   | 3.24 | -   | 3.24 |
| 11'951 - 12'000                                                    | -       | -                                                         | 4.50 | -                                                                 | 4.50 | -   | 4.50 | -   | 4.50 | -   | 4.18 | -   | 3.27 | -   | 3.27 |
| 12'001 - 12'050                                                    | -       | -                                                         | 4.50 | -                                                                 | 4.50 | -   | 4.50 | -   | 4.50 | -   | 4.22 | -   | 3.32 | -   | 3.32 |
| 12'051 - 12'100                                                    | -       | -                                                         | 4.50 | -                                                                 | 4.50 | -   | 4.50 | -   | 4.50 | -   | 4.25 | -   | 3.35 | -   | 3.35 |
| 12'101 - 12'150                                                    | -       | -                                                         | 4.50 | -                                                                 | 4.50 | -   | 4.50 | -   | 4.50 | -   | 4.29 | -   | 3.38 | -   | 3.38 |
| 12'151 - 12'200                                                    | -       | -                                                         | 4.50 | -                                                                 | 4.50 | -   | 4.50 | -   | 4.50 | -   | 4.33 | -   | 3.42 | -   | 3.42 |
| 12'201 - 12'250                                                    | -       | -                                                         | 4.50 | -                                                                 | 4.50 | -   | 4.50 | -   | 4.50 | -   | 4.36 | -   | 3.45 | -   | 3.45 |
| 12'251 - 12'300                                                    | -       | -                                                         | 4.50 | -                                                                 | 4.50 | -   | 4.50 | -   | 4.50 | -   | 4.41 | -   | 3.49 | -   | 3.49 |
| 12'301 - 12'350                                                    | -       | -                                                         | 4.50 | -                                                                 | 4.50 | -   | 4.50 | -   | 4.50 | -   | 4.45 | -   | 3.53 | -   | 3.53 |

| Bruttolohn im Monat                                                |                                                           | Steuerabzug je Monat in Franken und Prozenten |                                                                   |      |     |      |     |      |     |      |     |      |     |      |     |
|--------------------------------------------------------------------|-----------------------------------------------------------|-----------------------------------------------|-------------------------------------------------------------------|------|-----|------|-----|------|-----|------|-----|------|-----|------|-----|
| (Bar- und Naturallohn einschliesslich Zulagen und Nebenleistungen) | Ledige, getrennt lebende, gesch. oder verwitwete Personen |                                               | die mit ... zulage- bzw. abzugsberechtigten Kindern zusammenleben |      |     |      |     |      |     |      |     |      |     |      |     |
|                                                                    |                                                           |                                               | P0Y                                                               |      | P1Y |      | P2Y |      | P3Y |      | P4Y |      | P5Y |      | P6Y |
| von Fr. bis Fr.                                                    | Fr.                                                       | %                                             | Fr.                                                               | %    | Fr. | %    | Fr. | %    | Fr. | %    | Fr. | %    | Fr. | %    |     |
| 12'351 - 12'400                                                    | -                                                         |                                               | -                                                                 | 4.50 | -   | 4.50 | -   | 4.50 | -   | 4.50 | -   | 4.48 | -   | 3.56 |     |
| 12'401 - 12'450                                                    | -                                                         |                                               | -                                                                 | 4.50 | -   | 4.50 | -   | 4.50 | -   | 4.50 | -   | 4.50 | -   | 3.60 |     |
| 12'451 - 12'500                                                    | -                                                         |                                               | -                                                                 | 4.50 | -   | 4.50 | -   | 4.50 | -   | 4.50 | -   | 4.50 | -   | 3.63 |     |
| 12'501 - 12'550                                                    | -                                                         |                                               | -                                                                 | 4.50 | -   | 4.50 | -   | 4.50 | -   | 4.50 | -   | 4.50 | -   | 3.66 |     |
| 12'551 - 12'600                                                    | -                                                         |                                               | -                                                                 | 4.50 | -   | 4.50 | -   | 4.50 | -   | 4.50 | -   | 4.50 | -   | 3.70 |     |
| 12'601 - 12'650                                                    | -                                                         |                                               | -                                                                 | 4.50 | -   | 4.50 | -   | 4.50 | -   | 4.50 | -   | 4.50 | -   | 3.73 |     |
| 12'651 - 12'700                                                    | -                                                         |                                               | -                                                                 | 4.50 | -   | 4.50 | -   | 4.50 | -   | 4.50 | -   | 4.50 | -   | 3.77 |     |
| 12'701 - 12'750                                                    | -                                                         |                                               | -                                                                 | 4.50 | -   | 4.50 | -   | 4.50 | -   | 4.50 | -   | 4.50 | -   | 3.80 |     |
| 12'751 - 12'800                                                    | -                                                         |                                               | -                                                                 | 4.50 | -   | 4.50 | -   | 4.50 | -   | 4.50 | -   | 4.50 | -   | 3.84 |     |
| 12'801 - 12'850                                                    | -                                                         |                                               | -                                                                 | 4.50 | -   | 4.50 | -   | 4.50 | -   | 4.50 | -   | 4.50 | -   | 3.87 |     |
| 12'851 - 12'900                                                    | -                                                         |                                               | -                                                                 | 4.50 | -   | 4.50 | -   | 4.50 | -   | 4.50 | -   | 4.50 | -   | 3.90 |     |
| 12'901 - 12'950                                                    | -                                                         |                                               | -                                                                 | 4.50 | -   | 4.50 | -   | 4.50 | -   | 4.50 | -   | 4.50 | -   | 3.93 |     |
| 12'951 - 13'000                                                    | -                                                         |                                               | -                                                                 | 4.50 | -   | 4.50 | -   | 4.50 | -   | 4.50 | -   | 4.50 | -   | 3.97 |     |
| 13'001 - 13'050                                                    | -                                                         |                                               | -                                                                 | 4.50 | -   | 4.50 | -   | 4.50 | -   | 4.50 | -   | 4.50 | -   | 4.00 |     |
| 13'051 - 13'100                                                    | -                                                         |                                               | -                                                                 | 4.50 | -   | 4.50 | -   | 4.50 | -   | 4.50 | -   | 4.50 | -   | 4.05 |     |
| 13'101 - 13'150                                                    | -                                                         |                                               | -                                                                 | 4.50 | -   | 4.50 | -   | 4.50 | -   | 4.50 | -   | 4.50 | -   | 4.08 |     |
| 13'151 - 13'200                                                    | -                                                         |                                               | -                                                                 | 4.50 | -   | 4.50 | -   | 4.50 | -   | 4.50 | -   | 4.50 | -   | 4.12 |     |
| 13'201 - 13'250                                                    | -                                                         |                                               | -                                                                 | 4.50 | -   | 4.50 | -   | 4.50 | -   | 4.50 | -   | 4.50 | -   | 4.17 |     |
| 13'251 - 13'300                                                    | -                                                         |                                               | -                                                                 | 4.50 | -   | 4.50 | -   | 4.50 | -   | 4.50 | -   | 4.50 | -   | 4.20 |     |
| 13'301 - 13'350                                                    | -                                                         |                                               | -                                                                 | 4.50 | -   | 4.50 | -   | 4.50 | -   | 4.50 | -   | 4.50 | -   | 4.23 |     |
| 13'351 - 13'400                                                    | -                                                         |                                               | -                                                                 | 4.50 | -   | 4.50 | -   | 4.50 | -   | 4.50 | -   | 4.50 | -   | 4.27 |     |
| 13'401 - 13'450                                                    | -                                                         |                                               | -                                                                 | 4.50 | -   | 4.50 | -   | 4.50 | -   | 4.50 | -   | 4.50 | -   | 4.31 |     |
| 13'451 - 13'500                                                    | -                                                         |                                               | -                                                                 | 4.50 | -   | 4.50 | -   | 4.50 | -   | 4.50 | -   | 4.50 | -   | 4.34 |     |
| 13'501 - 13'550                                                    | -                                                         |                                               | -                                                                 | 4.50 | -   | 4.50 | -   | 4.50 | -   | 4.50 | -   | 4.50 | -   | 4.37 |     |
| 13'551 - 13'600                                                    | -                                                         |                                               | -                                                                 | 4.50 | -   | 4.50 | -   | 4.50 | -   | 4.50 | -   | 4.50 | -   | 4.42 |     |
| 13'601 - 13'650                                                    | -                                                         |                                               | -                                                                 | 4.50 | -   | 4.50 | -   | 4.50 | -   | 4.50 | -   | 4.50 | -   | 4.45 |     |
| 13'651 - 13'700                                                    | -                                                         |                                               | -                                                                 | 4.50 | -   | 4.50 | -   | 4.50 | -   | 4.50 | -   | 4.50 | -   | 4.48 |     |
| 13'701 - 13'750                                                    | -                                                         |                                               | -                                                                 | 4.50 | -   | 4.50 | -   | 4.50 | -   | 4.50 | -   | 4.50 | -   | 4.50 |     |
| 13'751 - 13'800                                                    | -                                                         |                                               | -                                                                 | 4.50 | -   | 4.50 | -   | 4.50 | -   | 4.50 | -   | 4.50 | -   | 4.50 |     |
| 13'801 - 13'850                                                    | -                                                         |                                               | -                                                                 | 4.50 | -   | 4.50 | -   | 4.50 | -   | 4.50 | -   | 4.50 | -   | 4.50 |     |
| 13'851 - 13'900                                                    | -                                                         |                                               | -                                                                 | 4.50 | -   | 4.50 | -   | 4.50 | -   | 4.50 | -   | 4.50 | -   | 4.50 |     |
| 13'901 - 13'950                                                    | -                                                         |                                               | -                                                                 | 4.50 | -   | 4.50 | -   | 4.50 | -   | 4.50 | -   | 4.50 | -   | 4.50 |     |
| 13'951 - 14'000                                                    | -                                                         |                                               | -                                                                 | 4.50 | -   | 4.50 | -   | 4.50 | -   | 4.50 | -   | 4.50 | -   | 4.50 |     |
| 14'001 - 14'050                                                    | -                                                         |                                               | -                                                                 | 4.50 | -   | 4.50 | -   | 4.50 | -   | 4.50 | -   | 4.50 | -   | 4.50 |     |
| 14'051 - 14'100                                                    | -                                                         |                                               | -                                                                 | 4.50 | -   | 4.50 | -   | 4.50 | -   | 4.50 | -   | 4.50 | -   | 4.50 |     |
| 14'101 - 14'150                                                    | -                                                         |                                               | -                                                                 | 4.50 | -   | 4.50 | -   | 4.50 | -   | 4.50 | -   | 4.50 | -   | 4.50 |     |
| 14'151 - 14'200                                                    | -                                                         |                                               | -                                                                 | 4.50 | -   | 4.50 | -   | 4.50 | -   | 4.50 | -   | 4.50 | -   | 4.50 |     |
| 14'201 - 14'250                                                    | -                                                         |                                               | -                                                                 | 4.50 | -   | 4.50 | -   | 4.50 | -   | 4.50 | -   | 4.50 | -   | 4.50 |     |
| 14'251 - 14'300                                                    | -                                                         |                                               | -                                                                 | 4.50 | -   | 4.50 | -   | 4.50 | -   | 4.50 | -   | 4.50 | -   | 4.50 |     |
| 14'301 - 14'350                                                    | -                                                         |                                               | -                                                                 | 4.50 | -   | 4.50 | -   | 4.50 | -   | 4.50 | -   | 4.50 | -   | 4.50 |     |
| 14'351 - 14'400                                                    | -                                                         |                                               | -                                                                 | 4.50 | -   | 4.50 | -   | 4.50 | -   | 4.50 | -   | 4.50 | -   | 4.50 |     |
| 14'401 - 14'450                                                    | -                                                         |                                               | -                                                                 | 4.50 | -   | 4.50 | -   | 4.50 | -   | 4.50 | -   | 4.50 | -   | 4.50 |     |
| 14'451 - 14'500                                                    | -                                                         |                                               | -                                                                 | 4.50 | -   | 4.50 | -   | 4.50 | -   | 4.50 | -   | 4.50 | -   | 4.50 |     |
| 14'501 - 14'550                                                    | -                                                         |                                               | -                                                                 | 4.50 | -   | 4.50 | -   | 4.50 | -   | 4.50 | -   | 4.50 | -   | 4.50 |     |
| 14'551 - 14'600                                                    | -                                                         |                                               | -                                                                 | 4.50 | -   | 4.50 | -   | 4.50 | -   | 4.50 | -   | 4.50 | -   | 4.50 |     |
| 14'601 - 14'650                                                    | -                                                         |                                               | -                                                                 | 4.50 | -   | 4.50 | -   | 4.50 | -   | 4.50 | -   | 4.50 | -   | 4.50 |     |
| 14'651 - 14'700                                                    | -                                                         |                                               | -                                                                 | 4.50 | -   | 4.50 | -   | 4.50 | -   | 4.50 | -   | 4.50 | -   | 4.50 |     |
| 14'701 - 14'750                                                    | -                                                         |                                               | -                                                                 | 4.50 | -   | 4.50 | -   | 4.50 | -   | 4.50 | -   | 4.50 | -   | 4.50 |     |
| 14'751 - 14'800                                                    | -                                                         |                                               | -                                                                 | 4.50 | -   | 4.50 | -   | 4.50 | -   | 4.50 | -   | 4.50 | -   | 4.50 |     |
| 14'801 - 14'850                                                    | -                                                         |                                               | -                                                                 | 4.50 | -   | 4.50 | -   | 4.50 | -   | 4.50 | -   | 4.50 | -   | 4.50 |     |
| 14'851 - 14'900                                                    | -                                                         |                                               | -                                                                 | 4.50 | -   | 4.50 | -   | 4.50 | -   | 4.50 | -   | 4.50 | -   | 4.50 |     |
| 14'901 - 14'950                                                    | -                                                         |                                               | -                                                                 | 4.50 | -   | 4.50 | -   | 4.50 | -   | 4.50 | -   | 4.50 | -   | 4.50 |     |
| 14'951 - 15'000                                                    | -                                                         |                                               | -                                                                 | 4.50 | -   | 4.50 | -   | 4.50 | -   | 4.50 | -   | 4.50 | -   | 4.50 |     |
| 15'001 - 15'050                                                    | -                                                         |                                               | -                                                                 | 4.50 | -   | 4.50 | -   | 4.50 | -   | 4.50 | -   | 4.50 | -   | 4.50 |     |
| 15'051 - 15'100                                                    | -                                                         |                                               | -                                                                 | 4.50 | -   | 4.50 | -   | 4.50 | -   | 4.50 | -   | 4.50 | -   | 4.50 |     |
| 15'101 - 15'150                                                    | -                                                         |                                               | -                                                                 | 4.50 | -   | 4.50 | -   | 4.50 | -   | 4.50 | -   | 4.50 | -   | 4.50 |     |
| 15'151 - 15'200                                                    | -                                                         |                                               | -                                                                 | 4.50 | -   | 4.50 | -   | 4.50 | -   | 4.50 | -   | 4.50 | -   | 4.50 |     |
| 15'201 - 15'250                                                    | -                                                         |                                               | -                                                                 | 4.50 | -   | 4.50 | -   | 4.50 | -   | 4.50 | -   | 4.50 | -   | 4.50 |     |
| 15'251 - 15'300                                                    | -                                                         |                                               | -                                                                 | 4.50 | -   | 4.50 | -   | 4.50 | -   | 4.50 | -   | 4.50 | -   | 4.50 |     |
| 15'301 - 15'350                                                    | -                                                         |                                               | -                                                                 | 4.50 | -   | 4.50 | -   | 4.50 | -   | 4.50 | -   | 4.50 | -   | 4.50 |     |

| Bruttolohn im Monat                                                |                                                           | Steuerabzug je Monat in Franken und Prozenten |                                                                   |      |     |      |     |      |     |      |     |      |     |      |     |      |
|--------------------------------------------------------------------|-----------------------------------------------------------|-----------------------------------------------|-------------------------------------------------------------------|------|-----|------|-----|------|-----|------|-----|------|-----|------|-----|------|
| (Bar- und Naturallohn einschliesslich Zulagen und Nebenleistungen) | Ledige, getrennt lebende, gesch. oder verwitwete Personen |                                               | die mit ... zulage- bzw. abzugsberechtigten Kindern zusammenleben |      |     |      |     |      |     |      |     |      |     |      |     |      |
|                                                                    |                                                           |                                               | P0Y                                                               |      | P1Y |      | P2Y |      | P3Y |      | P4Y |      | P5Y |      | P6Y |      |
|                                                                    | von Fr. bis Fr.                                           | Fr.                                           | %                                                                 | Fr.  | %   | Fr.  | %   | Fr.  | %   | Fr.  | %   | Fr.  | %   | Fr.  | %   |      |
| 15'351 - 15'400                                                    | -                                                         |                                               | -                                                                 | 4.50 | -   | 4.50 | -   | 4.50 | -   | 4.50 | -   | 4.50 | -   | 4.50 | -   | 4.50 |
| 15'401 - 15'450                                                    | -                                                         |                                               | -                                                                 | 4.50 | -   | 4.50 | -   | 4.50 | -   | 4.50 | -   | 4.50 | -   | 4.50 | -   | 4.50 |
| 15'451 - 15'500                                                    | -                                                         |                                               | -                                                                 | 4.50 | -   | 4.50 | -   | 4.50 | -   | 4.50 | -   | 4.50 | -   | 4.50 | -   | 4.50 |
| 15'501 - 15'550                                                    | -                                                         |                                               | -                                                                 | 4.50 | -   | 4.50 | -   | 4.50 | -   | 4.50 | -   | 4.50 | -   | 4.50 | -   | 4.50 |
| 15'551 - 15'600                                                    | -                                                         |                                               | -                                                                 | 4.50 | -   | 4.50 | -   | 4.50 | -   | 4.50 | -   | 4.50 | -   | 4.50 | -   | 4.50 |
| 15'601 - 15'650                                                    | -                                                         |                                               | -                                                                 | 4.50 | -   | 4.50 | -   | 4.50 | -   | 4.50 | -   | 4.50 | -   | 4.50 | -   | 4.50 |
| 15'651 - 15'700                                                    | -                                                         |                                               | -                                                                 | 4.50 | -   | 4.50 | -   | 4.50 | -   | 4.50 | -   | 4.50 | -   | 4.50 | -   | 4.50 |
| 15'701 - 15'750                                                    | -                                                         |                                               | -                                                                 | 4.50 | -   | 4.50 | -   | 4.50 | -   | 4.50 | -   | 4.50 | -   | 4.50 | -   | 4.50 |
| 15'751 - 15'800                                                    | -                                                         |                                               | -                                                                 | 4.50 | -   | 4.50 | -   | 4.50 | -   | 4.50 | -   | 4.50 | -   | 4.50 | -   | 4.50 |
| 15'801 - 15'850                                                    | -                                                         |                                               | -                                                                 | 4.50 | -   | 4.50 | -   | 4.50 | -   | 4.50 | -   | 4.50 | -   | 4.50 | -   | 4.50 |
| 15'851 - 15'900                                                    | -                                                         |                                               | -                                                                 | 4.50 | -   | 4.50 | -   | 4.50 | -   | 4.50 | -   | 4.50 | -   | 4.50 | -   | 4.50 |
| 15'901 - 15'950                                                    | -                                                         |                                               | -                                                                 | 4.50 | -   | 4.50 | -   | 4.50 | -   | 4.50 | -   | 4.50 | -   | 4.50 | -   | 4.50 |
| 15'951 - 16'000                                                    | -                                                         |                                               | -                                                                 | 4.50 | -   | 4.50 | -   | 4.50 | -   | 4.50 | -   | 4.50 | -   | 4.50 | -   | 4.50 |
| 16'001 - 16'050                                                    | -                                                         |                                               | -                                                                 | 4.50 | -   | 4.50 | -   | 4.50 | -   | 4.50 | -   | 4.50 | -   | 4.50 | -   | 4.50 |
| 16'051 - 16'100                                                    | -                                                         |                                               | -                                                                 | 4.50 | -   | 4.50 | -   | 4.50 | -   | 4.50 | -   | 4.50 | -   | 4.50 | -   | 4.50 |
| 16'101 - 16'150                                                    | -                                                         |                                               | -                                                                 | 4.50 | -   | 4.50 | -   | 4.50 | -   | 4.50 | -   | 4.50 | -   | 4.50 | -   | 4.50 |
| 16'151 - 16'200                                                    | -                                                         |                                               | -                                                                 | 4.50 | -   | 4.50 | -   | 4.50 | -   | 4.50 | -   | 4.50 | -   | 4.50 | -   | 4.50 |
| 16'201 - 16'250                                                    | -                                                         |                                               | -                                                                 | 4.50 | -   | 4.50 | -   | 4.50 | -   | 4.50 | -   | 4.50 | -   | 4.50 | -   | 4.50 |
| 16'251 - 16'300                                                    | -                                                         |                                               | -                                                                 | 4.50 | -   | 4.50 | -   | 4.50 | -   | 4.50 | -   | 4.50 | -   | 4.50 | -   | 4.50 |
| 16'301 - 16'350                                                    | -                                                         |                                               | -                                                                 | 4.50 | -   | 4.50 | -   | 4.50 | -   | 4.50 | -   | 4.50 | -   | 4.50 | -   | 4.50 |
| 16'351 - 16'400                                                    | -                                                         |                                               | -                                                                 | 4.50 | -   | 4.50 | -   | 4.50 | -   | 4.50 | -   | 4.50 | -   | 4.50 | -   | 4.50 |
| 16'401 - 16'450                                                    | -                                                         |                                               | -                                                                 | 4.50 | -   | 4.50 | -   | 4.50 | -   | 4.50 | -   | 4.50 | -   | 4.50 | -   | 4.50 |
| 16'451 - 16'500                                                    | -                                                         |                                               | -                                                                 | 4.50 | -   | 4.50 | -   | 4.50 | -   | 4.50 | -   | 4.50 | -   | 4.50 | -   | 4.50 |
| 16'501 - 16'550                                                    | -                                                         |                                               | -                                                                 | 4.50 | -   | 4.50 | -   | 4.50 | -   | 4.50 | -   | 4.50 | -   | 4.50 | -   | 4.50 |
| 16'551 - 16'600                                                    | -                                                         |                                               | -                                                                 | 4.50 | -   | 4.50 | -   | 4.50 | -   | 4.50 | -   | 4.50 | -   | 4.50 | -   | 4.50 |
| 16'601 - 16'650                                                    | -                                                         |                                               | -                                                                 | 4.50 | -   | 4.50 | -   | 4.50 | -   | 4.50 | -   | 4.50 | -   | 4.50 | -   | 4.50 |
| 16'651 - 16'700                                                    | -                                                         |                                               | -                                                                 | 4.50 | -   | 4.50 | -   | 4.50 | -   | 4.50 | -   | 4.50 | -   | 4.50 | -   | 4.50 |
| 16'701 - 16'750                                                    | -                                                         |                                               | -                                                                 | 4.50 | -   | 4.50 | -   | 4.50 | -   | 4.50 | -   | 4.50 | -   | 4.50 | -   | 4.50 |
| 16'751 - 16'800                                                    | -                                                         |                                               | -                                                                 | 4.50 | -   | 4.50 | -   | 4.50 | -   | 4.50 | -   | 4.50 | -   | 4.50 | -   | 4.50 |
| 16'801 - 16'850                                                    | -                                                         |                                               | -                                                                 | 4.50 | -   | 4.50 | -   | 4.50 | -   | 4.50 | -   | 4.50 | -   | 4.50 | -   | 4.50 |
| 16'851 - 16'900                                                    | -                                                         |                                               | -                                                                 | 4.50 | -   | 4.50 | -   | 4.50 | -   | 4.50 | -   | 4.50 | -   | 4.50 | -   | 4.50 |
| 16'901 - 16'950                                                    | -                                                         |                                               | -                                                                 | 4.50 | -   | 4.50 | -   | 4.50 | -   | 4.50 | -   | 4.50 | -   | 4.50 | -   | 4.50 |
| 16'951 - 17'000                                                    | -                                                         |                                               | -                                                                 | 4.50 | -   | 4.50 | -   | 4.50 | -   | 4.50 | -   | 4.50 | -   | 4.50 | -   | 4.50 |
| 17'001 - 17'050                                                    | -                                                         |                                               | -                                                                 | 4.50 | -   | 4.50 | -   | 4.50 | -   | 4.50 | -   | 4.50 | -   | 4.50 | -   | 4.50 |
| 17'051 - 17'100                                                    | -                                                         |                                               | -                                                                 | 4.50 | -   | 4.50 | -   | 4.50 | -   | 4.50 | -   | 4.50 | -   | 4.50 | -   | 4.50 |
| 17'101 - 17'150                                                    | -                                                         |                                               | -                                                                 | 4.50 | -   | 4.50 | -   | 4.50 | -   | 4.50 | -   | 4.50 | -   | 4.50 | -   | 4.50 |
| 17'151 - 17'200                                                    | -                                                         |                                               | -                                                                 | 4.50 | -   | 4.50 | -   | 4.50 | -   | 4.50 | -   | 4.50 | -   | 4.50 | -   | 4.50 |
| 17'201 - 17'250                                                    | -                                                         |                                               | -                                                                 | 4.50 | -   | 4.50 | -   | 4.50 | -   | 4.50 | -   | 4.50 | -   | 4.50 | -   | 4.50 |
| 17'251 - 17'300                                                    | -                                                         |                                               | -                                                                 | 4.50 | -   | 4.50 | -   | 4.50 | -   | 4.50 | -   | 4.50 | -   | 4.50 | -   | 4.50 |
| 17'301 - 17'350                                                    | -                                                         |                                               | -                                                                 | 4.50 | -   | 4.50 | -   | 4.50 | -   | 4.50 | -   | 4.50 | -   | 4.50 | -   | 4.50 |
| 17'351 - 17'400                                                    | -                                                         |                                               | -                                                                 | 4.50 | -   | 4.50 | -   | 4.50 | -   | 4.50 | -   | 4.50 | -   | 4.50 | -   | 4.50 |
| 17'401 - 17'450                                                    | -                                                         |                                               | -                                                                 | 4.50 | -   | 4.50 | -   | 4.50 | -   | 4.50 | -   | 4.50 | -   | 4.50 | -   | 4.50 |
| 17'451 - 17'500                                                    | -                                                         |                                               | -                                                                 | 4.50 | -   | 4.50 | -   | 4.50 | -   | 4.50 | -   | 4.50 | -   | 4.50 | -   | 4.50 |
| 17'501 - 17'550                                                    | -                                                         |                                               | -                                                                 | 4.50 | -   | 4.50 | -   | 4.50 | -   | 4.50 | -   | 4.50 | -   | 4.50 | -   | 4.50 |
| 17'551 - 17'600                                                    | -                                                         |                                               | -                                                                 | 4.50 | -   | 4.50 | -   | 4.50 | -   | 4.50 | -   | 4.50 | -   | 4.50 | -   | 4.50 |
| 17'601 - 17'650                                                    | -                                                         |                                               | -                                                                 | 4.50 | -   | 4.50 | -   | 4.50 | -   | 4.50 | -   | 4.50 | -   | 4.50 | -   | 4.50 |
| 17'651 - 17'700                                                    | -                                                         |                                               | -                                                                 | 4.50 | -   | 4.50 | -   | 4.50 | -   | 4.50 | -   | 4.50 | -   | 4.50 | -   | 4.50 |
| 17'701 - 17'750                                                    | -                                                         |                                               | -                                                                 | 4.50 | -   | 4.50 | -   | 4.50 | -   | 4.50 | -   | 4.50 | -   | 4.50 | -   | 4.50 |
| 17'751 - 17'800                                                    | -                                                         |                                               | -                                                                 | 4.50 | -   | 4.50 | -   | 4.50 | -   | 4.50 | -   | 4.50 | -   | 4.50 | -   | 4.50 |
| 17'801 - 17'850                                                    | -                                                         |                                               | -                                                                 | 4.50 | -   | 4.50 | -   | 4.50 | -   | 4.50 | -   | 4.50 | -   | 4.50 | -   | 4.50 |
| 17'851 - 17'900                                                    | -                                                         |                                               | -                                                                 | 4.50 | -   | 4.50 | -   | 4.50 | -   | 4.50 | -   | 4.50 | -   | 4.50 | -   | 4.50 |
| 17'901 - 17'950                                                    | -                                                         |                                               | -                                                                 | 4.50 | -   | 4.50 | -   | 4.50 | -   | 4.50 | -   | 4.50 | -   | 4.50 | -   | 4.50 |
| 17'951 - 18'000                                                    | -                                                         |                                               | -                                                                 | 4.50 | -   | 4.50 | -   | 4.50 | -   | 4.50 | -   | 4.50 | -   | 4.50 | -   | 4.50 |
| 18'001 - 18'050                                                    | -                                                         |                                               | -                                                                 | 4.50 | -   | 4.50 | -   | 4.50 | -   | 4.50 | -   | 4.50 | -   | 4.50 | -   | 4.50 |
| 18'051 - 18'100                                                    | -                                                         |                                               | -                                                                 | 4.50 | -   | 4.50 | -   | 4.50 | -   | 4.50 | -   | 4.50 | -   | 4.50 | -   | 4.50 |
| 18'101 - 18'150                                                    | -                                                         |                                               | -                                                                 | 4.50 | -   | 4.50 | -   | 4.50 | -   | 4.50 | -   | 4.50 | -   | 4.50 | -   | 4.50 |
| 18'151 - 18'200                                                    | -                                                         |                                               | -                                                                 | 4.50 | -   | 4.50 | -   | 4.50 | -   | 4.50 | -   | 4.50 | -   | 4.50 | -   | 4.50 |
| 18'201 - 18'250                                                    | -                                                         |                                               | -                                                                 | 4.50 | -   | 4.50 | -   | 4.50 | -   | 4.50 | -   | 4.50 | -   | 4.50 | -   | 4.50 |
| 18'251 - 18'300                                                    | -                                                         |                                               | -                                                                 | 4.50 | -   | 4.50 | -   | 4.50 | -   | 4.50 | -   | 4.50 | -   | 4.50 | -   | 4.50 |
| 18'301 - 18'350                                                    | -                                                         |                                               | -                                                                 | 4.50 | -   | 4.50 | -   | 4.50 | -   | 4.50 | -   | 4.50 | -   | 4.50 | -   | 4.50 |

| Bruttolohn im Monat                                                |                                                           | Steuerabzug je Monat in Franken und Prozenten |                                                                   |      |     |      |     |      |     |      |     |      |     |      |     |      |
|--------------------------------------------------------------------|-----------------------------------------------------------|-----------------------------------------------|-------------------------------------------------------------------|------|-----|------|-----|------|-----|------|-----|------|-----|------|-----|------|
| (Bar- und Naturallohn einschliesslich Zulagen und Nebenleistungen) | Ledige, getrennt lebende, gesch. oder verwitwete Personen |                                               | die mit ... zulage- bzw. abzugsberechtigten Kindern zusammenleben |      |     |      |     |      |     |      |     |      |     |      |     |      |
|                                                                    |                                                           |                                               | P0Y                                                               |      | P1Y |      | P2Y |      | P3Y |      | P4Y |      | P5Y |      | P6Y |      |
|                                                                    | von Fr. bis Fr.                                           | Fr.                                           | %                                                                 | Fr.  | %   | Fr.  | %   | Fr.  | %   | Fr.  | %   | Fr.  | %   | Fr.  | %   |      |
| 18'351 - 18'400                                                    | -                                                         |                                               | -                                                                 | 4.50 | -   | 4.50 | -   | 4.50 | -   | 4.50 | -   | 4.50 | -   | 4.50 | -   | 4.50 |
| 18'401 - 18'450                                                    | -                                                         |                                               | -                                                                 | 4.50 | -   | 4.50 | -   | 4.50 | -   | 4.50 | -   | 4.50 | -   | 4.50 | -   | 4.50 |
| 18'451 - 18'500                                                    | -                                                         |                                               | -                                                                 | 4.50 | -   | 4.50 | -   | 4.50 | -   | 4.50 | -   | 4.50 | -   | 4.50 | -   | 4.50 |
| 18'501 - 18'550                                                    | -                                                         |                                               | -                                                                 | 4.50 | -   | 4.50 | -   | 4.50 | -   | 4.50 | -   | 4.50 | -   | 4.50 | -   | 4.50 |
| 18'551 - 18'600                                                    | -                                                         |                                               | -                                                                 | 4.50 | -   | 4.50 | -   | 4.50 | -   | 4.50 | -   | 4.50 | -   | 4.50 | -   | 4.50 |
| 18'601 - 18'650                                                    | -                                                         |                                               | -                                                                 | 4.50 | -   | 4.50 | -   | 4.50 | -   | 4.50 | -   | 4.50 | -   | 4.50 | -   | 4.50 |
| 18'651 - 18'700                                                    | -                                                         |                                               | -                                                                 | 4.50 | -   | 4.50 | -   | 4.50 | -   | 4.50 | -   | 4.50 | -   | 4.50 | -   | 4.50 |
| 18'701 - 18'750                                                    | -                                                         |                                               | -                                                                 | 4.50 | -   | 4.50 | -   | 4.50 | -   | 4.50 | -   | 4.50 | -   | 4.50 | -   | 4.50 |
| 18'751 - 18'800                                                    | -                                                         |                                               | -                                                                 | 4.50 | -   | 4.50 | -   | 4.50 | -   | 4.50 | -   | 4.50 | -   | 4.50 | -   | 4.50 |
| 18'801 - 18'850                                                    | -                                                         |                                               | -                                                                 | 4.50 | -   | 4.50 | -   | 4.50 | -   | 4.50 | -   | 4.50 | -   | 4.50 | -   | 4.50 |
| 18'851 - 18'900                                                    | -                                                         |                                               | -                                                                 | 4.50 | -   | 4.50 | -   | 4.50 | -   | 4.50 | -   | 4.50 | -   | 4.50 | -   | 4.50 |
| 18'901 - 18'950                                                    | -                                                         |                                               | -                                                                 | 4.50 | -   | 4.50 | -   | 4.50 | -   | 4.50 | -   | 4.50 | -   | 4.50 | -   | 4.50 |
| 18'951 - 19'000                                                    | -                                                         |                                               | -                                                                 | 4.50 | -   | 4.50 | -   | 4.50 | -   | 4.50 | -   | 4.50 | -   | 4.50 | -   | 4.50 |
| 19'001 - 19'050                                                    | -                                                         |                                               | -                                                                 | 4.50 | -   | 4.50 | -   | 4.50 | -   | 4.50 | -   | 4.50 | -   | 4.50 | -   | 4.50 |
| 19'051 - 19'100                                                    | -                                                         |                                               | -                                                                 | 4.50 | -   | 4.50 | -   | 4.50 | -   | 4.50 | -   | 4.50 | -   | 4.50 | -   | 4.50 |
| 19'101 - 19'150                                                    | -                                                         |                                               | -                                                                 | 4.50 | -   | 4.50 | -   | 4.50 | -   | 4.50 | -   | 4.50 | -   | 4.50 | -   | 4.50 |
| 19'151 - 19'200                                                    | -                                                         |                                               | -                                                                 | 4.50 | -   | 4.50 | -   | 4.50 | -   | 4.50 | -   | 4.50 | -   | 4.50 | -   | 4.50 |
| 19'201 - 19'250                                                    | -                                                         |                                               | -                                                                 | 4.50 | -   | 4.50 | -   | 4.50 | -   | 4.50 | -   | 4.50 | -   | 4.50 | -   | 4.50 |
| 19'251 - 19'300                                                    | -                                                         |                                               | -                                                                 | 4.50 | -   | 4.50 | -   | 4.50 | -   | 4.50 | -   | 4.50 | -   | 4.50 | -   | 4.50 |
| 19'301 - 19'350                                                    | -                                                         |                                               | -                                                                 | 4.50 | -   | 4.50 | -   | 4.50 | -   | 4.50 | -   | 4.50 | -   | 4.50 | -   | 4.50 |
| 19'351 - 19'400                                                    | -                                                         |                                               | -                                                                 | 4.50 | -   | 4.50 | -   | 4.50 | -   | 4.50 | -   | 4.50 | -   | 4.50 | -   | 4.50 |
| 19'401 - 19'450                                                    | -                                                         |                                               | -                                                                 | 4.50 | -   | 4.50 | -   | 4.50 | -   | 4.50 | -   | 4.50 | -   | 4.50 | -   | 4.50 |
| 19'451 - 19'500                                                    | -                                                         |                                               | -                                                                 | 4.50 | -   | 4.50 | -   | 4.50 | -   | 4.50 | -   | 4.50 | -   | 4.50 | -   | 4.50 |
| 19'501 - 19'550                                                    | -                                                         |                                               | -                                                                 | 4.50 | -   | 4.50 | -   | 4.50 | -   | 4.50 | -   | 4.50 | -   | 4.50 | -   | 4.50 |
| 19'551 - 19'600                                                    | -                                                         |                                               | -                                                                 | 4.50 | -   | 4.50 | -   | 4.50 | -   | 4.50 | -   | 4.50 | -   | 4.50 | -   | 4.50 |
| 19'601 - 19'650                                                    | -                                                         |                                               | -                                                                 | 4.50 | -   | 4.50 | -   | 4.50 | -   | 4.50 | -   | 4.50 | -   | 4.50 | -   | 4.50 |
| 19'651 - 19'700                                                    | -                                                         |                                               | -                                                                 | 4.50 | -   | 4.50 | -   | 4.50 | -   | 4.50 | -   | 4.50 | -   | 4.50 | -   | 4.50 |
| 19'701 - 19'750                                                    | -                                                         |                                               | -                                                                 | 4.50 | -   | 4.50 | -   | 4.50 | -   | 4.50 | -   | 4.50 | -   | 4.50 | -   | 4.50 |
| 19'751 - 19'800                                                    | -                                                         |                                               | -                                                                 | 4.50 | -   | 4.50 | -   | 4.50 | -   | 4.50 | -   | 4.50 | -   | 4.50 | -   | 4.50 |
| 19'801 - 19'850                                                    | -                                                         |                                               | -                                                                 | 4.50 | -   | 4.50 | -   | 4.50 | -   | 4.50 | -   | 4.50 | -   | 4.50 | -   | 4.50 |
| 19'851 - 19'900                                                    | -                                                         |                                               | -                                                                 | 4.50 | -   | 4.50 | -   | 4.50 | -   | 4.50 | -   | 4.50 | -   | 4.50 | -   | 4.50 |
| 19'901 - 19'950                                                    | -                                                         |                                               | -                                                                 | 4.50 | -   | 4.50 | -   | 4.50 | -   | 4.50 | -   | 4.50 | -   | 4.50 | -   | 4.50 |
| 19'951 - 20'000                                                    | -                                                         |                                               | -                                                                 | 4.50 | -   | 4.50 | -   | 4.50 | -   | 4.50 | -   | 4.50 | -   | 4.50 | -   | 4.50 |
| 20'001 - 20'050                                                    | -                                                         |                                               | -                                                                 | 4.50 | -   | 4.50 | -   | 4.50 | -   | 4.50 | -   | 4.50 | -   | 4.50 | -   | 4.50 |
| 20'051 - 20'100                                                    | -                                                         |                                               | -                                                                 | 4.50 | -   | 4.50 | -   | 4.50 | -   | 4.50 | -   | 4.50 | -   | 4.50 | -   | 4.50 |
| 20'101 - 20'150                                                    | -                                                         |                                               | -                                                                 | 4.50 | -   | 4.50 | -   | 4.50 | -   | 4.50 | -   | 4.50 | -   | 4.50 | -   | 4.50 |
| 20'151 - 20'200                                                    | -                                                         |                                               | -                                                                 | 4.50 | -   | 4.50 | -   | 4.50 | -   | 4.50 | -   | 4.50 | -   | 4.50 | -   | 4.50 |
| 20'201 - 20'250                                                    | -                                                         |                                               | -                                                                 | 4.50 | -   | 4.50 | -   | 4.50 | -   | 4.50 | -   | 4.50 | -   | 4.50 | -   | 4.50 |
| 20'251 - 20'300                                                    | -                                                         |                                               | -                                                                 | 4.50 | -   | 4.50 | -   | 4.50 | -   | 4.50 | -   | 4.50 | -   | 4.50 | -   | 4.50 |
| 20'301 - 20'350                                                    | -                                                         |                                               | -                                                                 | 4.50 | -   | 4.50 | -   | 4.50 | -   | 4.50 | -   | 4.50 | -   | 4.50 | -   | 4.50 |
| 20'351 - 20'400                                                    | -                                                         |                                               | -                                                                 | 4.50 | -   | 4.50 | -   | 4.50 | -   | 4.50 | -   | 4.50 | -   | 4.50 | -   | 4.50 |
| 20'401 - 20'450                                                    | -                                                         |                                               | -                                                                 | 4.50 | -   | 4.50 | -   | 4.50 | -   | 4.50 | -   | 4.50 | -   | 4.50 | -   | 4.50 |
| 20'451 - 20'500                                                    | -                                                         |                                               | -                                                                 | 4.50 | -   | 4.50 | -   | 4.50 | -   | 4.50 | -   | 4.50 | -   | 4.50 | -   | 4.50 |
| 20'501 - 20'550                                                    | -                                                         |                                               | -                                                                 | 4.50 | -   | 4.50 | -   | 4.50 | -   | 4.50 | -   | 4.50 | -   | 4.50 | -   | 4.50 |
| 20'551 - 20'600                                                    | -                                                         |                                               | -                                                                 | 4.50 | -   | 4.50 | -   | 4.50 | -   | 4.50 | -   | 4.50 | -   | 4.50 | -   | 4.50 |
| 20'601 - 20'650                                                    | -                                                         |                                               | -                                                                 | 4.50 | -   | 4.50 | -   | 4.50 | -   | 4.50 | -   | 4.50 | -   | 4.50 | -   | 4.50 |
| 20'651 - 20'700                                                    | -                                                         |                                               | -                                                                 | 4.50 | -   | 4.50 | -   | 4.50 | -   | 4.50 | -   | 4.50 | -   | 4.50 | -   | 4.50 |
| 20'701 - 20'750                                                    | -                                                         |                                               | -                                                                 | 4.50 | -   | 4.50 | -   | 4.50 | -   | 4.50 | -   | 4.50 | -   | 4.50 | -   | 4.50 |
| 20'751 - 20'800                                                    | -                                                         |                                               | -                                                                 | 4.50 | -   | 4.50 | -   | 4.50 | -   | 4.50 | -   | 4.50 | -   | 4.50 | -   | 4.50 |
| 20'801 - 20'850                                                    | -                                                         |                                               | -                                                                 | 4.50 | -   | 4.50 | -   | 4.50 | -   | 4.50 | -   | 4.50 | -   | 4.50 | -   | 4.50 |
| 20'851 - 20'900                                                    | -                                                         |                                               | -                                                                 | 4.50 | -   | 4.50 | -   | 4.50 | -   | 4.50 | -   | 4.50 | -   | 4.50 | -   | 4.50 |
| 20'901 - 20'950                                                    | -                                                         |                                               | -                                                                 | 4.50 | -   | 4.50 | -   | 4.50 | -   | 4.50 | -   | 4.50 | -   | 4.50 | -   | 4.50 |
| 20'951 - 21'000                                                    | -                                                         |                                               | -                                                                 | 4.50 | -   | 4.50 | -   | 4.50 | -   | 4.50 | -   | 4.50 | -   | 4.50 | -   | 4.50 |
| 21'001 - 21'050                                                    | -                                                         |                                               | -                                                                 | 4.50 | -   | 4.50 | -   | 4.50 | -   | 4.50 | -   | 4.50 | -   | 4.50 | -   | 4.50 |
| 21'051 - 21'100                                                    | -                                                         |                                               | -                                                                 | 4.50 | -   | 4.50 | -   | 4.50 | -   | 4.50 | -   | 4.50 | -   | 4.50 | -   | 4.50 |
| 21'101 - 21'150                                                    | -                                                         |                                               | -                                                                 | 4.50 | -   | 4.50 | -   | 4.50 | -   | 4.50 | -   | 4.50 | -   | 4.50 | -   | 4.50 |
| 21'151 - 21'200                                                    | -                                                         |                                               | -                                                                 | 4.50 | -   | 4.50 | -   | 4.50 | -   | 4.50 | -   | 4.50 | -   | 4.50 | -   | 4.50 |
| 21'201 - 21'250                                                    | -                                                         |                                               | -                                                                 | 4.50 | -   | 4.50 | -   | 4.50 | -   | 4.50 | -   | 4.50 | -   | 4.50 | -   | 4.50 |
| 21'251 - 21'300                                                    | -                                                         |                                               | -                                                                 | 4.50 | -   | 4.50 | -   | 4.50 | -   | 4.50 | -   | 4.50 | -   | 4.50 | -   | 4.50 |
| 21'301 - 21'350                                                    | -                                                         |                                               | -                                                                 | 4.50 | -   | 4.50 | -   | 4.50 | -   | 4.50 | -   | 4.50 | -   | 4.50 | -   | 4.50 |

| Bruttolohn im Monat                                                |                                                           | Steuerabzug je Monat in Franken und Prozenten |                                                                   |      |     |      |     |      |     |      |     |      |     |      |     |      |
|--------------------------------------------------------------------|-----------------------------------------------------------|-----------------------------------------------|-------------------------------------------------------------------|------|-----|------|-----|------|-----|------|-----|------|-----|------|-----|------|
| (Bar- und Naturallohn einschliesslich Zulagen und Nebenleistungen) | Ledige, getrennt lebende, gesch. oder verwitwete Personen |                                               | die mit ... zulage- bzw. abzugsberechtigten Kindern zusammenleben |      |     |      |     |      |     |      |     |      |     |      |     |      |
|                                                                    |                                                           |                                               | P0Y                                                               |      | P1Y |      | P2Y |      | P3Y |      | P4Y |      | P5Y |      | P6Y |      |
|                                                                    | von Fr. bis Fr.                                           | Fr.                                           | %                                                                 | Fr.  | %   | Fr.  | %   | Fr.  | %   | Fr.  | %   | Fr.  | %   | Fr.  | %   |      |
| 21'351 - 21'400                                                    | -                                                         |                                               | -                                                                 | 4.50 | -   | 4.50 | -   | 4.50 | -   | 4.50 | -   | 4.50 | -   | 4.50 | -   | 4.50 |
| 21'401 - 21'450                                                    | -                                                         |                                               | -                                                                 | 4.50 | -   | 4.50 | -   | 4.50 | -   | 4.50 | -   | 4.50 | -   | 4.50 | -   | 4.50 |
| 21'451 - 21'500                                                    | -                                                         |                                               | -                                                                 | 4.50 | -   | 4.50 | -   | 4.50 | -   | 4.50 | -   | 4.50 | -   | 4.50 | -   | 4.50 |
| 21'501 - 21'550                                                    | -                                                         |                                               | -                                                                 | 4.50 | -   | 4.50 | -   | 4.50 | -   | 4.50 | -   | 4.50 | -   | 4.50 | -   | 4.50 |
| 21'551 - 21'600                                                    | -                                                         |                                               | -                                                                 | 4.50 | -   | 4.50 | -   | 4.50 | -   | 4.50 | -   | 4.50 | -   | 4.50 | -   | 4.50 |
| 21'601 - 21'650                                                    | -                                                         |                                               | -                                                                 | 4.50 | -   | 4.50 | -   | 4.50 | -   | 4.50 | -   | 4.50 | -   | 4.50 | -   | 4.50 |
| 21'651 - 21'700                                                    | -                                                         |                                               | -                                                                 | 4.50 | -   | 4.50 | -   | 4.50 | -   | 4.50 | -   | 4.50 | -   | 4.50 | -   | 4.50 |
| 21'701 - 21'750                                                    | -                                                         |                                               | -                                                                 | 4.50 | -   | 4.50 | -   | 4.50 | -   | 4.50 | -   | 4.50 | -   | 4.50 | -   | 4.50 |
| 21'751 - 21'800                                                    | -                                                         |                                               | -                                                                 | 4.50 | -   | 4.50 | -   | 4.50 | -   | 4.50 | -   | 4.50 | -   | 4.50 | -   | 4.50 |
| 21'801 - 21'850                                                    | -                                                         |                                               | -                                                                 | 4.50 | -   | 4.50 | -   | 4.50 | -   | 4.50 | -   | 4.50 | -   | 4.50 | -   | 4.50 |
| 21'851 - 21'900                                                    | -                                                         |                                               | -                                                                 | 4.50 | -   | 4.50 | -   | 4.50 | -   | 4.50 | -   | 4.50 | -   | 4.50 | -   | 4.50 |
| 21'901 - 21'950                                                    | -                                                         |                                               | -                                                                 | 4.50 | -   | 4.50 | -   | 4.50 | -   | 4.50 | -   | 4.50 | -   | 4.50 | -   | 4.50 |
| 21'951 - 22'000                                                    | -                                                         |                                               | -                                                                 | 4.50 | -   | 4.50 | -   | 4.50 | -   | 4.50 | -   | 4.50 | -   | 4.50 | -   | 4.50 |
| 22'001 - 22'050                                                    | -                                                         |                                               | -                                                                 | 4.50 | -   | 4.50 | -   | 4.50 | -   | 4.50 | -   | 4.50 | -   | 4.50 | -   | 4.50 |
| 22'051 - 22'100                                                    | -                                                         |                                               | -                                                                 | 4.50 | -   | 4.50 | -   | 4.50 | -   | 4.50 | -   | 4.50 | -   | 4.50 | -   | 4.50 |
| 22'101 - 22'150                                                    | -                                                         |                                               | -                                                                 | 4.50 | -   | 4.50 | -   | 4.50 | -   | 4.50 | -   | 4.50 | -   | 4.50 | -   | 4.50 |
| 22'151 - 22'200                                                    | -                                                         |                                               | -                                                                 | 4.50 | -   | 4.50 | -   | 4.50 | -   | 4.50 | -   | 4.50 | -   | 4.50 | -   | 4.50 |
| 22'201 - 22'250                                                    | -                                                         |                                               | -                                                                 | 4.50 | -   | 4.50 | -   | 4.50 | -   | 4.50 | -   | 4.50 | -   | 4.50 | -   | 4.50 |
| 22'251 - 22'300                                                    | -                                                         |                                               | -                                                                 | 4.50 | -   | 4.50 | -   | 4.50 | -   | 4.50 | -   | 4.50 | -   | 4.50 | -   | 4.50 |
| 22'301 - 22'350                                                    | -                                                         |                                               | -                                                                 | 4.50 | -   | 4.50 | -   | 4.50 | -   | 4.50 | -   | 4.50 | -   | 4.50 | -   | 4.50 |
| 22'351 - 22'400                                                    | -                                                         |                                               | -                                                                 | 4.50 | -   | 4.50 | -   | 4.50 | -   | 4.50 | -   | 4.50 | -   | 4.50 | -   | 4.50 |
| 22'401 - 22'450                                                    | -                                                         |                                               | -                                                                 | 4.50 | -   | 4.50 | -   | 4.50 | -   | 4.50 | -   | 4.50 | -   | 4.50 | -   | 4.50 |
| 22'451 - 22'500                                                    | -                                                         |                                               | -                                                                 | 4.50 | -   | 4.50 | -   | 4.50 | -   | 4.50 | -   | 4.50 | -   | 4.50 | -   | 4.50 |
| 22'501 - 22'550                                                    | -                                                         |                                               | -                                                                 | 4.50 | -   | 4.50 | -   | 4.50 | -   | 4.50 | -   | 4.50 | -   | 4.50 | -   | 4.50 |
| 22'551 - 22'600                                                    | -                                                         |                                               | -                                                                 | 4.50 | -   | 4.50 | -   | 4.50 | -   | 4.50 | -   | 4.50 | -   | 4.50 | -   | 4.50 |
| 22'601 - 22'650                                                    | -                                                         |                                               | -                                                                 | 4.50 | -   | 4.50 | -   | 4.50 | -   | 4.50 | -   | 4.50 | -   | 4.50 | -   | 4.50 |
| 22'651 - 22'700                                                    | -                                                         |                                               | -                                                                 | 4.50 | -   | 4.50 | -   | 4.50 | -   | 4.50 | -   | 4.50 | -   | 4.50 | -   | 4.50 |
| 22'701 - 22'750                                                    | -                                                         |                                               | -                                                                 | 4.50 | -   | 4.50 | -   | 4.50 | -   | 4.50 | -   | 4.50 | -   | 4.50 | -   | 4.50 |
| 22'751 - 22'800                                                    | -                                                         |                                               | -                                                                 | 4.50 | -   | 4.50 | -   | 4.50 | -   | 4.50 | -   | 4.50 | -   | 4.50 | -   | 4.50 |
| 22'801 - 22'850                                                    | -                                                         |                                               | -                                                                 | 4.50 | -   | 4.50 | -   | 4.50 | -   | 4.50 | -   | 4.50 | -   | 4.50 | -   | 4.50 |
| 22'851 - 22'900                                                    | -                                                         |                                               | -                                                                 | 4.50 | -   | 4.50 | -   | 4.50 | -   | 4.50 | -   | 4.50 | -   | 4.50 | -   | 4.50 |
| 22'901 - 22'950                                                    | -                                                         |                                               | -                                                                 | 4.50 | -   | 4.50 | -   | 4.50 | -   | 4.50 | -   | 4.50 | -   | 4.50 | -   | 4.50 |
| 22'951 - 23'000                                                    | -                                                         |                                               | -                                                                 | 4.50 | -   | 4.50 | -   | 4.50 | -   | 4.50 | -   | 4.50 | -   | 4.50 | -   | 4.50 |
| 23'001 - 23'050                                                    | -                                                         |                                               | -                                                                 | 4.50 | -   | 4.50 | -   | 4.50 | -   | 4.50 | -   | 4.50 | -   | 4.50 | -   | 4.50 |
| 23'051 - 23'100                                                    | -                                                         |                                               | -                                                                 | 4.50 | -   | 4.50 | -   | 4.50 | -   | 4.50 | -   | 4.50 | -   | 4.50 | -   | 4.50 |
| 23'101 - 23'150                                                    | -                                                         |                                               | -                                                                 | 4.50 | -   | 4.50 | -   | 4.50 | -   | 4.50 | -   | 4.50 | -   | 4.50 | -   | 4.50 |
| 23'151 - 23'200                                                    | -                                                         |                                               | -                                                                 | 4.50 | -   | 4.50 | -   | 4.50 | -   | 4.50 | -   | 4.50 | -   | 4.50 | -   | 4.50 |
| 23'201 - 23'250                                                    | -                                                         |                                               | -                                                                 | 4.50 | -   | 4.50 | -   | 4.50 | -   | 4.50 | -   | 4.50 | -   | 4.50 | -   | 4.50 |
| 23'251 - 23'300                                                    | -                                                         |                                               | -                                                                 | 4.50 | -   | 4.50 | -   | 4.50 | -   | 4.50 | -   | 4.50 | -   | 4.50 | -   | 4.50 |
| 23'301 - 23'350                                                    | -                                                         |                                               | -                                                                 | 4.50 | -   | 4.50 | -   | 4.50 | -   | 4.50 | -   | 4.50 | -   | 4.50 | -   | 4.50 |
| 23'351 - 23'400                                                    | -                                                         |                                               | -                                                                 | 4.50 | -   | 4.50 | -   | 4.50 | -   | 4.50 | -   | 4.50 | -   | 4.50 | -   | 4.50 |
| 23'401 - 23'450                                                    | -                                                         |                                               | -                                                                 | 4.50 | -   | 4.50 | -   | 4.50 | -   | 4.50 | -   | 4.50 | -   | 4.50 | -   | 4.50 |
| 23'451 - 23'500                                                    | -                                                         |                                               | -                                                                 | 4.50 | -   | 4.50 | -   | 4.50 | -   | 4.50 | -   | 4.50 | -   | 4.50 | -   | 4.50 |
| 23'501 - 23'550                                                    | -                                                         |                                               | -                                                                 | 4.50 | -   | 4.50 | -   | 4.50 | -   | 4.50 | -   | 4.50 | -   | 4.50 | -   | 4.50 |
| 23'551 - 23'600                                                    | -                                                         |                                               | -                                                                 | 4.50 | -   | 4.50 | -   | 4.50 | -   | 4.50 | -   | 4.50 | -   | 4.50 | -   | 4.50 |
| 23'601 - 23'650                                                    | -                                                         |                                               | -                                                                 | 4.50 | -   | 4.50 | -   | 4.50 | -   | 4.50 | -   | 4.50 | -   | 4.50 | -   | 4.50 |
| 23'651 - 23'700                                                    | -                                                         |                                               | -                                                                 | 4.50 | -   | 4.50 | -   | 4.50 | -   | 4.50 | -   | 4.50 | -   | 4.50 | -   | 4.50 |
| 23'701 - 23'750                                                    | -                                                         |                                               | -                                                                 | 4.50 | -   | 4.50 | -   | 4.50 | -   | 4.50 | -   | 4.50 | -   | 4.50 | -   | 4.50 |
| 23'751 - 23'800                                                    | -                                                         |                                               | -                                                                 | 4.50 | -   | 4.50 | -   | 4.50 | -   | 4.50 | -   | 4.50 | -   | 4.50 | -   | 4.50 |
| 23'801 - 23'850                                                    | -                                                         |                                               | -                                                                 | 4.50 | -   | 4.50 | -   | 4.50 | -   | 4.50 | -   | 4.50 | -   | 4.50 | -   | 4.50 |
| 23'851 - 23'900                                                    | -                                                         |                                               | -                                                                 | 4.50 | -   | 4.50 | -   | 4.50 | -   | 4.50 | -   | 4.50 | -   | 4.50 | -   | 4.50 |
| 23'901 - 23'950                                                    | -                                                         |                                               | -                                                                 | 4.50 | -   | 4.50 | -   | 4.50 | -   | 4.50 | -   | 4.50 | -   | 4.50 | -   | 4.50 |
| 23'951 - 24'000                                                    | -                                                         |                                               | -                                                                 | 4.50 | -   | 4.50 | -   | 4.50 | -   | 4.50 | -   | 4.50 | -   | 4.50 | -   | 4.50 |
| 24'001 - 24'050                                                    | -                                                         |                                               | -                                                                 | 4.50 | -   | 4.50 | -   | 4.50 | -   | 4.50 | -   | 4.50 | -   | 4.50 | -   | 4.50 |
| 24'051 - 24'100                                                    | -                                                         |                                               | -                                                                 | 4.50 | -   | 4.50 | -   | 4.50 | -   | 4.50 | -   | 4.50 | -   | 4.50 | -   | 4.50 |
| 24'101 - 24'150                                                    | -                                                         |                                               | -                                                                 | 4.50 | -   | 4.50 | -   | 4.50 | -   | 4.50 | -   | 4.50 | -   | 4.50 | -   | 4.50 |
| 24'151 - 24'200                                                    | -                                                         |                                               | -                                                                 | 4.50 | -   | 4.50 | -   | 4.50 | -   | 4.50 | -   | 4.50 | -   | 4.50 | -   | 4.50 |
| 24'201 - 24'250                                                    | -                                                         |                                               | -                                                                 | 4.50 | -   | 4.50 | -   | 4.50 | -   | 4.50 | -   | 4.50 | -   | 4.50 | -   | 4.50 |
| 24'251 - 24'300                                                    | -                                                         |                                               | -                                                                 | 4.50 | -   | 4.50 | -   | 4.50 | -   | 4.50 | -   | 4.50 | -   | 4.50 | -   | 4.50 |
| 24'301 - 24'350                                                    | -                                                         |                                               | -                                                                 | 4.50 | -   | 4.50 | -   | 4.50 | -   | 4.50 | -   | 4.50 | -   | 4.50 | -   | 4.50 |

| Bruttolohn im Monat                                                |                                                           | Steuerabzug je Monat in Franken und Prozenten |                                                                   |      |     |      |     |      |     |      |     |      |     |      |     |      |
|--------------------------------------------------------------------|-----------------------------------------------------------|-----------------------------------------------|-------------------------------------------------------------------|------|-----|------|-----|------|-----|------|-----|------|-----|------|-----|------|
| (Bar- und Naturallohn einschliesslich Zulagen und Nebenleistungen) | Ledige, getrennt lebende, gesch. oder verwitwete Personen |                                               | die mit ... zulage- bzw. abzugsberechtigten Kindern zusammenleben |      |     |      |     |      |     |      |     |      |     |      |     |      |
|                                                                    |                                                           |                                               | P0Y                                                               |      | P1Y |      | P2Y |      | P3Y |      | P4Y |      | P5Y |      | P6Y |      |
|                                                                    | von Fr. bis Fr.                                           | Fr.                                           | %                                                                 | Fr.  | %   | Fr.  | %   | Fr.  | %   | Fr.  | %   | Fr.  | %   | Fr.  | %   |      |
| 24'351 - 24'400                                                    | -                                                         |                                               | -                                                                 | 4.50 | -   | 4.50 | -   | 4.50 | -   | 4.50 | -   | 4.50 | -   | 4.50 | -   | 4.50 |
| 24'401 - 24'450                                                    | -                                                         |                                               | -                                                                 | 4.50 | -   | 4.50 | -   | 4.50 | -   | 4.50 | -   | 4.50 | -   | 4.50 | -   | 4.50 |
| 24'451 - 24'500                                                    | -                                                         |                                               | -                                                                 | 4.50 | -   | 4.50 | -   | 4.50 | -   | 4.50 | -   | 4.50 | -   | 4.50 | -   | 4.50 |
| 24'501 - 24'550                                                    | -                                                         |                                               | -                                                                 | 4.50 | -   | 4.50 | -   | 4.50 | -   | 4.50 | -   | 4.50 | -   | 4.50 | -   | 4.50 |
| 24'551 - 24'600                                                    | -                                                         |                                               | -                                                                 | 4.50 | -   | 4.50 | -   | 4.50 | -   | 4.50 | -   | 4.50 | -   | 4.50 | -   | 4.50 |
| 24'601 - 24'650                                                    | -                                                         |                                               | -                                                                 | 4.50 | -   | 4.50 | -   | 4.50 | -   | 4.50 | -   | 4.50 | -   | 4.50 | -   | 4.50 |
| 24'651 - 24'700                                                    | -                                                         |                                               | -                                                                 | 4.50 | -   | 4.50 | -   | 4.50 | -   | 4.50 | -   | 4.50 | -   | 4.50 | -   | 4.50 |
| 24'701 - 24'750                                                    | -                                                         |                                               | -                                                                 | 4.50 | -   | 4.50 | -   | 4.50 | -   | 4.50 | -   | 4.50 | -   | 4.50 | -   | 4.50 |
| 24'751 - 24'800                                                    | -                                                         |                                               | -                                                                 | 4.50 | -   | 4.50 | -   | 4.50 | -   | 4.50 | -   | 4.50 | -   | 4.50 | -   | 4.50 |
| 24'801 - 24'850                                                    | -                                                         |                                               | -                                                                 | 4.50 | -   | 4.50 | -   | 4.50 | -   | 4.50 | -   | 4.50 | -   | 4.50 | -   | 4.50 |
| 24'851 - 24'900                                                    | -                                                         |                                               | -                                                                 | 4.50 | -   | 4.50 | -   | 4.50 | -   | 4.50 | -   | 4.50 | -   | 4.50 | -   | 4.50 |
| 24'901 - 24'950                                                    | -                                                         |                                               | -                                                                 | 4.50 | -   | 4.50 | -   | 4.50 | -   | 4.50 | -   | 4.50 | -   | 4.50 | -   | 4.50 |
| 24'951 - 25'000                                                    | -                                                         |                                               | -                                                                 | 4.50 | -   | 4.50 | -   | 4.50 | -   | 4.50 | -   | 4.50 | -   | 4.50 | -   | 4.50 |
| 25'001 - 25'050                                                    | -                                                         |                                               | -                                                                 | 4.50 | -   | 4.50 | -   | 4.50 | -   | 4.50 | -   | 4.50 | -   | 4.50 | -   | 4.50 |
| 25'051 - 25'100                                                    | -                                                         |                                               | -                                                                 | 4.50 | -   | 4.50 | -   | 4.50 | -   | 4.50 | -   | 4.50 | -   | 4.50 | -   | 4.50 |
| 25'101 - 25'150                                                    | -                                                         |                                               | -                                                                 | 4.50 | -   | 4.50 | -   | 4.50 | -   | 4.50 | -   | 4.50 | -   | 4.50 | -   | 4.50 |
| 25'151 - 25'200                                                    | -                                                         |                                               | -                                                                 | 4.50 | -   | 4.50 | -   | 4.50 | -   | 4.50 | -   | 4.50 | -   | 4.50 | -   | 4.50 |
| 25'201 - 25'250                                                    | -                                                         |                                               | -                                                                 | 4.50 | -   | 4.50 | -   | 4.50 | -   | 4.50 | -   | 4.50 | -   | 4.50 | -   | 4.50 |
| 25'251 - 25'300                                                    | -                                                         |                                               | -                                                                 | 4.50 | -   | 4.50 | -   | 4.50 | -   | 4.50 | -   | 4.50 | -   | 4.50 | -   | 4.50 |
| 25'301 - 25'350                                                    | -                                                         |                                               | -                                                                 | 4.50 | -   | 4.50 | -   | 4.50 | -   | 4.50 | -   | 4.50 | -   | 4.50 | -   | 4.50 |
| 25'351 - 25'400                                                    | -                                                         |                                               | -                                                                 | 4.50 | -   | 4.50 | -   | 4.50 | -   | 4.50 | -   | 4.50 | -   | 4.50 | -   | 4.50 |
| 25'401 - 25'450                                                    | -                                                         |                                               | -                                                                 | 4.50 | -   | 4.50 | -   | 4.50 | -   | 4.50 | -   | 4.50 | -   | 4.50 | -   | 4.50 |
| 25'451 - 25'500                                                    | -                                                         |                                               | -                                                                 | 4.50 | -   | 4.50 | -   | 4.50 | -   | 4.50 | -   | 4.50 | -   | 4.50 | -   | 4.50 |
| 25'501 - 25'550                                                    | -                                                         |                                               | -                                                                 | 4.50 | -   | 4.50 | -   | 4.50 | -   | 4.50 | -   | 4.50 | -   | 4.50 | -   | 4.50 |
| 25'551 - 25'600                                                    | -                                                         |                                               | -                                                                 | 4.50 | -   | 4.50 | -   | 4.50 | -   | 4.50 | -   | 4.50 | -   | 4.50 | -   | 4.50 |
| 25'601 - 25'650                                                    | -                                                         |                                               | -                                                                 | 4.50 | -   | 4.50 | -   | 4.50 | -   | 4.50 | -   | 4.50 | -   | 4.50 | -   | 4.50 |
| 25'651 - 25'700                                                    | -                                                         |                                               | -                                                                 | 4.50 | -   | 4.50 | -   | 4.50 | -   | 4.50 | -   | 4.50 | -   | 4.50 | -   | 4.50 |
| 25'701 - 25'750                                                    | -                                                         |                                               | -                                                                 | 4.50 | -   | 4.50 | -   | 4.50 | -   | 4.50 | -   | 4.50 | -   | 4.50 | -   | 4.50 |
| 25'751 - 25'800                                                    | -                                                         |                                               | -                                                                 | 4.50 | -   | 4.50 | -   | 4.50 | -   | 4.50 | -   | 4.50 | -   | 4.50 | -   | 4.50 |
| 25'801 - 25'850                                                    | -                                                         |                                               | -                                                                 | 4.50 | -   | 4.50 | -   | 4.50 | -   | 4.50 | -   | 4.50 | -   | 4.50 | -   | 4.50 |
| 25'851 - 25'900                                                    | -                                                         |                                               | -                                                                 | 4.50 | -   | 4.50 | -   | 4.50 | -   | 4.50 | -   | 4.50 | -   | 4.50 | -   | 4.50 |
| 25'901 - 25'950                                                    | -                                                         |                                               | -                                                                 | 4.50 | -   | 4.50 | -   | 4.50 | -   | 4.50 | -   | 4.50 | -   | 4.50 | -   | 4.50 |
| 25'951 - 26'000                                                    | -                                                         |                                               | -                                                                 | 4.50 | -   | 4.50 | -   | 4.50 | -   | 4.50 | -   | 4.50 | -   | 4.50 | -   | 4.50 |
| 26'001 - 26'050                                                    | -                                                         |                                               | -                                                                 | 4.50 | -   | 4.50 | -   | 4.50 | -   | 4.50 | -   | 4.50 | -   | 4.50 | -   | 4.50 |
| 26'051 - 26'100                                                    | -                                                         |                                               | -                                                                 | 4.50 | -   | 4.50 | -   | 4.50 | -   | 4.50 | -   | 4.50 | -   | 4.50 | -   | 4.50 |
| 26'101 - 26'150                                                    | -                                                         |                                               | -                                                                 | 4.50 | -   | 4.50 | -   | 4.50 | -   | 4.50 | -   | 4.50 | -   | 4.50 | -   | 4.50 |
| 26'151 - 26'200                                                    | -                                                         |                                               | -                                                                 | 4.50 | -   | 4.50 | -   | 4.50 | -   | 4.50 | -   | 4.50 | -   | 4.50 | -   | 4.50 |
| 26'201 - 26'250                                                    | -                                                         |                                               | -                                                                 | 4.50 | -   | 4.50 | -   | 4.50 | -   | 4.50 | -   | 4.50 | -   | 4.50 | -   | 4.50 |
| 26'251 - 26'300                                                    | -                                                         |                                               | -                                                                 | 4.50 | -   | 4.50 | -   | 4.50 | -   | 4.50 | -   | 4.50 | -   | 4.50 | -   | 4.50 |
| 26'301 - 26'350                                                    | -                                                         |                                               | -                                                                 | 4.50 | -   | 4.50 | -   | 4.50 | -   | 4.50 | -   | 4.50 | -   | 4.50 | -   | 4.50 |
| 26'351 - 26'400                                                    | -                                                         |                                               | -                                                                 | 4.50 | -   | 4.50 | -   | 4.50 | -   | 4.50 | -   | 4.50 | -   | 4.50 | -   | 4.50 |
| 26'401 - 26'450                                                    | -                                                         |                                               | -                                                                 | 4.50 | -   | 4.50 | -   | 4.50 | -   | 4.50 | -   | 4.50 | -   | 4.50 | -   | 4.50 |
| 26'451 - 26'500                                                    | -                                                         |                                               | -                                                                 | 4.50 | -   | 4.50 | -   | 4.50 | -   | 4.50 | -   | 4.50 | -   | 4.50 | -   | 4.50 |
| 26'501 - 26'550                                                    | -                                                         |                                               | -                                                                 | 4.50 | -   | 4.50 | -   | 4.50 | -   | 4.50 | -   | 4.50 | -   | 4.50 | -   | 4.50 |
| 26'551 - 26'600                                                    | -                                                         |                                               | -                                                                 | 4.50 | -   | 4.50 | -   | 4.50 | -   | 4.50 | -   | 4.50 | -   | 4.50 | -   | 4.50 |
| 26'601 - 26'650                                                    | -                                                         |                                               | -                                                                 | 4.50 | -   | 4.50 | -   | 4.50 | -   | 4.50 | -   | 4.50 | -   | 4.50 | -   | 4.50 |
| 26'651 - 26'700                                                    | -                                                         |                                               | -                                                                 | 4.50 | -   | 4.50 | -   | 4.50 | -   | 4.50 | -   | 4.50 | -   | 4.50 | -   | 4.50 |
| 26'701 - 26'750                                                    | -                                                         |                                               | -                                                                 | 4.50 | -   | 4.50 | -   | 4.50 | -   | 4.50 | -   | 4.50 | -   | 4.50 | -   | 4.50 |
| 26'751 - 26'800                                                    | -                                                         |                                               | -                                                                 | 4.50 | -   | 4.50 | -   | 4.50 | -   | 4.50 | -   | 4.50 | -   | 4.50 | -   | 4.50 |
| 26'801 - 26'850                                                    | -                                                         |                                               | -                                                                 | 4.50 | -   | 4.50 | -   | 4.50 | -   | 4.50 | -   | 4.50 | -   | 4.50 | -   | 4.50 |
| 26'851 - 26'900                                                    | -                                                         |                                               | -                                                                 | 4.50 | -   | 4.50 | -   | 4.50 | -   | 4.50 | -   | 4.50 | -   | 4.50 | -   | 4.50 |
| 26'901 - 26'950                                                    | -                                                         |                                               | -                                                                 | 4.50 | -   | 4.50 | -   | 4.50 | -   | 4.50 | -   | 4.50 | -   | 4.50 | -   | 4.50 |
| 26'951 - 27'000                                                    | -                                                         |                                               | -                                                                 | 4.50 | -   | 4.50 | -   | 4.50 | -   | 4.50 | -   | 4.50 | -   | 4.50 | -   | 4.50 |
| 27'001 - 27'050                                                    | -                                                         |                                               | -                                                                 | 4.50 | -   | 4.50 | -   | 4.50 | -   | 4.50 | -   | 4.50 | -   | 4.50 | -   | 4.50 |
| 27'051 - 27'100                                                    | -                                                         |                                               | -                                                                 | 4.50 | -   | 4.50 | -   | 4.50 | -   | 4.50 | -   | 4.50 | -   | 4.50 | -   | 4.50 |
| 27'101 - 27'150                                                    | -                                                         |                                               | -                                                                 | 4.50 | -   | 4.50 | -   | 4.50 | -   | 4.50 | -   | 4.50 | -   | 4.50 | -   | 4.50 |
| 27'151 - 27'200                                                    | -                                                         |                                               | -                                                                 | 4.50 | -   | 4.50 | -   | 4.50 | -   | 4.50 | -   | 4.50 | -   | 4.50 | -   | 4.50 |
| 27'201 - 27'250                                                    | -                                                         |                                               | -                                                                 | 4.50 | -   | 4.50 | -   | 4.50 | -   | 4.50 | -   | 4.50 | -   | 4.50 | -   | 4.50 |
| 27'251 - 27'300                                                    | -                                                         |                                               | -                                                                 | 4.50 | -   | 4.50 | -   | 4.50 | -   | 4.50 | -   | 4.50 | -   | 4.50 | -   | 4.50 |
| 27'301 - 27'350                                                    | -                                                         |                                               | -                                                                 | 4.50 | -   | 4.50 | -   | 4.50 | -   | 4.50 | -   | 4.50 | -   | 4.50 | -   | 4.50 |

| Bruttolohn im Monat                                                |                                                           | Steuerabzug je Monat in Franken und Prozenten |                                                                   |      |     |      |     |      |     |      |     |      |     |      |     |      |
|--------------------------------------------------------------------|-----------------------------------------------------------|-----------------------------------------------|-------------------------------------------------------------------|------|-----|------|-----|------|-----|------|-----|------|-----|------|-----|------|
| (Bar- und Naturallohn einschliesslich Zulagen und Nebenleistungen) | Ledige, getrennt lebende, gesch. oder verwitwete Personen |                                               | die mit ... zulage- bzw. abzugsberechtigten Kindern zusammenleben |      |     |      |     |      |     |      |     |      |     |      |     |      |
|                                                                    |                                                           |                                               | P0Y                                                               |      | P1Y |      | P2Y |      | P3Y |      | P4Y |      | P5Y |      | P6Y |      |
|                                                                    | von Fr. bis Fr.                                           | Fr.                                           | %                                                                 | Fr.  | %   | Fr.  | %   | Fr.  | %   | Fr.  | %   | Fr.  | %   | Fr.  | %   |      |
| 27'351 - 27'400                                                    | -                                                         |                                               | -                                                                 | 4.50 | -   | 4.50 | -   | 4.50 | -   | 4.50 | -   | 4.50 | -   | 4.50 | -   | 4.50 |
| 27'401 - 27'450                                                    | -                                                         |                                               | -                                                                 | 4.50 | -   | 4.50 | -   | 4.50 | -   | 4.50 | -   | 4.50 | -   | 4.50 | -   | 4.50 |
| 27'451 - 27'500                                                    | -                                                         |                                               | -                                                                 | 4.50 | -   | 4.50 | -   | 4.50 | -   | 4.50 | -   | 4.50 | -   | 4.50 | -   | 4.50 |
| 27'501 - 27'550                                                    | -                                                         |                                               | -                                                                 | 4.50 | -   | 4.50 | -   | 4.50 | -   | 4.50 | -   | 4.50 | -   | 4.50 | -   | 4.50 |
| 27'551 - 27'600                                                    | -                                                         |                                               | -                                                                 | 4.50 | -   | 4.50 | -   | 4.50 | -   | 4.50 | -   | 4.50 | -   | 4.50 | -   | 4.50 |
| 27'601 - 27'650                                                    | -                                                         |                                               | -                                                                 | 4.50 | -   | 4.50 | -   | 4.50 | -   | 4.50 | -   | 4.50 | -   | 4.50 | -   | 4.50 |
| 27'651 - 27'700                                                    | -                                                         |                                               | -                                                                 | 4.50 | -   | 4.50 | -   | 4.50 | -   | 4.50 | -   | 4.50 | -   | 4.50 | -   | 4.50 |
| 27'701 - 27'750                                                    | -                                                         |                                               | -                                                                 | 4.50 | -   | 4.50 | -   | 4.50 | -   | 4.50 | -   | 4.50 | -   | 4.50 | -   | 4.50 |
| 27'751 - 27'800                                                    | -                                                         |                                               | -                                                                 | 4.50 | -   | 4.50 | -   | 4.50 | -   | 4.50 | -   | 4.50 | -   | 4.50 | -   | 4.50 |
| 27'801 - 27'850                                                    | -                                                         |                                               | -                                                                 | 4.50 | -   | 4.50 | -   | 4.50 | -   | 4.50 | -   | 4.50 | -   | 4.50 | -   | 4.50 |
| 27'851 - 27'900                                                    | -                                                         |                                               | -                                                                 | 4.50 | -   | 4.50 | -   | 4.50 | -   | 4.50 | -   | 4.50 | -   | 4.50 | -   | 4.50 |
| 27'901 - 27'950                                                    | -                                                         |                                               | -                                                                 | 4.50 | -   | 4.50 | -   | 4.50 | -   | 4.50 | -   | 4.50 | -   | 4.50 | -   | 4.50 |
| 27'951 - 28'000                                                    | -                                                         |                                               | -                                                                 | 4.50 | -   | 4.50 | -   | 4.50 | -   | 4.50 | -   | 4.50 | -   | 4.50 | -   | 4.50 |
| 28'001 - 28'050                                                    | -                                                         |                                               | -                                                                 | 4.50 | -   | 4.50 | -   | 4.50 | -   | 4.50 | -   | 4.50 | -   | 4.50 | -   | 4.50 |
| 28'051 - 28'100                                                    | -                                                         |                                               | -                                                                 | 4.50 | -   | 4.50 | -   | 4.50 | -   | 4.50 | -   | 4.50 | -   | 4.50 | -   | 4.50 |
| 28'101 - 28'150                                                    | -                                                         |                                               | -                                                                 | 4.50 | -   | 4.50 | -   | 4.50 | -   | 4.50 | -   | 4.50 | -   | 4.50 | -   | 4.50 |
| 28'151 - 28'200                                                    | -                                                         |                                               | -                                                                 | 4.50 | -   | 4.50 | -   | 4.50 | -   | 4.50 | -   | 4.50 | -   | 4.50 | -   | 4.50 |
| 28'201 - 28'250                                                    | -                                                         |                                               | -                                                                 | 4.50 | -   | 4.50 | -   | 4.50 | -   | 4.50 | -   | 4.50 | -   | 4.50 | -   | 4.50 |
| 28'251 - 28'300                                                    | -                                                         |                                               | -                                                                 | 4.50 | -   | 4.50 | -   | 4.50 | -   | 4.50 | -   | 4.50 | -   | 4.50 | -   | 4.50 |
| 28'301 - 28'350                                                    | -                                                         |                                               | -                                                                 | 4.50 | -   | 4.50 | -   | 4.50 | -   | 4.50 | -   | 4.50 | -   | 4.50 | -   | 4.50 |
| 28'351 - 28'400                                                    | -                                                         |                                               | -                                                                 | 4.50 | -   | 4.50 | -   | 4.50 | -   | 4.50 | -   | 4.50 | -   | 4.50 | -   | 4.50 |
| 28'401 - 28'450                                                    | -                                                         |                                               | -                                                                 | 4.50 | -   | 4.50 | -   | 4.50 | -   | 4.50 | -   | 4.50 | -   | 4.50 | -   | 4.50 |
| 28'451 - 28'500                                                    | -                                                         |                                               | -                                                                 | 4.50 | -   | 4.50 | -   | 4.50 | -   | 4.50 | -   | 4.50 | -   | 4.50 | -   | 4.50 |
| 28'501 - 28'550                                                    | -                                                         |                                               | -                                                                 | 4.50 | -   | 4.50 | -   | 4.50 | -   | 4.50 | -   | 4.50 | -   | 4.50 | -   | 4.50 |
| 28'551 - 28'600                                                    | -                                                         |                                               | -                                                                 | 4.50 | -   | 4.50 | -   | 4.50 | -   | 4.50 | -   | 4.50 | -   | 4.50 | -   | 4.50 |
| 28'601 - 28'650                                                    | -                                                         |                                               | -                                                                 | 4.50 | -   | 4.50 | -   | 4.50 | -   | 4.50 | -   | 4.50 | -   | 4.50 | -   | 4.50 |
| 28'651 - 28'700                                                    | -                                                         |                                               | -                                                                 | 4.50 | -   | 4.50 | -   | 4.50 | -   | 4.50 | -   | 4.50 | -   | 4.50 | -   | 4.50 |
| 28'701 - 28'750                                                    | -                                                         |                                               | -                                                                 | 4.50 | -   | 4.50 | -   | 4.50 | -   | 4.50 | -   | 4.50 | -   | 4.50 | -   | 4.50 |
| 28'751 - 28'800                                                    | -                                                         |                                               | -                                                                 | 4.50 | -   | 4.50 | -   | 4.50 | -   | 4.50 | -   | 4.50 | -   | 4.50 | -   | 4.50 |
| 28'801 - 28'850                                                    | -                                                         |                                               | -                                                                 | 4.50 | -   | 4.50 | -   | 4.50 | -   | 4.50 | -   | 4.50 | -   | 4.50 | -   | 4.50 |
| 28'851 - 28'900                                                    | -                                                         |                                               | -                                                                 | 4.50 | -   | 4.50 | -   | 4.50 | -   | 4.50 | -   | 4.50 | -   | 4.50 | -   | 4.50 |
| 28'901 - 28'950                                                    | -                                                         |                                               | -                                                                 | 4.50 | -   | 4.50 | -   | 4.50 | -   | 4.50 | -   | 4.50 | -   | 4.50 | -   | 4.50 |
| 28'951 - 29'000                                                    | -                                                         |                                               | -                                                                 | 4.50 | -   | 4.50 | -   | 4.50 | -   | 4.50 | -   | 4.50 | -   | 4.50 | -   | 4.50 |
| 29'001 - 29'050                                                    | -                                                         |                                               | -                                                                 | 4.50 | -   | 4.50 | -   | 4.50 | -   | 4.50 | -   | 4.50 | -   | 4.50 | -   | 4.50 |
| 29'051 - 29'100                                                    | -                                                         |                                               | -                                                                 | 4.50 | -   | 4.50 | -   | 4.50 | -   | 4.50 | -   | 4.50 | -   | 4.50 | -   | 4.50 |
| 29'101 - 29'150                                                    | -                                                         |                                               | -                                                                 | 4.50 | -   | 4.50 | -   | 4.50 | -   | 4.50 | -   | 4.50 | -   | 4.50 | -   | 4.50 |
| 29'151 - 29'200                                                    | -                                                         |                                               | -                                                                 | 4.50 | -   | 4.50 | -   | 4.50 | -   | 4.50 | -   | 4.50 | -   | 4.50 | -   | 4.50 |
| 29'201 - 29'250                                                    | -                                                         |                                               | -                                                                 | 4.50 | -   | 4.50 | -   | 4.50 | -   | 4.50 | -   | 4.50 | -   | 4.50 | -   | 4.50 |
| 29'251 - 29'300                                                    | -                                                         |                                               | -                                                                 | 4.50 | -   | 4.50 | -   | 4.50 | -   | 4.50 | -   | 4.50 | -   | 4.50 | -   | 4.50 |
| 29'301 - 29'350                                                    | -                                                         |                                               | -                                                                 | 4.50 | -   | 4.50 | -   | 4.50 | -   | 4.50 | -   | 4.50 | -   | 4.50 | -   | 4.50 |
| 29'351 - 29'400                                                    | -                                                         |                                               | -                                                                 | 4.50 | -   | 4.50 | -   | 4.50 | -   | 4.50 | -   | 4.50 | -   | 4.50 | -   | 4.50 |
| 29'401 - 29'450                                                    | -                                                         |                                               | -                                                                 | 4.50 | -   | 4.50 | -   | 4.50 | -   | 4.50 | -   | 4.50 | -   | 4.50 | -   | 4.50 |
| 29'451 - 29'500                                                    | -                                                         |                                               | -                                                                 | 4.50 | -   | 4.50 | -   | 4.50 | -   | 4.50 | -   | 4.50 | -   | 4.50 | -   | 4.50 |
| 29'501 - 29'550                                                    | -                                                         |                                               | -                                                                 | 4.50 | -   | 4.50 | -   | 4.50 | -   | 4.50 | -   | 4.50 | -   | 4.50 | -   | 4.50 |
| 29'551 - 29'600                                                    | -                                                         |                                               | -                                                                 | 4.50 | -   | 4.50 | -   | 4.50 | -   | 4.50 | -   | 4.50 | -   | 4.50 | -   | 4.50 |
| 29'601 - 29'650                                                    | -                                                         |                                               | -                                                                 | 4.50 | -   | 4.50 | -   | 4.50 | -   | 4.50 | -   | 4.50 | -   | 4.50 | -   | 4.50 |
| 29'651 - 29'700                                                    | -                                                         |                                               | -                                                                 | 4.50 | -   | 4.50 | -   | 4.50 | -   | 4.50 | -   | 4.50 | -   | 4.50 | -   | 4.50 |
| 29'701 - 29'750                                                    | -                                                         |                                               | -                                                                 | 4.50 | -   | 4.50 | -   | 4.50 | -   | 4.50 | -   | 4.50 | -   | 4.50 | -   | 4.50 |
| 29'751 - 29'800                                                    | -                                                         |                                               | -                                                                 | 4.50 | -   | 4.50 | -   | 4.50 | -   | 4.50 | -   | 4.50 | -   | 4.50 | -   | 4.50 |
| 29'801 - 29'850                                                    | -                                                         |                                               | -                                                                 | 4.50 | -   | 4.50 | -   | 4.50 | -   | 4.50 | -   | 4.50 | -   | 4.50 | -   | 4.50 |
| 29'851 - 29'900                                                    | -                                                         |                                               | -                                                                 | 4.50 | -   | 4.50 | -   | 4.50 | -   | 4.50 | -   | 4.50 | -   | 4.50 | -   | 4.50 |
| 29'901 - 29'950                                                    | -                                                         |                                               | -                                                                 | 4.50 | -   | 4.50 | -   | 4.50 | -   | 4.50 | -   | 4.50 | -   | 4.50 | -   | 4.50 |
| 29'951 - 30'000                                                    | -                                                         |                                               | -                                                                 | 4.50 | -   | 4.50 | -   | 4.50 | -   | 4.50 | -   | 4.50 | -   | 4.50 | -   | 4.50 |
| 30'001 - 35'000                                                    | -                                                         |                                               | -                                                                 | 4.50 | -   | 4.50 | -   | 4.50 | -   | 4.50 | -   | 4.50 | -   | 4.50 | -   | 4.50 |
| 35'001 - 40'000                                                    | -                                                         |                                               | -                                                                 | 4.50 | -   | 4.50 | -   | 4.50 | -   | 4.50 | -   | 4.50 | -   | 4.50 | -   | 4.50 |
| 40'001 - 45'000                                                    | -                                                         |                                               | -                                                                 | 4.50 | -   | 4.50 | -   | 4.50 | -   | 4.50 | -   | 4.50 | -   | 4.50 | -   | 4.50 |
| 45'001 - 50'000                                                    | -                                                         |                                               | -                                                                 | 4.50 | -   | 4.50 | -   | 4.50 | -   | 4.50 | -   | 4.50 | -   | 4.50 | -   | 4.50 |
| 50'001 - 55'000                                                    | -                                                         |                                               | -                                                                 | 4.50 | -   | 4.50 | -   | 4.50 | -   | 4.50 | -   | 4.50 | -   | 4.50 | -   | 4.50 |
| 55'001 - 60'000                                                    | -                                                         |                                               | -                                                                 | 4.50 | -   | 4.50 | -   | 4.50 | -   | 4.50 | -   | 4.50 | -   | 4.50 | -   | 4.50 |
| 60'001 - 65'000                                                    | -                                                         |                                               | -                                                                 | 4.50 | -   | 4.50 | -   | 4.50 | -   | 4.50 | -   | 4.50 | -   | 4.50 | -   | 4.50 |

Tarif P MIT Kirchensteuer-Anteil

Gültig ab 1.1.2025

| Bruttolohn im Monat                                                |         | Steuerabzug je Monat in Franken und Prozenten             |      |                                                                   |      |     |      |     |      |     |      |     |      |
|--------------------------------------------------------------------|---------|-----------------------------------------------------------|------|-------------------------------------------------------------------|------|-----|------|-----|------|-----|------|-----|------|
| (Bar- und Naturallohn einschliesslich Zulagen und Nebenleistungen) |         | Ledige, getrennt lebende, gesch. oder verwitwete Personen |      | die mit ... zulage- bzw. abzugsberechtigten Kindern zusammenleben |      |     |      |     |      |     |      |     |      |
|                                                                    |         |                                                           |      | P0Y                                                               |      | P1Y |      | P2Y |      | P3Y |      | P4Y |      |
|                                                                    |         |                                                           |      |                                                                   |      |     |      |     |      |     |      |     |      |
| von Fr.                                                            | bis Fr. | Fr.                                                       | %    | Fr.                                                               | %    | Fr. | %    | Fr. | %    | Fr. | %    | Fr. | %    |
| 65'001 - 70'000                                                    | -       | -                                                         | 4.50 | -                                                                 | 4.50 | -   | 4.50 | -   | 4.50 | -   | 4.50 | -   | 4.50 |
| 70'001 - 75'000                                                    | -       | -                                                         | 4.50 | -                                                                 | 4.50 | -   | 4.50 | -   | 4.50 | -   | 4.50 | -   | 4.50 |
| 75'001 - 80'000                                                    | -       | -                                                         | 4.50 | -                                                                 | 4.50 | -   | 4.50 | -   | 4.50 | -   | 4.50 | -   | 4.50 |
| 80'001 - 85'000                                                    | -       | -                                                         | 4.50 | -                                                                 | 4.50 | -   | 4.50 | -   | 4.50 | -   | 4.50 | -   | 4.50 |
| 85'001 - 90'000                                                    | -       | -                                                         | 4.50 | -                                                                 | 4.50 | -   | 4.50 | -   | 4.50 | -   | 4.50 | -   | 4.50 |
| 90'001 - 95'000                                                    | -       | -                                                         | 4.50 | -                                                                 | 4.50 | -   | 4.50 | -   | 4.50 | -   | 4.50 | -   | 4.50 |
| 95'001 - 100'000                                                   | -       | -                                                         | 4.50 | -                                                                 | 4.50 | -   | 4.50 | -   | 4.50 | -   | 4.50 | -   | 4.50 |
| 100'001 -                                                          | -       | -                                                         | 4.50 | -                                                                 | 4.50 | -   | 4.50 | -   | 4.50 | -   | 4.50 | -   | 4.50 |