

Who are we ?



SAP is at the center of today's technology revolution. As market leader in enterprise application software, SAP helps organizations fight the damaging effects of complexity, generate new opportunities for innovation and growth, and stay ahead of the competition.

SAP Belgium

- Founded in 1990
- Located in Evere
- 270 employees (42 new hires in 2016)
- > 1000 customers



Why FlexBenefits



- Flexible compensation system in place since 2004
- Redesign and Extension of the solution in 2016
- Objectives:

Attract

Reward

Retain





WELCOME TO THE FLEXIBLE REWARD TOOL

YOUR PERSONAL INFORMATION

Shape your compensation package to your needs and simulate the impact on your salary and your benefits

In case you have downloaded and signed the annexe, please upload a scan here:

Username
Car Level E

Children at charge
2

Vacation days
28

Current gross monthly salary
5500

FlexPoints budget
1000

Current car level
Level E

Please contact HR if the above information is incorrect



The simulation tool is based on the current tax and social security legislation and the results should only be considered as an indication.



CREATE BUDGET



SPEND BUDGET

In case you would like to choose a new benefit, please click here first

Flexbenefits – Create Budget



FlexPoints



Sell Vacation Days

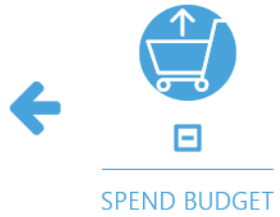











Simulation downgrade




CREATE BUDGET

Flexbenefits – Spend Budget





 Company car	 Bicycle	 Motorcycle
 Villo / Cambio	 Extra Vacation Days	 IT repair
 Training	 Car Expenses	 Child Allowance



From Leasing Budget to Total cost of Mobility




← 
 
 SPEND BUDGET


IMPACT OF YOUR CHOICES

109,69
 ANNUAL NET

7,88
 MONTHLY NET







MY CHOICES
 

CLICK HERE TO GO TO RESULTS



SELECT YOUR OPTION - Car policy - - Info -


When ordering a new car, please enter all the information requested below.
 Please copy the information from the quotation you have received from the leasing company.
 Please click on [Leaseplan](#) or [Alphabet Lease](#) examples to ensure that you complete the correct information. Completing incorrect data will result in an incorrect simulation.


 Type car (eg BMW 3) BMW320	 Catalogue value (€) 32600	 Monthly lease cost (€) 650
 CO2 emission 102	 Fuel consumption/100km 4,2	 Fuel type (Diesel or Petrol) Diesel


Please note that the tax on the new benefit in kind for the chosen company car is **not included** in the net impact reported in the left screen.


For your information, please note that the **monthly benefit in kind** for your new car can be estimated at € 158,34


The **net impact** can be estimated at € 84,71



 Bicycle



 IT repair



 Motorcycle


 Training


 Villo / Cambio


 Car Expenses


 Extra Vacation Days


 Child Allowance

From Leasing Budget to Total cost of Mobility



Company car

In the SAP Flexible Reward Plan, an employee can either upgrade his company car (up to maximum 1 car level) or downgrade the car

Example: an employee orders a new company car

The employee receives a **new company car**

In exchange the employee has to pay a **personal net contribution**
Or will receive a **mobility budget**

General rule

How is this calculated?

The total cost of the car is calculated based on the monthly lease cost, insurance, fuel consumption and combined with all (para)fiscal aspects (such as CO2 emission) of the company car.

If the cost is higher than the allocated budget for the applicable car level, a personal net contribution has to be paid. The employee receives a monthly mobility budget if the cost is lower than the allocated budget

Net contribution	-----	Mobility premium
Budget < Cost		Budget > Cost
Monthly net contribution deducted		Gross monthly premium
No impact on the vacation pay and the 13 th month.		Included in the vacation pay and the 13 th month !
The monthly contribution is tax beneficial as the benefit in kind is decreased with the contribution		

Remark

The benefit in kind of the new chosen company car is not included in the net impact calculation in the tool as this has to be compared with the benefit in kind of the current car of the employee.

Before 2016

- Leasing budget per job title (> 100 entries)
- Downpayment if excess
- No compensation if cost < budget
- Cost for the company not taken into account

Current situation

- Total cost of mobility budget per Job Level (15 entries)
- VAT and Tax benefits returned 100% to the employee
- Budget balanced on multiple benefits (Holidays, extra child allowance, various mobility options, training,...)
- Transparency

- **The flexibility itself is already a benefit**
 - The information of the employees is key and need to be continuous and diverse
 - All the stakeholders need to be aligned and prepared (dealers, fleet, HR, WoC, managers,...)
 - Transparency and documentation on benefits valuation is required
 - Move to Hybrid and Electric cars possible now
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- High employee satisfaction (employee engagement level from 79 to 84)
 - High impact during recruitment discussions