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
Flexbenefits

WELCOME TO THE FLEXIBLE REWARD TOOL

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:

Upload

YOUR PERSONAL INFORMATION

Username: Car Level E
Children at charge: 2
Vacation days: 20

Current gross monthly salary: $1500
Flexible allowance: 1000
Current car level: Level E

Please contact HR if the above information is incorrect.

NEXT

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

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
From Leasing Budget to Total cost of Mobility

In the SAP Mobility Reward Plan, an employee can either upgrade his company car (up to maximum 3 car levels) or downgrade the car.

Example: An employee orders a new company car.

General rule:
In exchange, the employee has to pay a personal net contribution or will receive a mobility premium.

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 paradigmatic 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 premium if the cost is lower than the allocated budget.

Net contribution:
- Budget < Cost
  - Monthly net contribution deducted
  - No impact on the vacation pay and the 13th month.

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.

Mobility premium:
- Budget > Cost
  - Gross monthly premium
  - Included in the vacation pay and the 13th month.
Level of flexibility

**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
Lessons learned & Conclusion

- **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

- High employee satisfaction (employee engagement level from 79 to 84)
- High impact during recruitment discussions