

TAX FRIENDLY COMPENSATION TECHNIQUES



Motivate your employees by providing tax friendly compensation techniques

Over the years, the gap between the total salary cost for the employer and the net salary received by the employee has become very significant. Due to the high tax and social security burden, alternatives are intensively investigated. Tax friendly compensation techniques (employee benefits) are a key element to link employees to your company. By providing an optimized remuneration package including benefits in kind, costs proper to the employer and an attractive company pension, companies will succeed in motivating their personnel and in attracting top talent.

A team of specialized tax consultants and lawyers

The team of specialists within the Competence Center Employment Tax & Legal Services can help you to optimize your company's remuneration package. We can also render advice with respect to tax law, labour law, social security and pensions.

Our services include:

- The analysis of your current remuneration policy;
- The development of an attractive 'Employee Benefits Plan' tailored to your company's needs;
- The calculation of the benefit of the alternative remuneration techniques in order to demonstrate to your employees the effect on their net remuneration, as well as the calculation of the total cost to your company;
- The investigation of the possibilities to implement "key man insurance" schemes, individual pension promises, company pensions...;
- The development and implementation of extra-legal pension schemes in your company;
- Outline the tax and social security consequences of the introduction of stock option plans;
- The implementation of collective insurance policies (sickness and accident, disability, medical coverage,...).

Through our vast international network we can assist you on global level (salary splits, expat concessions, international employment,...). In addition we can also advise and assist you with the preparation of the tax return of your company and its employees, as well as with fulfilling all required administrative formalities.

Advice tailored to your company's needs

When designing the most optimal remuneration structure we take into account amongst other:

- Your company's sector of activities;
- The internal structure of your company;
- The corporate culture.

Our advice is always tailor-made. For us this is of the utmost importance and we continuously aim at delivering pragmatic advice, since an optimized remuneration policy determines the future of your company. Attracting and retaining qualified personnel will allow your company to secure its 'Human Capital'.

Contact

Our advice is coordinated by a single point of contact within our organization, allowing you always to reach out to the same person.

Further information can be obtained by contacting: employment@bdo.be or one of the contact persons mentioned on the webpage of the Center of Competence Employment Tax & Legal Services on the BDO website.

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