

## Payroll incentives

### How to manage your payroll costs?

Version July 2022



# Why should you consider payroll incentives?

## Challenges

- Not automatically available through payroll
- Complex and scattered regulations
- Increased/systematic tax audits



## Importance of payroll incentives

- Reduction of payroll costs for specific employee populations and employment sectors

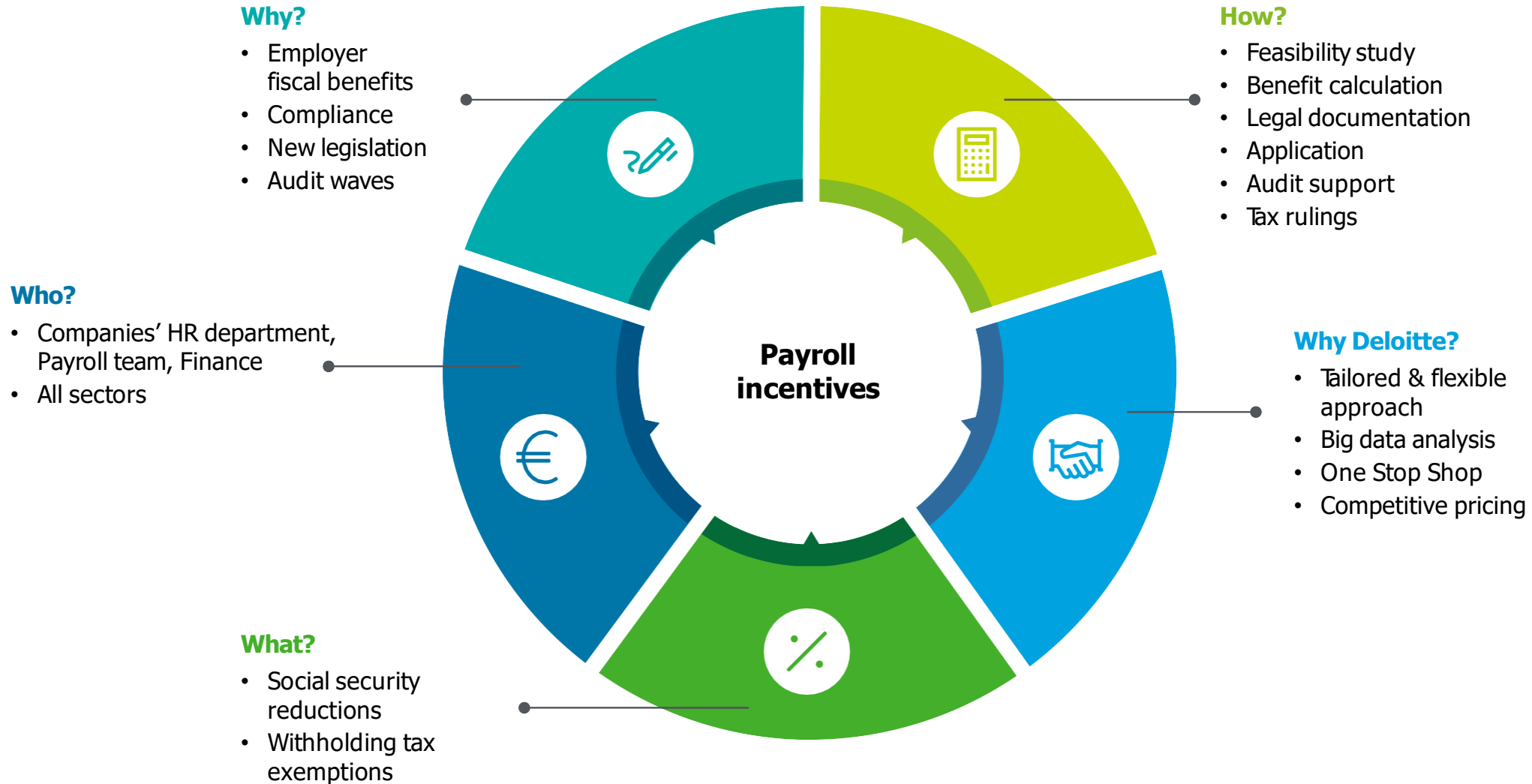


## How we can help

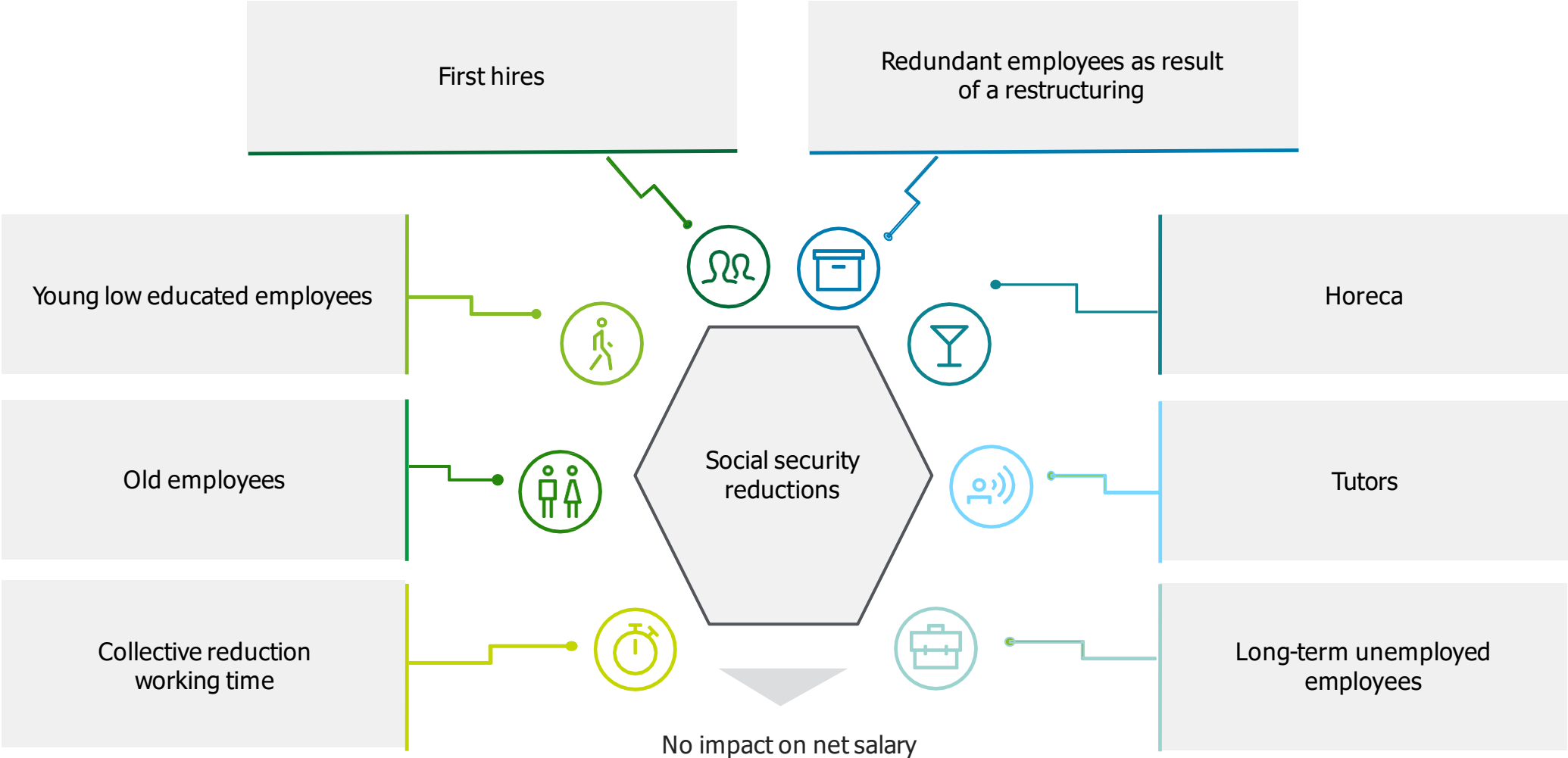
- A dedicated team of seasoned subject matter consultants
- Multidisciplinary approach (tax, social security, labor law, HR systems)
- A proven methodology supported by technology enabling automated processing

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# Payroll incentives

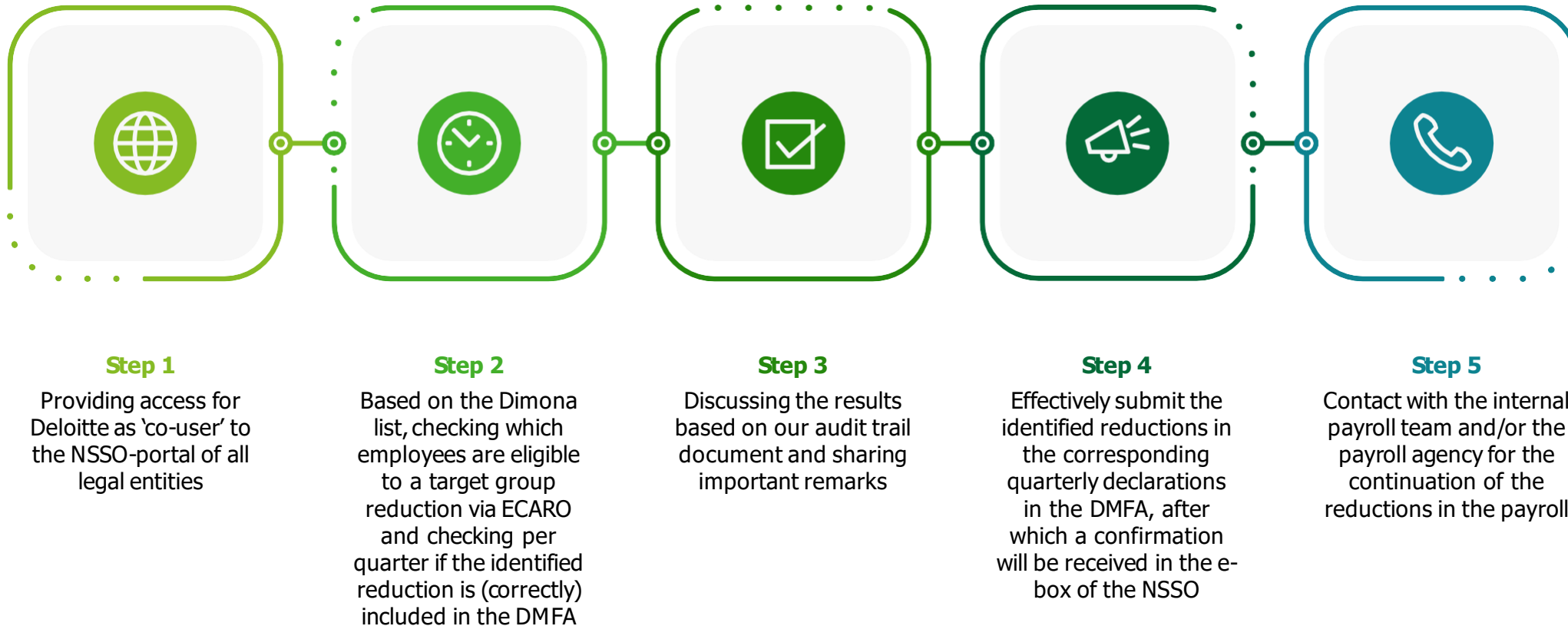


# Social security target group reductions



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## Our proven methodology

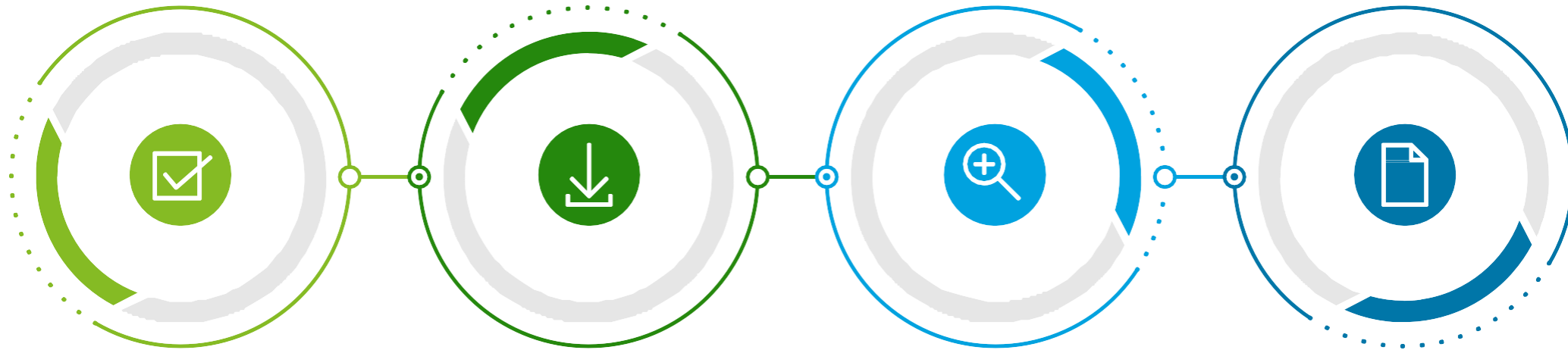
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# Wage withholding tax exemptions



# Wage withholding tax exemptions

## Our proven methodology



### Feasibility study

- Info gathering based on excel sheets, nominative lists, work regulations, employment contracts, etc.
- Analysis of the gathered information based on our proven experience to identify potential cost efficiencies measures

### Application assistance

- Calculation of the incentives and coordination with payroll agency and/or payroll department, including for past periods (i.e., guidance and support to build up documentation, as well as update/adjustment of HR systems)

### Audit support

- Preventive action: identifying and quantifying risks and remediation measures to improve reliance and secure the wage withholding tax exemption(s)
- Response to audit: technical support when inspection takes place aiming to safeguard the wage withholding tax exemption(s) claimed

### Tax ruling assistance

- Assistance with applying for a tax ruling to safeguard the processes and methods



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# Get in touch with us!



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