

Telenet Incentive Plan Brilliant for tax!

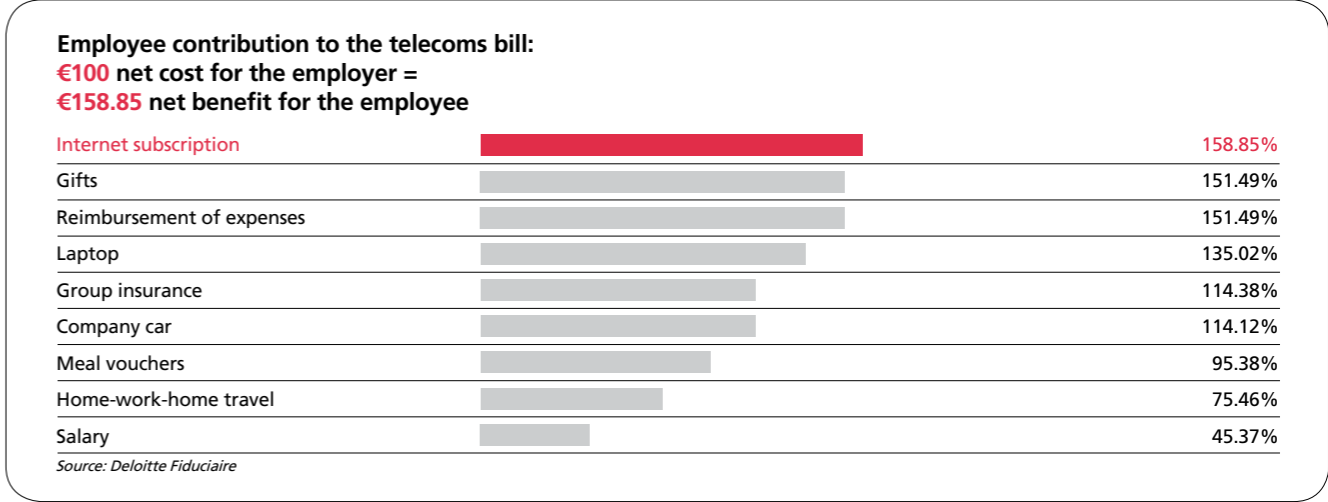
One of the most tax-effective
company benefits that rewards
your employees.





A unique offer from your company to your employees

Fringe benefits are an administrative nightmare, complex and lack flexibility. The Telenet Incentive Plan is a tax-effective contribution paid by the employer towards the employee's telecoms bill. Under this agreement between Telenet, the employer and the employee, the employer will pay for all or part of the employee's telecoms bill. Compared with all other types of fringe benefits, this is one of the most tax-effective forms of remuneration.





Increased employee satisfaction and productivity

- Flexible
- Motivating
- Tax-friendly
- Worry free
- Attractive

Flexible. As the employer, you set an amount of between 20 and 60 EUR (VAT included) per month, plus any contribution to the installation or usage costs. Your employees are then free to choose how the telecoms package is put together: Internet, telephone, hotspots and/or digital television*.

Motivating. Your employees see their purchasing power increased by between 20 and 60 EUR per month, depending on the level of your contribution. Consequently you are providing a visible incentive that enables your employees to see the financial benefit each month.

Tax-effective. The Telenet Incentive Plan as a contribution towards the Internet subscription, in line with home Private PC legislation, is one of the most tax-effective forms of remuneration available. For your employees, the scheme is tax-free for up to 60 EUR per year, while for the employer, a Telenet Incentive Plan of up to 60 EUR per year is 100% deductible and exempt from RSZ fund contributions.

Worry free. No administrative red tape! The Telenet Incentive Plan is managed entirely via an easy-to-use web tool.

Attractive. The Telenet Incentive Plan can become a powerful part of your HR policy to attract and retain talented employees.

* Within the context of Private PC legislation, the Telenet Incentive Plan must always include the Internet. Employer contributions do not apply to TV services.

The various fringe benefits at a glance

	Pay rise	Company car	Meal vouchers	Internet subscription
Exempt from RSZ fund contributions	no	no	yes	yes
100% tax deductible	no	no	no	yes
Tax-effective for the employee	no	no	yes	yes
No additional administration	no	no	no	yes
Environmentally friendly	yes	no	yes	yes
Innovative	no	no	no	yes

In contrast with other fringe benefits, the Telenet Incentive Plan scores positively across the board. In addition to the tax and business benefits, the Telenet Incentive Plan also plays a social role. On the one hand, it promotes communication between employee and employer, while on the other it provides connection to the Internetworld for the whole family. The Telenet Incentive Plan is also the first fringe benefit that fits in totally with the digital world of today.

Examples*

Example 1.

The employee chooses a Shake with Expressnet XL, Freephone Europe and Mobile.
The employer pays € 42.91 (incl. VAT).

		Cost to employer	Cost to employee
Usual price	€ 78.00	€ 35.46 excl. VAT	€ 9.09 incl. VAT
Package discount	- € 26.00		
Package price	€ 52.00		
Employer contribution	- € 42.91		
Cost to employee	€ 9.09		

Example 2.

The employee chooses a Shake with Expressnet XL, Freephone Europe and Mobile.
The installation costs are € 125.
The employer pays € 42.91 + € 125 for installation costs (incl. VAT).

		Cost to employer	Cost to employee
Usual price	€ 78.00	€ 35.46 + € 66.12 excl. VAT	€ 9.09 incl. VAT
Package discount	- € 26.00		
Package price	€ 52.00		
Installation	€ 125.00		
Installation promotion	- € 45.00		
Employer contribution	- € 42.91		
Employer contribution	- € 80.00		
Cost to employee	€ 9.09		

Example 3.

The employee chooses a Shake with Expressnet XL, Freephone Europe and Mobile.
Usage costs are € 65 (incl. VAT).
The employer pays € 42.91 + € 20 for usage costs (incl. VAT).

		Cost to employer	Cost to employee
Usual price	€ 78.00	€ 35.46 + € 16.53 excl. VAT	€ 9.09 + € 45.00 incl. VAT
Package discount	- € 26.00		
Package price	€ 52.00		
Usage	€ 65.00		
Employer contribution	- € 42.91		
Employer contribution	- € 20.00		
Cost to employee	€ 54.09		

The composition of each plan is defined by both the employee and the employer. Each month, as the employer, you pay 20 to 60 EUR of your employee's telecoms bill. In addition to the Internet costs at Telenet, you can also increase the employer contribution to include telephone. Finally, you can also agree to contribute towards installation costs and/or usage costs. Your contribution is deducted every month from the total amount shown on your employee's bill.

* Subject to errors, omissions or changes.



Reward your employees in a tax-effective way.

Want more information or want to discuss
the implementation of Telenet Incentive Plan in your organisation?

Go to www.TelenetIncentivePlan.be
call **015 36 47 47**

or ask for advice from your accountant or tax consultant.