



# Flexible Reward Plan: A flavor for every employee

Save time and simplify  
the process of offering your  
employees the flexibility  
of designing their own  
benefits packages.

[www.cafeteriaplan.be](http://www.cafeteriaplan.be)

# Our Flexible Reward Plan offers you a comprehensive and easy-to-use platform that makes offering a "cafeteria plan" for compensation look easy.



## Simplify the process

Today's talent market is highly competitive. Attracting and keeping top talent is becoming more and more difficult. Employees want flexibility, but sometimes offering them flexible compensation plans can be time consuming and add heavy administrative, tax, and legal burdens.

This doesn't have to be the case. With our Flexible Reward offering, we help you simplify the process, reduce the burdens and extra work, and provide your employees with the ease and flexibility of choosing their own rewards.

## Happy Employees, Happy Company

Your employees have unique and often shifting needs. Allow them to design a rewards packet that fits their lifestyle, even as it changes.

## Why should you implement a Flexible Reward Plan?

- Attract and keep the best talent on the market by offering them the incentive of designing their own rewards package
- Gain the freedom to shape compensation packages to your employees' individual and often shifting needs
- Reduce costs with no or limited net impact for the employees
- Option to include a mobility package to encourage employees to use other mobility measures



## Your benefits from using KPMG for the implementation of your Flexible Reward Plan:

- Development of an individual strategy for your company and remuneration needs
- Help with all technical aspects of assessment, planning, and implementation
- Assessment of tax, legal, and cost implications
- Work with any payroll provider that you choose

## Use of our user-friendly web-based tool with the following features:

- The key asset of our tool is flexibility**  
We adapt our tool based on your needs.
- Simulation tool**  
To enable your employees to individually shape their compensation and benefits package and immediately see the impact of their choice on their gross and net salary
- Communication tool**  
Central portal to share information with employees. Communication about rewards is key and our tool can be used to enhance this communication.
- HR tool**  
Our tool significantly decreases the administrative burden by automating processes. All data is stored in a central (exportable) database. We



offer the possibility to link this database with internal or external parties. Other features are also available, such as the automatic draft of an annex to the employment contract based on the choice of the employee, and a HR access page with possibilities for HR to update basic data and access reports.

## The tool takes into account all tax and social security calculations

(including individual income tax, VAT and corporate income tax)

## Why work with us?

Our team has not only extensive experience with compensation and benefits plans, but a deep understanding of the policies and structures behind remuneration.

We bring technical knowledge, and practical expertise in all aspects of flexible reward plans; from tax, and labor law to the process and IT requirements.

Let's get together to discuss how we can help you bring the best compensation and benefits packages to your employees. Schedule an appointment today with one of our team members:



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