



Easy Welfare

OUR PROPOSAL FOR THE MANAGEMENT
OF CORPORATE WELFARE

Opportunities, Methods e Technologies



EASY WELFARE SUPPORTS COMPANIES AMONG ALL THE STEPS OF THE PROCESS, FROM STRATEGIC ADVISORY TO IMPLEMENTING AND MANAGING SERVICES IN A FULL OUTSOURCING POINT OF VIEW.

ADVISORY



PLATFORM MANAGEMENT



HEALTH INSURANCE



ANALYSIS AND PROJECT



MANAGEMENT



MONITORING

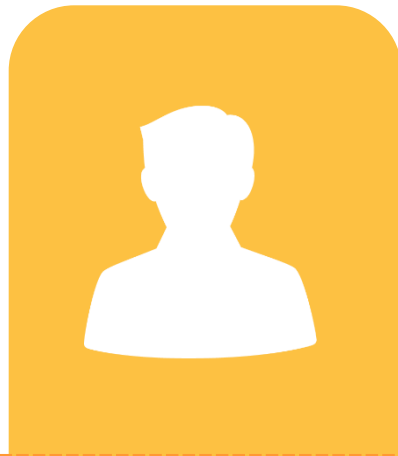
COMMUNICATION



WELFARE REPRESENTS A NEW PILLAR OF THE COMPENSATION SYSTEMS AND IT IS BASED ON THE INTRODUCTION OF NON-MONETARY SERVICES IN FAVOR OF EMPLOYEES

GROWTH OF EMPLOYEE'S PURCHASING POWER

Discounts, voucher, trade agreements
and exclusive services



INCREASE OF COMPANY PRODUCTIVITY

Higher quality of interpersonal
relationships within the company,
reduction of turnover and
absenteeism



OPTIMIZATION OF FISCAL ADVANTAGE

In compliance with TUIR
art.51 - art.100





BUILDING A WELFARE PLAN THAT GIVES THE EMPLOYEES THE POSSIBILITY TO FREELY CHOOSE AMONG A VARIETY OF SERVICES THAT BEST SUIT THEIR NEEDS

FAMILY		LOANS	HEALTH	INSURANCE	SUPPLEMENTARY PENSION	FRINGE BENEFIT	ENTERTAINMENT & PEOPLE CARE
Education School fees Summer camps School books Language School books Language courses Canteen	Family assistance Older and disabled family members	Interest rate loan for the purchase of the first or second property, construction or renovations	Integrative health service and medical expenses pay back (Cassa Easy Welfare)	Dues and bonuses for jobs implying the risk of no-self-sufficiency or serious illnesses	Additional contributions to the complementary pension funds	Goods and services such as public transports subscriptions and gift cards	Entertainment (e.g. theatre, fitness centers, journeys) People care (e.g. caregivers, check up)
UNLIMITED SPENDING		UNLIMITED SPENDING	LIMIT: € 3.615*	UNLIMITED SPENDING	LIMIT: € 5.164*	LIMIT: € 258	UNLIMITED SPENDING**
REFUNDS				CONTRIBUTION AND REWARDS	ADDITIONAL CONTRIBUTION	GIFT CARDS	DIRECT PURCHASES /VOUCHERS
ARTICLE 51							ARTICLE 100

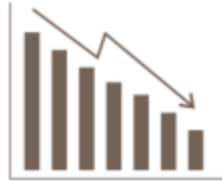
* Considering the case of productivity bonus, it is possible to overcome these limits. Nevertheless, the employer has to pay the National Insurance contribution (10%) for each welfare amount

** The effort is tax-deductible until the limit of 5*1000 of the human capital monetary cost. However, it is possible to go beyond this limit if unions sign the flexibe benefit agreement.

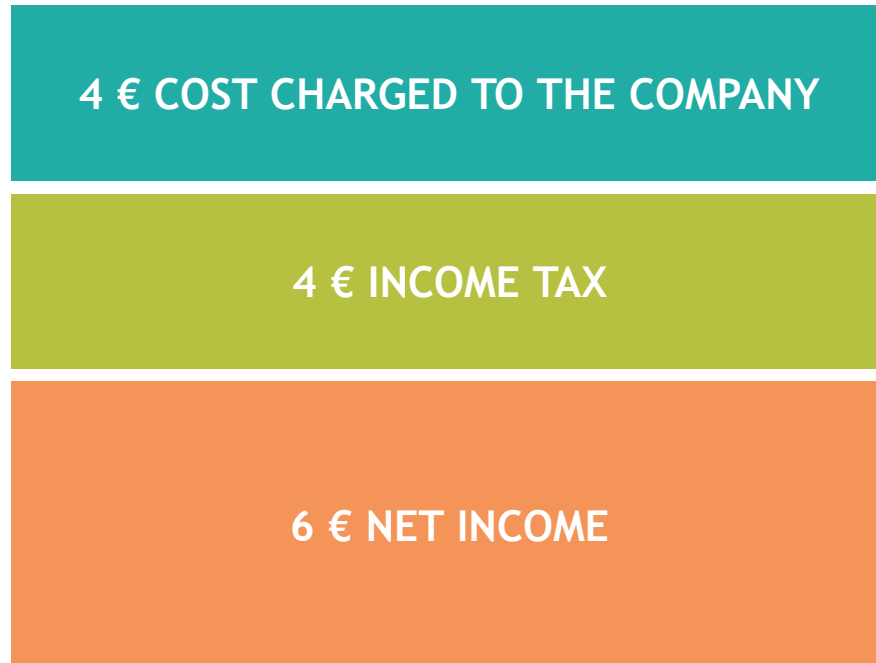
HOW MUCH IS THE TAX SAVING WORTH?



HYPOTHESIS: 10€ INCOME TO BE PAYED OUT TO THE EMPLOYEE

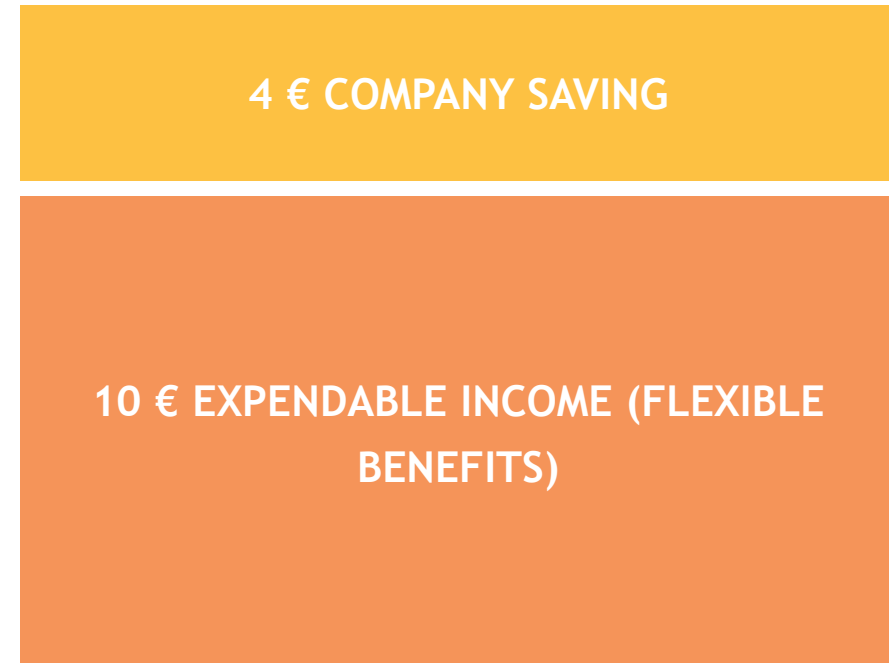
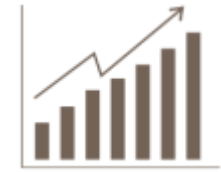


«CASH» PAYMENT IN THE PAYROLL:
COST CHARGED TO THE COMPANY 14 €
NET INCOME 6 €



8 € TAX WEDGE

WELFARE BENEFIT
COST CHARGED TO THE COMPANY 10 €
EXPENDABLE INCOME 10 €



NO TAX WEDGE!

ON TOP BENEFIT - PERFORMANCE BONUS CONVERSION - CORPORATE BOCUS



FORMA	FINANZIAMENTO	INIZIATIVA	DESTINATARI	TUIR
ON TOP BENEFIT	<p><i>New investment granted by the company , “on top” of the ordinary contributions and any awards , financed through:</i></p> <ul style="list-style-type: none"> ▪ <i>Reviewing existing rewarding systems (benefits, services...)</i> ▪ <i>Reallocating budget (salary increase, one-off rewards distribution...)</i> ▪ ... 	<i>Voluntary</i>	<i>All employees or homogeneous categories</i>	<i>Art. 51 e 100</i>
PERFORMANCE BONUS CONVERSION	<p><i>Conversione of the Performance Bonus, within the limits and the restrictions established by the Stability Law</i></p>	<i>Business Contracts according to art.51 of D.Lgs. N.81/2015</i>	<i>All employees or homogeneous categories</i>	<i>Art. 51 e 100</i>
AD HOC CORPORATE BONUS	<p><i>Establishment of a bonus provided only as welfare services, financed through:</i></p> <ul style="list-style-type: none"> ▪ <i>Company new investment</i> ▪ <i>Reviewing existing rewarding systems (awards, benefits, services...)</i> ▪ <i>Performance KPI in order to self-financing the project ...</i> ▪ ... 	<i>Company Rules; Business Contracts according to art.51 of D.Lgs. N.81/2015</i>	<i>All employees or homogeneous categories</i>	<i>Art. 51</i>



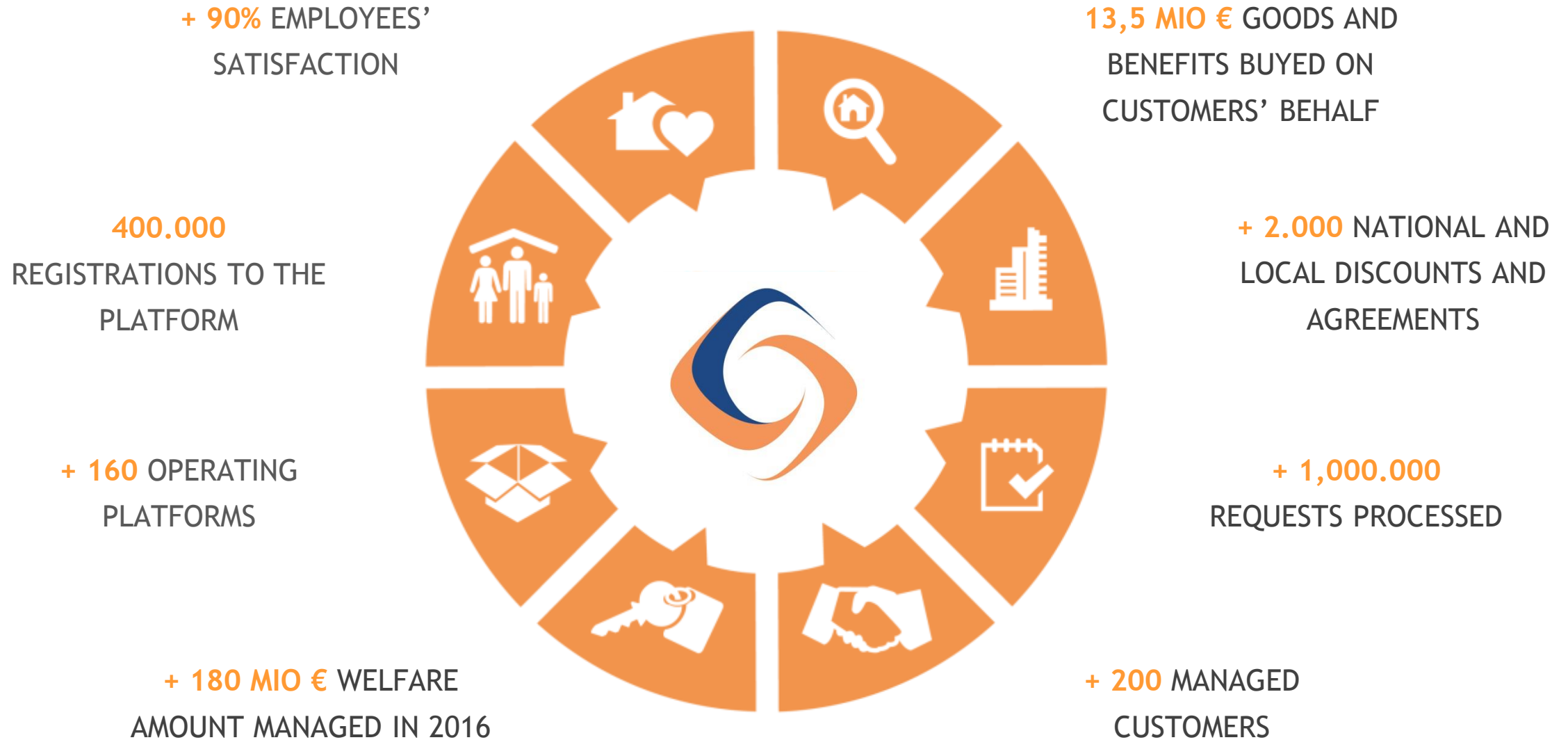
In 2016, the Stability Law has established the **principle of substitutability** between cash wages and goods / welfare services (conversion of the Performance Bonus), but there must be specific conditions:

- Performance Bonus should be **linked to increases in productivity, profitability, quality, efficiency and innovation** *
- The whole or part of the Performance Bonus is convertible in tax-free welfare services up to a maximum of € 2,000 gross, € 2,500 for companies that jointly involve the workers in the company organization
- **The taxable income ** of the payee must be less than € 50,000** (previous year) .
- **The choice between cash wages and welfare must be provided by business contracts.**

The occurrence of the conditions above, in case of payment of cash wages, the Stability Law establishes the application of a lower income Tax with a rate of 10%.

*A more detailed definition of the criteria is expected after the Implementation Decree, in conformity with Clause 188 of the Amendment (expected within 60 days from January 1, 2016).

** The Taxable income is the difference between Taxable Contributory (including RAL, MBO, ticket restaurants > € 5.29, insurance over 258 €, car for mixed-use, etc.) and Contribution INPS at the expense of the employee (about 9%, variable according to the national collective bargaining agreement and qualification).





*EXCELLENCE TO EMPLOYEES
OF OUR CUSTOMERS!*

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