

# CHECK LIST / FRINGE BENEFITS

## AS THE DISCUSSION BASIS FOR SALARY NEGOTIATIONS WITH ONE'S EMPLOYER

### CONVENIENCE/GOODIES

- One's own company car with generous allowance for private use
- Use/procurement of devices such as faxes, PCs, TVs, radios, videos and photos through leasing by the company
- Free-of-charge mobile phone usage for private purposes
- Travel vouchers for private purposes (up to CHF 2,500.00 which is tax-exempt)
- Hotel vouchers for private use
- Use of bonus miles/frequent-flyer programmes for private flights
- Lunch allowance (not included in the budget for out-of-pocket expenses)
- Issuance/guaranteeing of a preferred mortgage by the company for home ownership
- Gift certificates, e.g. gift certificates for books, restaurants, etc.
- Additional days of holiday
- Regular wellness offerings at company expense

## **PENSION PLAN**

- Pension fund contributions are shared 60/40 or 80/20 or may possibly require no pension fund contributions
- Medical insurance fund contributions paid by the company
- Early retirement fund contributions which are shared or completely paid by the employer without any repayment being required if the employee changes jobs

## **OUT-OF-POCKET EXPENSE POLICY**

(Please review tax laws)

- Displacement provision (daily lump-sum allowance for fixed expenses)
- Lump-sum allowance for lodging costs when travelling on company business
- Issuance of separate allowances for attending meetings based upon the out-of-pocket expenses incurred
- Clothing allowance for business attire
- Allowance for costs for cleaning/laundry, etc.

## **CAPITAL PLAN**

- Option plan for company options in the bonus plan (please review tax laws)
- Preferred shares for employees
- Stake in investor's club (leverage)

## **CONTINUING EDUCATION / TRAINING**

- MBA programme
- Leadership seminars
- Change management seminars
- General management courses
- Private school for children (international school)
- Language courses for family members

## **MOVING / HOUSING**

- Moving costs including costs for moving back home (approx. CHF 15,000.00 to CHF 20,000.00)
- Relocation service
- Insurance costs
- Rental costs
- Search for housing
- Tax consulting

## **PREVENTATIVE HEALTH CARE**

- Annual check-up
- Payment of dues for fitness programme

## **PRICE DISCOUNTS FOR EMPLOYEES**

- Vehicle pool agreements (for private vehicles)
- Discounted purchase of investment products or consumer goods based upon the company's conditions for employees (department stores, wholesalers, importers, etc.)
- Petrol cards, service card for the vehicle (depending upon the respective country, not possible for tax reasons in addition to one's own company car)