

### SMART pensions

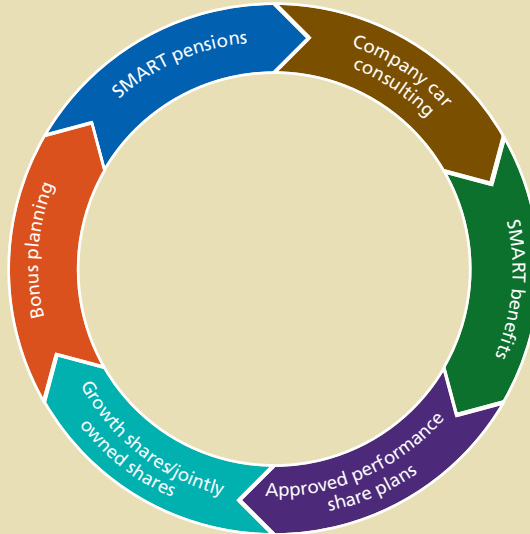
- Employee pension contributions subject to NIC.
- Change employee to employer contributions.
- Employee agrees to corresponding salary reduction.
- NIC savings for employees and employer.

### Bonus planning

- Applicable where employees receive discretionary bonuses.
- Employees waive entitlement to bonuses.
- Employer contributes to Trust or Pension scheme.
- Tax and NIC savings for both employer and employee.

### Growth shares/jointly owned shares

- Employees acquire shares with a lower market value due to limited rights.
- When performance conditions are met, the shares acquire value.
- Employee receives capital gains tax (18%) treatment on sale.



### Company car consulting

- Reduce CO<sub>2</sub> emissions and tax cost of car fleet.
- Potential to extend car fleet through salary sacrifice to deliver savings.
- Consider sale and leaseback of fleet to accelerate CT relief.

### SMART benefits

- Using salary sacrifice to replace taxable pay with a range of tax-free benefits.
- These could cover holidays, life assurance, critical illness, childcare vouchers, bikes, food at work, parking, mobile phones, etc.
- Tax and NIC savings for employer and employee.

### Approved performance share plans

- Delivers the tax advantages of an approved plan with the characteristics of a performance share plan.
- Generates tax and NIC savings for employers and employees.