

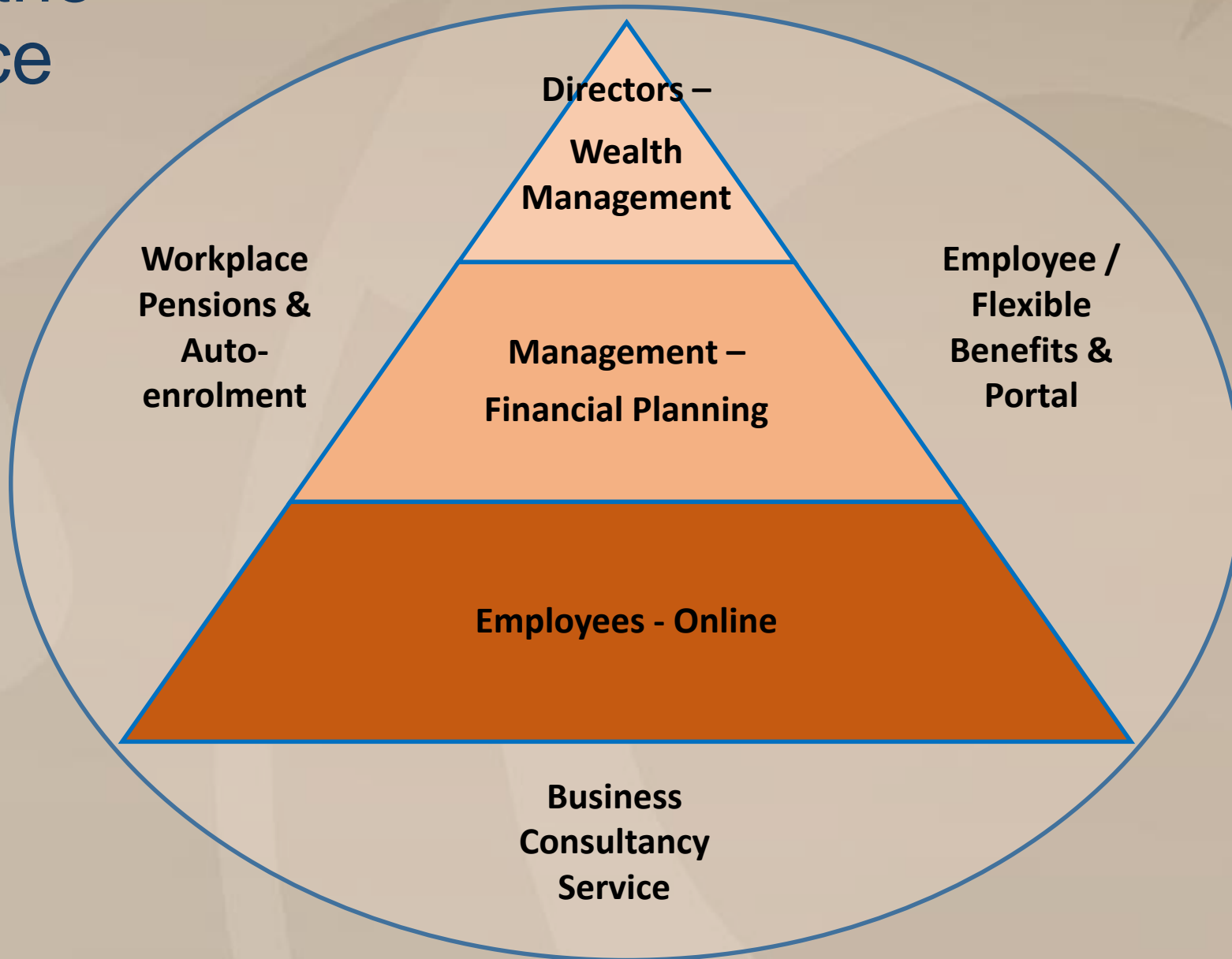
Employee Benefits

Standing out from the crowd

Who are we?

- AGL Corporate Services is a division of AGL Wealth Management Ltd
- Established in 2009, our Senior Management Team has been drawn from the some of the UK's largest financial institutions within the Private Client and Corporate arena.
- Each of our Senior Management Team has a minimum of over 20 years industry experience
- Offices in Glasgow and Edinburgh

Wealth in the Workplace



Why would you have employee benefits?

- You care for your staff and want them to have good benefits
- To attract the best staff
- To improve productivity
- Retaining good staff saves you money

What's the cost of losing an employee?

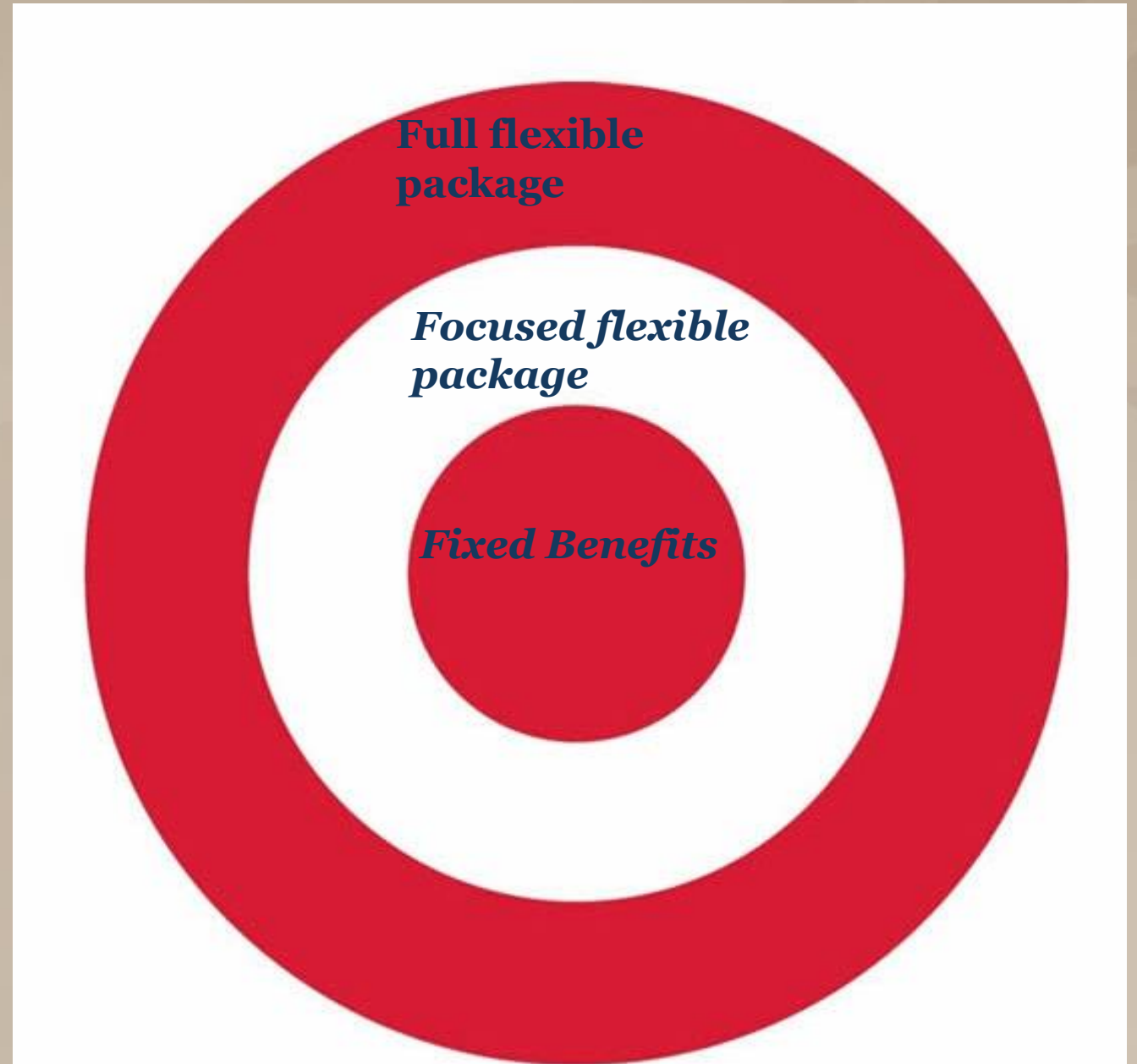
- Well the journey can be described like this:
 - Presenteeism
 - Gardening leave
 - HR & Management exit involvement
 - Temporary replacement
 - Recruitment
 - Induction
 - Training
 - Shadowing
 - Profitable again
 - How long & how much?

What's the cost of losing an employee

Sector	Time taken to Optimum Productivity (weeks)	Cost per replacement employee(£)	Overall annual cost to the sector(£)
Legal	32	39,887	805m
Accountancy	32	39,230	580m
IT & Tech	29	31,808	1,891m
Media & Advertising	20	25,787	184m
Retail	23	20,114	673m

Benefits Evolution

- May begin with a fixed employer funded package
- No cost to employee – no scope to change
- Focused – a specific range of benefits based on industry popularity or feedback from your staff
- Take the ones you want
- Broad range of benefits via online portal
- Usually % of salary allowance



So how does Salary Exchange work

£100 cost without salary exchange

- Employee
- £100 gross paid
- Less 20% tax & 12% Nat ins
- £68 net take home
- Employer
- £100 gross
- Plus 13.8% Nat ins = £113.80

£100 cost with salary exchange

- Employee
- £100 less in gross salary
- So is £68 out of pocket
- Gets £100 of benefit
- Employer
- Doesn't pay NI on the benefit
- So is £13.80 better off

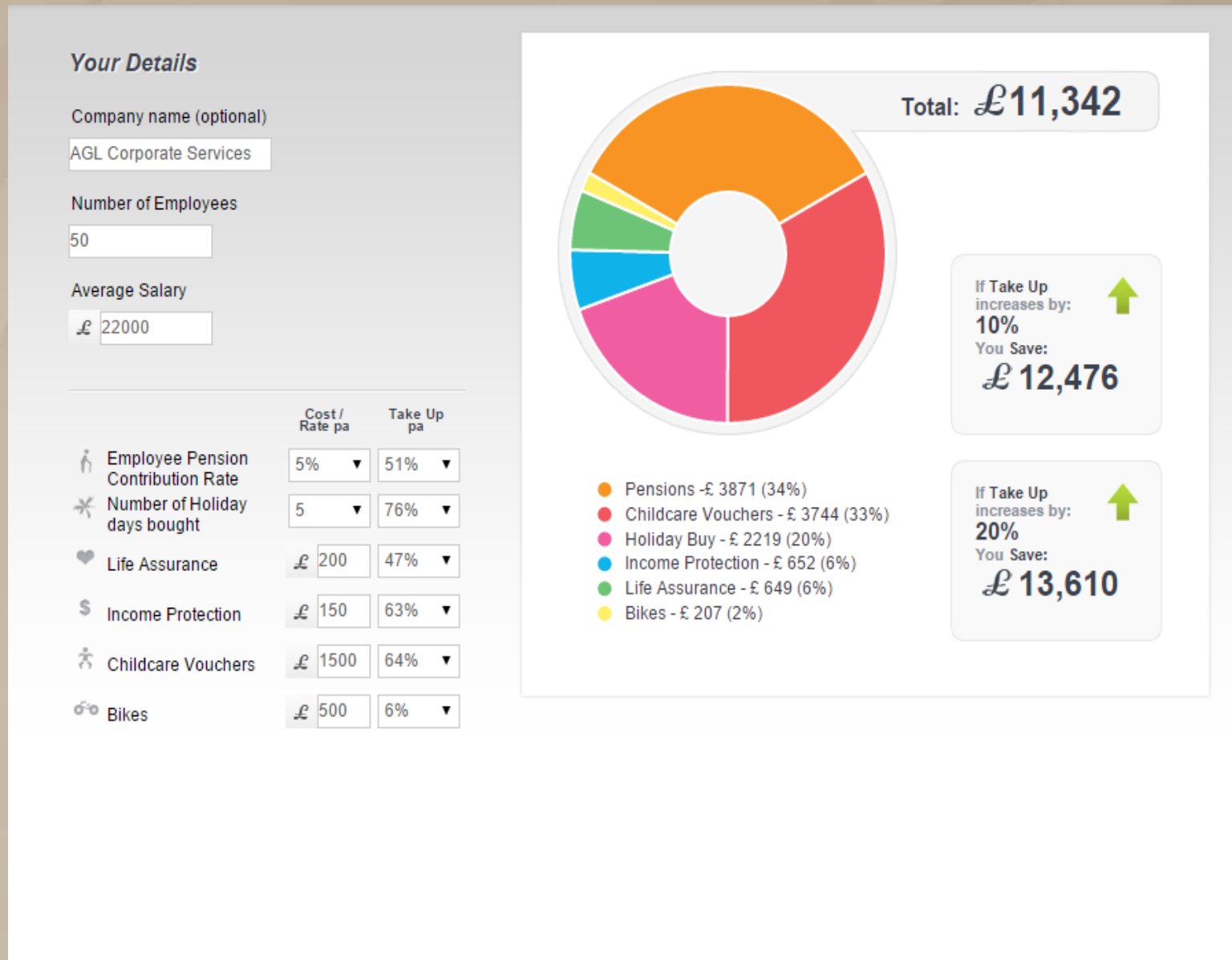
Pension Freedoms Childcare Vouchers

- Pension Freedoms
 - New Pension freedoms come into force on 06/04/2015
 - People need advice
 - Guidance might not tell them all they need to know
- Childcare Voucher scheme
 - Changes in October 2015
 - Good for some, not so good for others
 - Loss of NI savings for employee and employer
 - Act now so your employee have the choice



Value to Business

- Staying ahead of the competition
- Access to benefit portal
- Deductible business expense
- Reduction in employer National Insurance costs



How we manage the process

- Focus on the plan design and the employee proposition
- Work with benefit providers that understand how benefits work
- Select a delivery method which suits the budget constraints of the employer
- Use technology to reduce the administrative burden

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