



INTERNATIONAL BENEFITS NETWORK



# Occupational Pension Scheme

**Alteryx' German Division**

**alteryx**

Ralf Herbert Hesse  
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**TPC** 

Betrieblich vorsorgen. Zukunft gestalten.

# Alteryx German Division Pension Scheme

- From January 2018 Alteryx will offer an attractive pension scheme to their German based associates
- Above – market – approach consisting of voluntary salary conversion and a matching employer's contribution
- Pension scheme consists of three modules, designed to achieve maximum tax deduction, social security fees savings combined with maximum statutory subsidies
- Pension scheme will be introduced individually to each employee in early January by a TPC consultant

# Concept for Alteryx – module 1

## - Basic salary conversion (direct insurance)

- Employees are given the option to voluntarily convert gross salary parts into a pension plan
  - Basic module for all employees due to German law (Occupational Pensions Act)
- Type: defined contribution plan (DC type)
- Vehicle: Direct Insurance (employer - owned retirement pension insurance policy)
- contributions up to 4% of SSCC are exempted from tax and social security contributions, another 4% still tax free
- Guaranteed lifetime pension annuity with lump sum option
- Two different investment portfolios to choose from

# Concept for Alteryx – module 2

## - Extended salary conversion

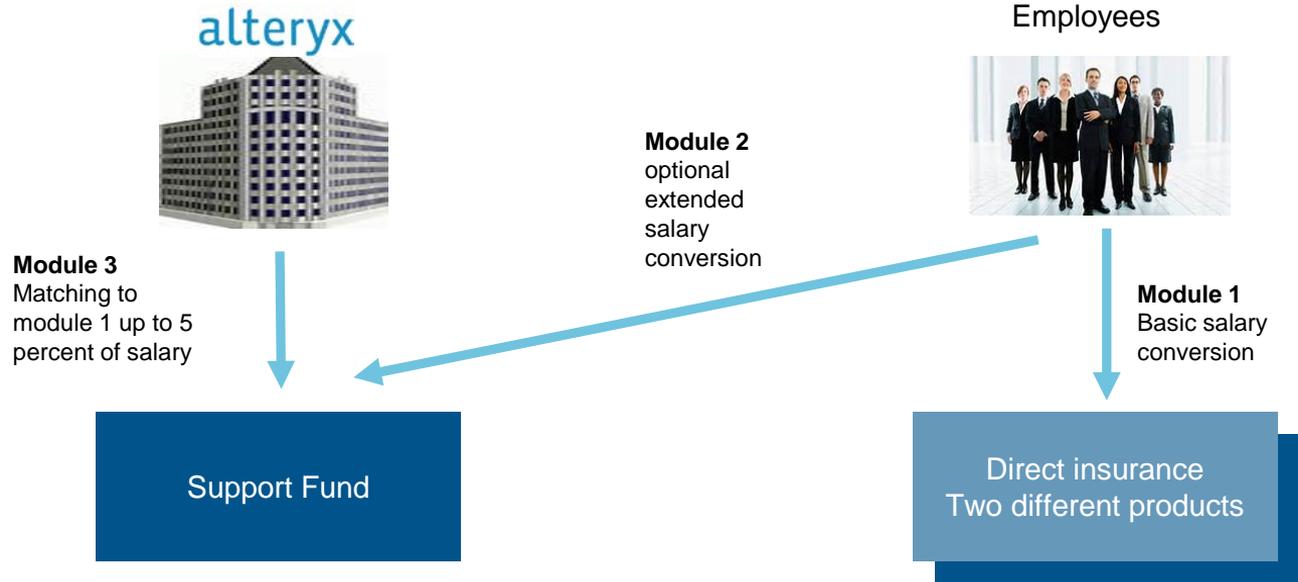
- Extended tax – free salary conversion
- Type of pension plan: defined contribution plan (DC type)
- Vehicle: Re – insured support fund (external pension entity)
- Unlimited contributions are exempted from tax
  - Especially interesting for people with high tax burden
- Guaranteed lifetime pension annuity with lump sum, subject to individual taxation

# Concept for Alteryx – module 3

## Alteryx's add on, doubling the contribution

- Alteryx will be contribute the same amount the employee ER is contributing
  - Capped at 5% of base salary
- defined contribution plan (DC type)
- Vehicle: Re – insured support fund (external pension entity)
- EEs are eligible from day one, no waiting period
- Guaranteed lifetime pension annuity with lump sum

# Alteryx occupational pension scheme



# Summary

- Contemporary and easy-to-understand corporate pension scheme
- Combination of salary conversion and generous subsidy exceeds market standards
- Pension scheme complies to latest German legal framework (EStG, BetrAVG, AVmG, AltEinkG, BRSg)

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