





## Service Fees

### 1. Advice and quotation phase

#### **Inventory and risk analysis**

€ 5.400

*We investigate the expectations and the objectives of the employer, and we setup (together with the employer) an extensive inventory and risk analysis in relation to your specific requirements. We also advise on the benefit level that meets your requirements best.*

#### **Marketing Report (For new benefit set up)**

€ 1.200

*This marketing report will report in detail the findings from the market based on your requirements following our discussions.*

*This report will include terms from the Dutch market insurers for your plans, detail of their proposition, costs and our formal recommendations for placement of your policies.*

#### **Full benchmark review (Where existing benefits are in place)**

€ 1.250

*This includes benefit benchmarking exercise and commentary on current structure. As well as full market reviews and cost benchmarking exercise to ensure you are receiving the best value for your current premium expenditure. The report will make recommendations for alternative insurers based on the review results versus the insurer proposition. The review will also explore potential cost savings by looking at changes to the existing benefit structure.*

### 2. Implementation and communication phase

#### **Benefit Set Up Fee (per employee)\***

*For the implementation and the set-up of the chosen benefits for new joiners after the benefit implementation we charge a benefit set-up fee. This includes the establishment of the benefits with the chosen insurer and communication to the employees about the benefits. It also includes the collection of required documents from individual members where needed and enrolment in the benefit plans.*

For the first 1-25	€ 350
For the next 26 - 50	€ 305
For 50+ employees	Cost of set up services for this size of client will be agreed on a case by case basis. Services required at this level are usually bespoke and our costs will be dictated by those specific requirements, case by case.
*New joiners post set up will be charged at the appropriate rate shown above	

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Email: [info@abg-nl.nett](mailto:info@abg-nl.nett) Web: [www.abibbv.net](http://www.abibbv.net) / [www.abg.net](http://www.abg.net)

### 3. Ongoing administration

#### **Ongoing Service Fees (Per employee, per year).**

#### **Payable pro rate quarterly in advance**

For our ongoing administrative and consultative services provided throughout the year. <sup>1</sup>

1-25	€ 305
26-50	€ 185
50+	Cost of ongoing servicing for this size of client will be agreed on a case by case basis. Services required at this level are usually bespoke and our costs will be dictated by those specific requirements, case by case.
Where annual scheme maintenance fees exceed € 1.500 ABIB will refund risk commissions in full.	

<sup>1</sup> Example of fees for a client with 12 employees, setting up a brand new suite of benefits:

Inventory and risk analysis -€ 3.000

Marketing fee -€ 900

Benefit set up fee:  $10 \times € 350 + 2 \times € 305 = € 4.110,-$

Quarterly service fees -  $€ 305 \times 12 / 4 = € 915$  per quarter.

Total set up fee and maintenance fees for the first year -  $€ 3.000 + € 900 + € 4.110,- + € 3.660 = € 11.670 + VAT.$

### Out of scope fees

It may be necessary to undertake work or services that fall outside of our standard service fees for the day to day management of employee benefits. For example, a significant re-structure of the benefits or any significant additional work required due to a company take-over or acquisition would be priced outside of our standard service costs. Therefore we reserve the right to charge for the additional cost of such services. This will be dependent on exact requirements but will be agreed in advance with the client before work is undertaken.

### **Tariffs Consultants**

Senior Employee Benefits Consultant	€ 210 per hour.
Employee Benefits Consultant	€ 150 per hour.
Administrative Support	€ 86 per hour.

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