

## Vlerick survey on business practice & opinions related to reward taxation



Claeys & Engels has a long-standing cooperation with the **Vlerick Centre for Excellence in Strategic Rewards**. We regularly participate in the activities of the Centre focusing on legal and tax aspects of compensation and benefits.

In this regard, we want to investigate with Vlerick the **opinions and experiences** of companies related to the **current taxation and social security treatment of different reward instruments** in Belgium. Experience shows that the choice between different forms of reward in Belgium is very much (too much?) influenced by the tax and social security treatment of different kinds of benefits. Your participation in this survey is very important to us and Vlerick.

Based on the results of this survey, Vlerick will draft a **white paper**, with our assistance, which will show how HR and compensation & benefits practitioners think about the current legal framework and what could be improved in the future. The input will be submitted to relevant stakeholders. This is even more important in the context of the formation of a new government in Belgium.

The results of the study will only be processed on a global level, and **strict confidential treatment** of your input is guaranteed.

You can access the survey (in **English**) via the following link:

[https://vlerick.eu.qualtrics.com/jfe/form/SV\\_865SEvmqnP0YBEx?Source=Claeys & Engels](https://vlerick.eu.qualtrics.com/jfe/form/SV_865SEvmqnP0YBEx?Source=Claeys & Engels)

If you prefer to fill out the survey in **French**, you can use the following link:

[https://vlerick.eu.qualtrics.com/jfe/form/SV\\_bsmGL5WYttxYYxD?Source=Claeys & Engels](https://vlerick.eu.qualtrics.com/jfe/form/SV_bsmGL5WYttxYYxD?Source=Claeys & Engels)

If you prefer to fill out the survey in **Dutch**, you can use the following link:

[https://vlerick.eu.qualtrics.com/jfe/form/SV\\_7TzgbyyR6p69Rpb?Source=Claeys & Engels](https://vlerick.eu.qualtrics.com/jfe/form/SV_7TzgbyyR6p69Rpb?Source=Claeys & Engels)

The **deadline** for filling out the survey is set on **3 July 2020**.

Thank you for your participation!