

How to attract and retain your workforce with Flare Cars



Do it with Flare



**We're helping every business
make pay and benefits fair for
every worker.**

Flare serves over a million employees - including a quarter of Australian workers starting a job each year; and is integrated into the leading HRIS, time and- attendance and payroll software suites.

Since 2015 businesses of all sizes have looked to Flare, whose benefits solutions have been created by some of the country's most respected HR, payroll and benefits experts. We help you to both attract and retain workers in a highly competitive talent market.



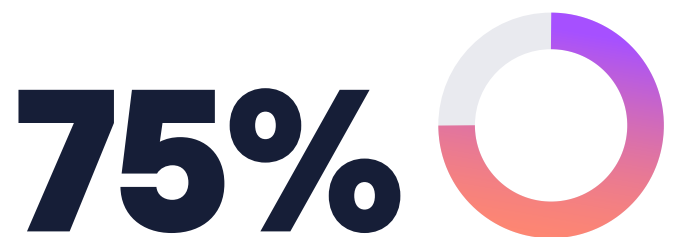
The changing employee landscape

What Australians expect from their employers have changed. We wanted to dig deeper, so Flare partnered with Ernst & Young, Australia (EY) to ask 7,000 new job starters how they felt.

This is what we discovered:

Just one in three Australian employees has access to a benefits program yet those who do believe that it meaningfully improves their pay package and financial wellbeing—and are less likely to leave their jobs. The research findings broadly revealed a workforce with limited access to benefits or products that supporting financial wellbeing.

You can download the full research flarebenefits.com/whitepaper



Over 75% of employees wish to take up key financial benefits to maximise their take-home pay like salary packaging their car



Financial wellbeing accounted for over 50% of resignations

during the survey period from Dec 2021 to March 2022.

* Flare & EY, Pay in the New Economy Whitepaper, 2022, n=7,000



Cars with Benefits

Now everyone can access the savings and tax advantages of novated leasing.

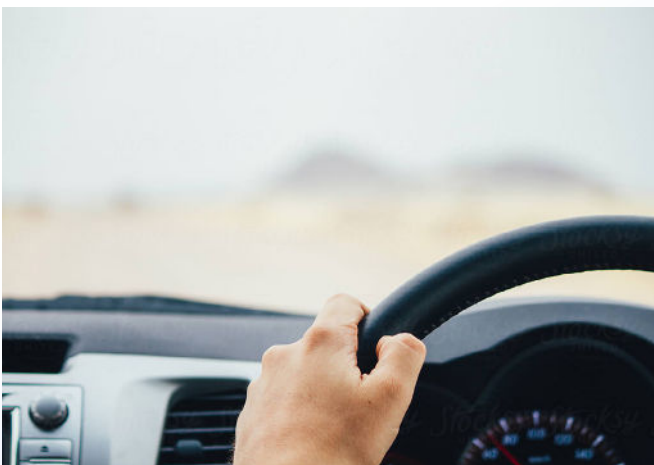
Easy to understand, easy to use.



A novated lease is a form of vehicle finance that is a three-way agreement between an employer, employee and lease provider like Flare Cars. For the employee, payments are made directly to the financier by regular payroll deductions via salary sacrifice before the PAYG income tax is deducted from their salary.

Over 260,000 working Australians take advantage of novated leasing every year.

With Flare Cars everybody benefits. A novated leasing program could be your most valuable tool to bolster your employee benefits offering. Along with our salary packaging offer, your employees will get free access to Flare Benefits featuring hundreds of discounts and perks from Australian retailers and wellbeing providers. Employers look to Flare to consolidate their workplace offerings into a single experience.



Benefits for Employees

- + Savings on income tax, GST and drive away price. The average driver in the Flare Cars network saves a total of over \$20,000 on their vehicle purchase and running costs over the course of their lease*.
- + Full concierge service on new car purchases.
- + Running costs on autopilot as cost of vehicle and finance is spread over fixed payments throughout the lease term.
- + No deposit required.
- + Free vehicle disposal service.
- + Flexibility to lease a new, used or even existing car.

Benefits for Employers

- + Enhance your employee benefits scheme and attract top talent.
- + Unlock significant tax savings for your employees and boost their disposable income.
- + Retaining high performing staff as a novated lease is a proven benefit to improve retention, reducing costs to hire & train new staff. Over the past 12 months only 4.4% of Flare leaseholders left their job since signing.
- + Save on payroll costs including payroll tax.
- + The liability of the novated lease sits with the employee not the employer.
- + Free, low touch administration and paperless.
- + Flare offers flexibility with our tailored deduction and invoicing model to cater for your payroll cycle, multiple cycles and changes to payroll cycles.



Launching novated leasing with Flare

The employee experience

Don't worry we do all the heavy lifting. You'll receive dedicated marketing and relationship management support that will ensure the successful launch of the program into your business including educating staff on the financial benefit of salary packaging along with showcasing other Flare Perks available to them.

The Flare Cars team will support your employees at every simple step in the process for them to set up a lease and enjoy the benefits of salary packaging.

Quoting

The Flare Cars team will assist your employees by preparing a detailed quote based on their chosen car and personal circumstances.

The quote will highlight the overall drive away price, the weekly cost per pay and total savings made over the life of the lease.

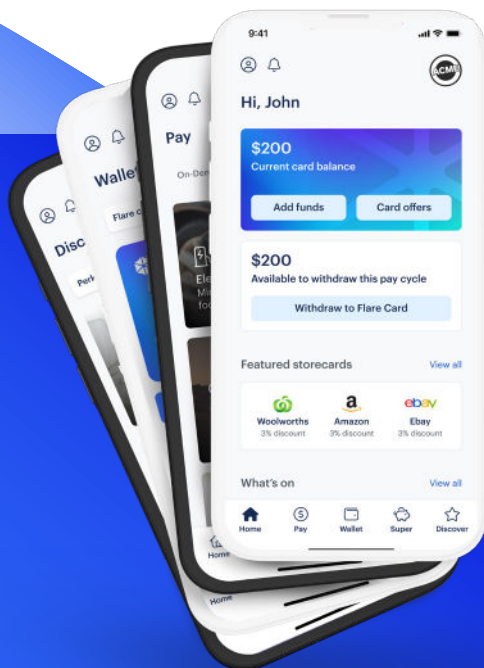
Another way to get an estimate of the potential savings and overall cost for a Novated lease on any given vehicle is using our online calculator at flarehr.com/cars/calculator.

Getting your employees started

Employees can call us directly on 1300 352 734 or contact us via our website at flarehr.com/cars to find out about the benefits of novated leasing.

Our team of relationship managers will also run live webinars, or may come out to your workplace to arrange face-to-face meetings or presentations for staff.

As an Employer, Flare Cars will provide you with a digital toolkit for you to implement and promote the program within your business and ensure employees are aware of the benefits of a Novated lease.



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In the Flare Cars Driver Program

Employees will receive a Flare fuel and maintenance card to pay for fuel, servicing, tyres and other vehicle running costs. At the end of lease, employees have several options available to them to either trade in and lease a new vehicle, extend the existing lease or pay out the residual amount to own the vehicle outright.

Flare Cars is able to transition existing Novated leases to us to streamline your provider and processes internally, along with setting up a Novated lease salary package for new employees that join your business who have an existing lease, regardless of their provider.

Finance

When an employee wishes to proceed with a novated lease, we'll support them to obtain credit approval for finance through our specialist leasing financiers. Flare cars have a number of options available to employees to ensure we're able to assist most of your employees depending on their circumstances.

Once approved, your employees can access our complimentary car buying service with our network of over 900 fleet dealerships. Along with arranging test drives, we also provide a free of charge vehicle disposal service and all vehicles delivered will have a free full tank of fuel. Eligibility to receive a novated lease from you the employer is also checked by Flare.



Drive Away

When the car is ready for delivery, final lease paperwork is completed via DocuSign, to limit administration. As an Employer, you will be required to execute the Novation agreement to enable a tri-party arrangement to be put in place. The Flare Cars team will arrange a time for your employee to take delivery once the paperwork is completed and the vehicle has settled with the dealer, enabling your employee to start enjoying the advantages of their fully maintained vehicle.

Flare Cars will liaise with your payroll team to provide payroll advice confirming the set pre and post tax deductions. Flare Cars will invoice for the Novated lease packages in line with your pay cycles. We aim to simplify the set up and payment processes to ensure it's a seamless transaction, regardless of how many employees participate in the program.



Managing Fringe Benefits Tax

Fringe Benefits Tax (FBT) is an employer tax based upon the value of the car benefit you are providing to an employee in lieu of salary, in this case a novated lease vehicle.

Flare Cars utilises the Employee Contribution Method (ECM) for FBT. With ECM, 20% of the FBT base value of the vehicle is deducted as an employee contribution from post-tax salary to negate the taxable value of the vehicle for the FBT year. As a result, there is no FBT liability to the employer. We are able to also set up leases using the pre-tax statutory method and operating cost method (with your approval) for those employees that are on the road and have a high percentage of business use. Flare Cars recommends you seek independent tax advice to manage and report your FBT obligations that relate to Novated leasing.

If an employee leaves your workplace with a novated lease

If any employee leaves their workplace or is terminated, the lease goes with them. They'll be able to either re-novate the lease to their new employer or it may become a finance only lease.

As the current employer you'll be required to notify Flare Cars immediately of an employee leaving. We will advise payroll if any additional deductions are needed from the employee's final pay or whether Flare Cars will be returning any surplus fund to be added to the employee's final pay. If the employee leaves before their final pay, Flare Cars will manage the collection of any outstanding driver funds.



What Flare Cars customers are saying

"The whole novated lease process was simpler and more convenient than the traditional car buying experience, and the Flare folks basically held my hand through the whole thing.

They got me the car I wanted delivered to my door, and I can use pre-tax dollars to pay for it which reduces my taxable income."

Alexandra Myers
Veterinarian Pathologist
Healio

" My experience with Flare Cars was overall a great experience, service was quick and I knew what was going on from start to finish with updates from the person handling my account at all times."

Megan Ely
Work Broker Employment Division,
AMES Australia

Some of our customers

arn

true alliance

K/NET/C

healio

myob

oncore

randstad

Kennards
Self Storage

AMES
Australia

sdn



Get in touch and find out more about **Flare Cars** today

Call 1300 352 734

Email sales@flarehr.com

Visit flarehr.com/cars