



Example Green Car Scheme Cars

Citroën DS3 1.6eHDi

All Inclusive Price
from £230 per month*
savings versus retail
£155 per month**



A1 3 Door Hatch 1.6TDI



All Inclusive Price
from £270 per month*
savings versus retail
£91 per month**

All Inclusive
package

Insurance, road tax, maintenance and servicing, breakdown recovery, tyres, windscreen cover and accident management are included!

*Prices are indicative only for a Citroën DS3 3DR Hat 1.6eHDi DStyle 91g Airdream and an Audi A1 3 Door Hatch 1.6TDI SE and will vary depending on the selected term and mileage, applicable tax rates, individual scheme structure, manufacturer prices and discounts available at the time. Includes insurance, maintenance, road tax, breakdown recovery, windscreen & tyre cover and accident management. **Comparison quote is based on a 36 month, 10,000 miles per annum PCP lease from www.financeacar.co.uk, the cheapest insurance premium available from www.comparethemarket.co.uk in postcode LS28 with no penalty points or convictions and 10 years no claims bonus and an indicative maintenance budget as at 21 January 2013.



Co-operative Flexible Benefits and Zenith

“Our mission is for every employee at a client business to be able to take advantage of at least one of our benefits for themselves and/or their family.” Co-operative Flexible Benefits is taking an innovative approach to the benefits market in delivering a unique solution and a true alternative to the traditional commercial package available from other providers. Our commitment is to deliver excellence in everything we do, from the Customer Service Advisors on our Helpdesk, to the support from your dedicated Regional Account Manager, or the production of bespoke marketing material to ensure maximum employee engagement.

All of our services and procedures are independently audited by KPMG to ensure HMRC and employment law compliance, so you can be reassured that the faith and confidence you put in one of the UK's most trusted brands is truly validated.

We believe in working together to achieve benefits for all to make our communities better places to live and work.

Tim Buchan, Chief Executive for Zenith comments:

“The employee benefits package is a critical part of any employee reward and engagement programme and it is important to offer a wide range of choice to cater for different needs. This Green Car Scheme product enables us to add an exciting option to Co-operative Flexible Benefits’ well established and comprehensive range of products, providing even more choice to employees within their existing and future customer base. Cars generate a lot of interest and excitement and the Green Car Scheme really does revitalise and invigorate a flexible benefits package.”

Zenith promises to:

- deliver a high quality, flexible solution for your employees
- provide an advanced online driver portal and a multi award winning reporting tool
- provide a dedicated account management team to deal with all your employee’s enquiries
- help you to fully market and communicate your Green Car Scheme to employees, both prior to launch and throughout its life
- work with you to monitor and continually evolve the scheme, to ensure it remains fresh and exciting



For more information on offering this benefit to your employees contact your Regional Account Manager or call 0800 458 7929

This benefit is available to all your employees whilst you have an active Childcare Voucher Benefit account or are using Co-operative Flexible Benefits to deliver your Cycle to Work Scheme.

Document issued by Co-operative Flexible Benefits part of The Midcounties Co-operative. June 2013



Co-operative flexible benefits

Delivered by The Midcounties Co-operative



Green Car Scheme

access to a low cost, brand new car for your employees

Delivered in partnership with **Zenith**
Intelligent Vehicle Solutions

A guide for employers

Welcome to Zenith

Zenith is an expert provider of salary sacrifice car schemes, company cars, commercial vehicles and fleet management for mid to large corporates. Zenith was established in 1989 and its customer base includes many household brands, some of the biggest organisations in the UK and leading professional services firms. Zenith is a multi award winning company. In 2012 it won the Fleet News 'Leasing Company of the Year' Award and its software and schemes have won awards too.

What is the Green Car Scheme

The Green Car Scheme is an exciting and innovative flexible benefit which enables you to give all of your employees the opportunity to drive a low cost, low emission, brand new car as part of their reward package.

How does a Green Car Scheme Work?

The Green Car Scheme works through a salary sacrifice mechanism. Each month, in exchange for a fixed reduction to the employee's gross salary, the employee gets to drive a brand new car with an all inclusive package. As the reduction is from the employee's gross salary they save on income tax and National Insurance. They also take advantage of Zenith's buying power to obtain enhanced discounts and preferential deals.

The scheme encourages the uptake of low emission cars as the greatest savings are made for 'greener' cars. You can choose what emission cap you would like on the scheme and there is now a wide range of low emission vehicles available to choose from. If you decide not to have a cap then employees will still be encouraged to select a greener car, due to the enhanced savings that can be achieved.

Example Calculation

| | |
|---|-----------------|
| Ford Fiesta 5 Door Hatch 1.5 TDCi 75ps Style | |
| CO ₂ Emissions | 98g/km |
| Gross Salary Sacrifice | £261.17 |
| Benefit in Kind Tax | £35.65 |
| Income Tax Saving | £54.23 |
| National Insurance Saving | £32.54 |
| My Monthly All Inclusive Cost* | £210.05* |

*All Inclusive Package

Calculations are for a 36 months, 5,000 miles per annum selection based on a 20% tax payer incorporating indicative discounts and represent the effective net cost, including BIK. Actual quotations will vary depending on selected term and mileage, applicable tax rates, insurance, individual scheme structure, manufacturer prices and discounts available at the time. The cost includes all maintenance, servicing, RFL, breakdown and recovery, windscreens and glass, replacement tyres, insurance and accident management.

What are the main benefits?

For the organisation

- Allow your employees to significantly reduce the cost of sourcing a private vehicle
- Assists in attraction, retention and motivation of employees
- Cost neutral/cash generative to employer
- Improves duty of care compliance with 'grey fleet'
- Can be used in conjunction with or as a replacement to existing company car scheme
- Encourages low emission vehicles
- Scheme tailored to individual company's needs
- Pulse, Zenith's advanced online fleet diagnostic platform, provides instant analysis 24/7 on the scheme performance

For the employee

- A low cost, brand new car
- Substantial savings against private market costs of up to £2,000 a year
- No deposit to pay or hidden fees
- All costs fixed for a 2/3 year period
- Paid from gross salary - saving tax and National Insurance
- A wide range of choice, no restrictions unless imposed by the employer
- An all-inclusive package
- Employee is protected from market fluctuations relating to insurance and maintenance
- Hassle-free motoring
- A dedicated team of specialists to help with pre- and post-order queries
- Benefit of enhanced discounts due to Zenith's purchasing power



What does the Green Car Scheme include?

The scheme includes:

- A low cost, brand new car - with income tax and National Insurance savings
- An all inclusive package:
 - Fully comprehensive insurance
 - Servicing and maintenance
 - Road tax
 - Breakdown and recovery
 - Windscreen and glass cover
 - Replacement tyres
 - Accident management
- Managed service accessible 24/7/365
- A dedicated team of people to help
- An advanced online vehicle quoting and ordering driver portal, with the ability for employees to filter to their precise requirements

What else do I need to know?

The Green Car Scheme does not suit all companies and Co-operative Flexible Benefits and Zenith will be able to discuss the options available to you. Take-up of the cars by employees varies but it is typically between 5-10% over a two year period.

Zenith will also be able to advise you of suitable risk mitigation solutions to cover early terminations, such as from resignations, redundancies and also what happens in the event of maternity leave or long term sickness.

A flexible solution

Zenith will work with you to find the right solution for your business. Choice lists and emission caps will be tailored and you will receive the benefit of Zenith's advanced web solutions, including a driver portal and a multi award winning reporting platform, Pulse. We will also provide regular advice and consultation on scheme performance, along with suggestions for ongoing scheme evolution.

All delivered by an award winning company

In 2012 Zenith won the Fleet News 'Leasing Company of the Year' Award, after being selected from a shortlist of four of the UK's best leasing companies. Zenith has also been awarded the Fleet World Honours 'Internet Award' 2012 for its Pulse reporting platform, which was described by the judges as 'the future of fleet management' and the Business Car Techies Award for 'Best Fleet Management System' in 2012. In 2012 its salary sacrifice and company car schemes for Santander won an Employee Benefits award.

What do Zenith's customers say about their salary sacrifice car schemes?

Santander

Santander provides a salary sacrifice car scheme (called the Santander UK All Employee Car Scheme) for Santander UK's employee base of over 38,000 employees. In 2012 the scheme won the award for 'Most effective travel strategy for business and perk car drivers' at the Employee Benefits Awards 2012. In naming Santander as the winner, the judges commented that they were impressed by Santander's environmental focus, CO₂ savings, inclusivity and great branding.

Tom Manahan, Fleet Manager for Santander comments:

We have worked hard with Zenith to provide a first class employee benefit, that caters both for essential business car users and which is available across the Santander UK employee base. We are proud that our efforts have been recognised through this fantastic award. Both car schemes have low emissions, helping to promote the Santander 'Go Green' strategy. We are able to offer our essential business users a wide choice of low emission cars and our all employee base a fantastic cost effective salary sacrifice benefit, at no cost to the business.

We have been delighted at how well received the All Employee Car Scheme has been and take up has exceeded expectations. We worked closely with Zenith to provide a cost effective benefit that brings fantastic added value to our employees. The effort has clearly paid off as we have had a brilliant response.

Adecco

Jane Marriott, HR Director for Adecco Group, comments:

One of our key aims was to deliver a high quality service to our employees and Zenith operates with this same philosophy, making them a perfect fit. The company's adaptability and specialism in delivering Salary Sacrifice was also a big factor for us in deciding to award the contract to them. We have been delighted by how well the scheme has been received already and expect many more to sign up for all the benefits of low cost, all inclusive motoring.

Philips

Nicolas Bedard, Procurement Manager UKI for Philips comments:

The great thing about the scheme is that it offers flexibility in the vehicles offered, meaning that there is a car to suit every lifestyle. And since the scheme was launched in June 2011 over 100 vehicles have been ordered. There isn't a particular type of employee that goes for salary sacrifice. They are from all different levels of seniority and based all over the UK working either at our headquarters, manufacturing sites or being field based.

Philips has roughly 2,000 employees in the UK. 700 have already registered on the Zenith quoting website and over 10% of those have then ordered a vehicle. The cost benefits are that all car related expenses are bundled into one monthly payment. This helps the employee to have peace of mind about any vehicle related costs for the next 24 / 36 months. No unexpected payment will have to be made throughout the lease period. On top of that, these vehicle rentals attract high manufacturer discounts obtained through Philips overall buying power. Finally, the monthly rental is taken out of the employee's gross salary which means that the related benefit in kind payments are largely offset by the savings made by paying less tax & NI.

For Philips, this scheme is cost neutral, therefore everyone is happy.

NATS

Ian Jopson, Head of Environment for NATS comments:

With our cycle to work, shuttle bus and car-share schemes we work hard in NATS to support sustainable travel options. This is a great scheme because it gives us another way to reduce environmental impacts and it can save money too. It's a win-win.

Clifford Chance

Anna Cotgreave, Reward and Benefits Specialist for Clifford Chance, comments:

We awarded the salary sacrifice car scheme contract to Zenith as we found that during the competitive tender process they were clearly an innovative, experienced and professional supplier. We have been delighted with their proactive approach to helping us implement and market the scheme, and with their ongoing support. Introducing a salary sacrifice car scheme has proved to be a great tax efficient addition to our benefits package, which acts as a powerful retention tool for those in the scheme.

What's next?

5 easy steps...

STEP 1

If you are interested in providing a Green Car Scheme for your employees contact your Regional Account Manager (RAM) to register your interest, or call **0800 458 7929**.



STEP 2

The Regional Account Manager will arrange for Zenith to contact you to discuss your requirements and the options available.



STEP 3

Implementation - Zenith will implement the scheme for you, including the driver portal and reporting tool.



STEP 4

Launch the scheme - Co-operative Flexible Benefits and Zenith will provide materials to help you to fully communicate the schemes to employees. They will work with you to understand the best approach for your business.



STEP 5

Ongoing promotion - your Green Car Scheme will be continually promoted, for example with special offers, posters and news stories.

