

As an employee you receive a monthly salary and a salary specification. Below you will find a description and explanation of what is presented on your specification.

The specification used in this document is an example and is compiled at the beginning of January 2019 based on the information known at that time. Changes in legislation later this year are not incorporated. No rights can be derived from the content of this explanation.

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**1a**

**Payslip**

January 2019

Testbedrijf, Postbus 1495, 3800 BL Amersfoort

Mr.  
**R. Raet**  
**Plotterweg 38**  
**3821 BB Amersfoort**

| Account            | Description    | Amount   |
|--------------------|----------------|----------|
| NL13TEST0123456789 | Salary account | 1.786,42 |
| NL71INGB0009876543 | Other account  | 100,00   |

**1b**

**Sequence no:** 25

|                    |           |
|--------------------|-----------|
| Company code       | TBJVM     |
| Employee code      | 1234568   |
| BSN/soc sec number | 111222333 |

|                         |            |
|-------------------------|------------|
| Birth date              | 02-10-1973 |
| Combined income levy    | Yes        |
| Combined income levy    | White      |
| Entry date              | 01-01-2010 |
| No. of income relations | 1          |
| Annual pay spec. tax    | 36.521     |
| Minimum wage part-tim   | 1.727,67   |
| Part-time factor        | 1          |
| Hours period            | 40         |
| Rate percentage         | 49,25      |
| Rate applied            | Yes        |
| Salary hourly rate      | 15,00      |

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**Calculation**

| Salary component                    | Fiscal  | GROSS           | TAX            | NET             |
|-------------------------------------|---------|-----------------|----------------|-----------------|
| Salary                              |         | 2.600,00        | -521,00        | 2.079,00        |
| Diploma supplement                  |         | 36,00           | -16,96         | 19,04           |
| Travel expenses taxed fixed         |         | 55,23           | -26,02         | 29,21           |
| Fiscal addition (company car)       | 536,46  |                 | -252,69        | -252,69         |
| Fiscal reduction cmpny car contribu | -205,00 |                 | 100,90         | 100,90          |
| Pens. contribution                  |         | -165,22         | 81,32          | -83,90          |
| Supp. pens. contribution            |         | -26,50          | 13,04          | -13,46          |
| Fitness Plan gross deduction        |         | -14,20          | 6,99           | -7,21           |
| Overtime A                          |         | 224,64          | -110,63        | 114,01          |
| Expenses allowance tax-free         |         | 42,50           |                | 42,50           |
| Travel expenses tax-free fixed      |         | 67,77           |                | 67,77           |
| Staff association contribution      |         | -3,75           |                | -3,75           |
| Own contr. private use (company c   |         | -205,00         |                | -205,00         |
| <b>Period total</b>                 |         | <b>2.611,47</b> | <b>-725,05</b> | <b>1.886,42</b> |

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| Numbers                     |             |                 | Amounts                       |             |                 |
|-----------------------------|-------------|-----------------|-------------------------------|-------------|-----------------|
| Description                 | This period | U/i this period | Description                   | This period | U/i this period |
| SV days                     | 23          | 23              | Fiscal pay                    | 3.041,41    | 3.041,41        |
| (A) Hours money/money (Over | 12          | 12              | Combined income levy          | 725,05      | 725,05          |
|                             |             |                 | Employment credit             | 283,25      | 283,25          |
|                             |             |                 | SV pay                        | 3.041,41    | 3.041,41        |
|                             |             |                 | Salary                        | 2.600,00    | 2.600,00        |
|                             |             |                 | Holiday pay - Reservation cum | 208,00      | 1.248,00        |

## 1 - Upper part

### 1a - Payslip

**Sequence no:** on the top right hand corner you will find the sequence number of the specification. This number increases each next specification.

**Logo:** on the left you see the Visma | Raet logo or your company logo.

**Month and Year:** the month and year of your salary calculation. Below the company address and your name and address are printed.

### 1b - General

Here you will find information about you and your job at your employer, although not every item is mentioned. Besides your date of birth and the date you started at your employer, the following is presented on this example explanation.

- Company code:** registration details of your employer at Raet.
- Employee code:** your personal registration number.
- BSN/soc sec number:** this is your income tax registration number.
- Combined income levy:** indication **Yes** means that a tax-free allowance will be deducted from your income tax and national insurance contributions.
- Combined income levy:** indication **White** means that your income tax is calculated according the White tax rating table. This applies to your current wages.
- No. of income relations:** this is a unique number to identify your income tax registration number in combination with your personal registration number.
- Annual pay spec. tax:** on these wages you have paid income tax last year. These wages are used to determine a special rate tax.
- Minimum wage part-time:** this is your regulatory minimum wage.
- Part-time factor:** your part-time factor. Your part-time factor is 1 when you work full-time. Your part-time factor is 0,8 when you work 80%.
- Hours period:** the number of hours you normally work per week.
- Rate percentage.** This special rate tax is used to calculate income tax on fees such as holiday allowance, bonuses and overtime.
- Rate applied:** in this example payslip the special rate has been applied.
- Salary hourly rate:** your wage per hour.

### 1c - Transfer details

It is possible to transfer your net salary to several bank accounts. In this example payslip an amount is also transferred to an **Other account**.

## 2 - Middle part - Calculation and Period total

| 2a Calculation                      |         |          |         |          |
|-------------------------------------|---------|----------|---------|----------|
| Salary component                    | Fiscal  | GROSS    | TAX     | NET      |
| Salary                              |         | 2.600,00 | -521,00 | 2.079,00 |
| Diploma supplement                  |         | 36,00    | -16,96  | 19,04    |
| Travel expenses taxed fixed         |         | 55,23    | -26,02  | 29,21    |
| Fiscal addition (company car)       | 536,46  |          | -252,69 | -252,69  |
| Fiscal reduction cmpny car contribu | -205,00 |          | 100,90  | 100,90   |
| Pens. contribution                  |         | -165,22  | 81,32   | -83,90   |
| Supp. pens. contribution            |         | -26,50   | 13,04   | -13,46   |
| Fitness Plan gross deduction        |         | -14,20   | 6,99    | -7,21    |
| Overtime A                          |         | 224,64   | -110,63 | 114,01   |
| Expenses allowance tax-free         |         | 42,50    |         | 42,50    |
| Travel expenses tax-free fixed      |         | 67,77    |         | 67,77    |
| Staff association contribution      |         | -3,75    |         | -3,75    |
| Own contr. private use (company c   |         | -205,00  |         | -205,00  |

### 2a - Calculation

Here the actual salary calculations are presented and you will find all fees and deductions. Depending on the type of payment/deduction the amount is placed in the column **Fiscal** or **GROSS**. In the column **TAX** you see the amounts calculated for income tax and national insurance contributions for the Dutch legislations AOW, ANW and WLZ. On the right in the column **NET** you will find the amounts which are added to or deducted from your salary.

The indication \* (**star**) means that this amount is calculated with retroactive effect, because of a legislation change or a change in your personal records.

**Salary:** your gross monthly salary. **Diploma supplement:** supplementary gross payment for your education certificate.

**Fiscal addition (company car):** this amount is an extra tax for the private use of your lease car. This is added to the basis for the calculation of contributions for the Health Insurance (ZVW), the income tax and the social and national insurances.

**Fiscal reduction cmpny car contribu.:** the deduction of your own contribution for the private use of your lease car.

**Pens. contribution:** deduction for your old age pension, bereaved pension and (if applicable) supplementary pension. **Combined income levy:** deduction for income tax and national insurance contributions. **Fitness plan gross deduction:** gross compensation.

**Overtime A:** payment of your overtime hours. **Expenses allowance tax-free:** net expense allowance. **Travel expenses tax-free fixed:** net travel allowance.

**Staff association contribution:** net deduction for your employees' association.

**Own contr. private use (company car):** net deduction for the private use of your lease car.

### 2b - Period total

| Period total | 2b | 2.611,47 | -725,05 | 1.886,42 |
|--------------|----|----------|---------|----------|
|--------------|----|----------|---------|----------|

Here you will find the total amount of the columns which will give your net salary result this period. The **Fiscal** column does not mention any amounts because they are not part of the net salary. In the **GROSS** column you will find your total gross payments. The **TAX** column presents the amount you paid for income tax and national insurance contributions for the Dutch legislations AOW, ANW and WLZ. The amount at the bottom of the **NET** column is your finally net salary transferred to your account.

## 3 - Bottom part - Numbers ,Amounts and Registration details

### 3a - Numbers

| 3a Numbers                  |             |                 |  |
|-----------------------------|-------------|-----------------|--|
| Description                 | This period | U/i this period |  |
| SV days                     | 23          | 23              |  |
| (A) Hours money/money (Over | 12          | 12              |  |

Here you will find the number of days (**SV days**) used for the calculation of your wages. Also the overtime hours and the paid leave days are mentioned here.

Your employer can choose to show different kinds of days or hours here, in this case overtime. This can for example also be paid leave days or sick days, etc.

### 3b - Amounts

| 3b Amounts                    |             |                 |  |
|-------------------------------|-------------|-----------------|--|
| Description                   | This period | U/i this period |  |
| Fiscal pay                    | 3.041,41    | 3.041,41        |  |
| Combined income levy          | 725,05      | 725,05          |  |
| Employment credit             | 283,25      | 283,25          |  |
| SV pay                        | 3.041,41    | 3.041,41        |  |
| Salary                        | 2.600,00    | 2.600,00        |  |
| Holiday pay - Reservation cum | 208,00      | 1.248,00        |  |

Here you will find the basis amounts for the calculation of income tax, social and national insurance contributions, tax reductions, the reservation of your holiday allowance and your salary.

These are both the amounts of this period and the cumulatives (U/i period), here only of January.

### 3c -Registration details

|             |    |                            |
|-------------|----|----------------------------|
| Page 1 of 1 | 3c | 23300019/28362885/02148206 |
|-------------|----|----------------------------|

Bottom right is a series of numbers that characterize the specification. These are technical numbers with which Raet can identify the specification.

## Examples of Dutch legislations

ANW = Algemene nabestaandenwet

AOW = Algemene ouderdomswet

WLZ = Wet langdurige zorg

WIA = Wet werk en inkomen naar arbeidsvermogen

WW = Werkloosheidswet

ZVW = Zorgverzekeringswet

ZW = Ziektewet