

# Tariff-based future payment

## Intended use: Compensatory time account

Whether for further training, care of relatives or early retirement - the compensatory time account offers you various options for days in lieu and more flexibility for your career planning. Together with Fresenius, you build up credit for paid days in lieu. You can decide for yourself whether and how much you wish to contribute.



From 2020, you can also contribute your annual tariff-based future payment as your employee contribution to the compensatory time account.

### 2020

**Future payment:**  
9.2 % of your monthly agreed rate of pay as a contribution to your compensatory time account

### 2021

**Future payment:**  
13.8 % of your monthly agreed rate of pay as a contribution to your compensatory time account



You can find detailed information on the compensatory time account at: [www.fresenius-benefits.de/Leben&Arbeiten/Langzeitkonto](http://www.fresenius-benefits.de/Leben&Arbeiten/Langzeitkonto)

### Would you like to transfer your future payment to your compensatory time account?

- 1. Step:** Complete and sign the selection form.
- 2. Step:** Return the selection form. Please make sure you note the deadline:  
We need to receive your selection form by **31.10.2020**.
- 3. Step:** You will receive a confirmation letter by post from Corporate Human Resources in November. The tariff-based future payment for the entitlement years 2020 and 2021 is brought into the compensatory time account as a one-off payment with the April 2021 payroll. If you do not yet have a compensatory time account, one will be automatically opened for you.

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### What else you need to know

#### Participant group

Employees covered by the negotiated agreement, within the scope of the “Moderne Arbeitswelt” [modern working world] collective agreement of 22.11.2019, the “Tariflicher Zukunftsbetrag” [tariff-based future payment] company-wide works agreement of 12.08.2020, as well as the “Langzeitkonto” [compensatory time account] company-wide works agreement of 16.11.2009.

Please note that it is not possible for the following groups to contribute to the compensatory time account:

- Fixed-term employees and temporary staff
- Employees in partial retirement
- Employees who are already on leave or whose compensatory time account is already sufficient for days in lieu until the start of retirement.

#### Is there a requirement for income tax and social security contributions?

Your tariff-based future payment remains free of tax and social security when you pay into the compensatory time account. Only the payment which is salary for the days in lieu is subject to tax and social security contributions.

#### I am transferring my tariff-based future payment to my compensatory time account. What happens if I leave the company at a later date?

If you leave Fresenius and have not used your compensatory time account for days in lieu, you will not lose your credit balance from your own contributions - including the tariff-based future payment. It can either be transferred to your new employer or the statutory pension scheme, or paid out directly to you.

#### Questions? Speak to us at:

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or 06172/608-1333

Corporate Human Resources

