



C&B CONSULTING

Compensation & Benefits

Who is C&B Consulting?

- C&B Consulting is a professional consulting company in compensation & benefits, project management and interim C&B management
- Through partnerships with other Human Resources disciplines we can offer you full service in all HR-related issues.

Solutions for your company, think of us when you:

- want to evaluate the current employee benefit provision(s) and adjust these to the latest legislation
- want to increase the flexibility of your employee benefits programs
- want to harmonize compensation & benefits after a merger
- want to increase the perceived value of your Compensation & Benefits programs
- need the design and implementation of a Sales Incentive Plan, tailor made software will help you to manage and administer the plan
- want to change your payroll provider in the Netherlands
- are establishing a new office in a different country and need advice to set up payroll and employee benefits
- are hiring staff from abroad and need advice on all the things that you need to arrange as an employer
- want to know if the salaries your company is paying are in line with the market (salary benchmarking)
- need an interim Compensation & Benefits manager
- need project management for your Compensation & Benefits projects
- have any other "how to ..." questions related to Compensation & Benefits



EXPERIENCE

Projects, results and references

Nato C3 Agency



- Payroll & Benefits Administration with Nato C3 Agency
- Operation of Agency payroll
- Manage benefits administration
- Advice staff of entitlements
- Financial estimates, costings and projections

Result: improved processes

“NATO C3 Agency hired Mrs van der Horst as a consultant to cover for maternity leave of one of our Payroll employees. Eventhough the NATO rules & payroll system are very different from other organisations, she has been able (at remarkable speed!) to understand, interpret rules and use our payroll system. Her very pleasant personality, combined with excellent customer focus, high intelligence and dedication to her work make me recommend her with pleasure to anyone seeking a highly experienced payroll and benefits manager/officer. We have been very fortunate to have her in our human resources team for the past months.” September 11, 2009

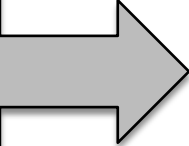
Top qualities: Personable , Expert , High Integrity

Marieke Obdam

hired Danielle as a Payroll & Benefits in 2009 , and hired Danielle more than once

Innshore

How can we
recruit from
abroad?



- Guidelines for HR department:
 - Recruitment procedure (procedure from vacancy up to signed employment contract),
 - Hiring staff from abroad (procedure from signed employment contract up to engaged employee happily settled in the Netherlands)
- Guideline for foreign employees (procedure from signed employment contract up to engaged employee happily settled in the Netherlands)

Compensation & Benefits Manager

- Benefit provisions
- International assignments
- International payrolls and personnel database
- Salary benchmarking
- Salary review process
- Stock option schemes
- Compliance with tax law and SOX
- Due diligence

"Danielle is a seasoned professional in the area of compensation, tax law, pension, benefits and incentives – the one person who can lift the mystery and explain related matters in layman's terms. Known to be trustworthy, reliable and helpful, Danielle delivers as promised and will be an asset to any company." August 25, 2008
Fritz Lung, *Director Sales Operations , Irdeto*

"Danielle is an extremely hard working, detail oriented and well organized professional. In addition, she has a great sense of duty, works completely independently but can also work very well in a team. She is reliable, communicates in an open manner and has a sharp mind." October 28, 2008
Patricia Van Der Velden, *VP Human Resources , Irdeto*

"I could always rely on Danielle to provide accurate and quality work to my requests. She is reliable and can be counted on. I have always found her to be understanding, maintaining her high standard of ethics." August 10, 2008
Rob van Nunen, *Director Quality Assurance , Irdeto*

- Consultant Remuneration
- Design and implementation of a broad banding system for an (international) internet provider



ADDED VALUE

concept and competencies

Concept: total rewards model

- Total rewards is the monetary and non-monetary return provided to employees in exchange for their time, talents, efforts and results. It involves the deliberate integration of five key elements that effectively attract, motivate and retain the talent required to achieve desired business results. The five key rewards elements are:
 - Compensation
 - Benefits
 - Work-life
 - Performance and Recognition
 - Development and Career Opportunities
- Total rewards strategy is the art of combining these five elements into tailored packages designed to achieve optimal motivation. For a total rewards strategy to be successful, employees must perceive monetary and non-monetary rewards as valuable.

WorldatWork Total Rewards Model

Strategies to Attract, Motivate and Retain Employees



Competencies

- **Professional consultants:** Danielle van der Horst is certified by WorldatWork. WorldatWork is one of the leading associations for Human Resources professionals, based in the US with offices in Europe, Middle East, Africa, Asia and Australia. Their professional certifications have become a wellknown international standard. She is both certified as Global Remuneration Professional and Certified Compensation Professional.
- **Experience:** Danielle van der Horst offers 20 year work experience in (international) compensation & benefits .
- **Structured approach:** The Total Rewards Model of WorldatWork is the leading concept applied by C&B Consulting, offering you a solid framework for the total Human Resources area. Your current and future HR programs can be easily fitted into the framework. A balanced Total Rewards strategy will increase the productivity of your company. C&B Consulting can advise you on setting up and implementing such a strategy.
- **Independent advice:** C&B Consulting has no dependency with insurance companies or other stakeholders.
- **Network:** Danielle van der Horst is a member of WorldatWork, WorldatWork Society of Certified Professionals, Dutch Association for Personnel Management & Organisation Development (NVP), PZO: an association of independent entrepreneurs, and has been a member of the European Council on Compensation & Benefits (Conference Board).
- **Privacy:** Confidentiality is guaranteed.