

# EMPLOYEE BENEFITS SERVICES



## SPECIFIC RETIREMENT BENEFITS

We provide a range of services relating to retirement and end-of-service benefits including:

- Vacation plan, leave policy evaluation, and airfare policy evaluations
- Evaluation of Employee Stock Option Plan (ESOP) Schemes
- Assistance with the design and establishment of:
  - Retirement/EOSB Schemes
  - Employees Stock Options



## CORE PRODUCTS

Valuation of defined benefit schemes like EOSB/gratuity, Pension etc. IAS 19 and US GAAP standards

Compliance with the Laws of the country

Determination of Liability and drafting of disclosures as per the Standard suggesting additional scheme benefits to meet the overall target replacement ratios suggesting measures to keep the scheme cost at a suggested target level



## OUR METHODOLOGY

**Projected Unit Credit Method (PUC):**

The Projected Unit Credit Method recognizes each period of service giving rise to an additional unit of benefit entitlement and measures each unit separately to build up the final obligation.

**Entry Age Normal (EAN) / Attained Age Normal (AAN) / Cash flow projections:**

Determination of Liability and drafting of disclosures as per the Standard, suggesting additional scheme benefits to meet the overall target replacement ratios

## ●●● ADDITIONAL SERVICES

Assistance in posting accounting entries to bring the current GL balance as per standard;

A valuation can be provided on US GAAP requirements along with an IFRS basis;

Disclosures at the standalone entity level and also at the consolidated level;

Apart from primary consolidation at the Group level, we can also provide consolidations at lower levels;

In addition to the IFRS requirement, we can also offer employee wise breakup of Liability and expense for cost center and other recording purposes;

We understand that the timing is an issue for listed entities and providing a report within 3 to 4 working days is a challenge. Therefore, we can also offer a preliminary Report at the interim stage and an updated report at year-end;

We can provide yearly as well as quarterly disclosures for 2 years;

We can assist in developing a mechanism to calculate EOSB benefits for employees leaving the company.

## Get in Touch



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