

# The Green Car Benefit

William Harper – Internal Business Development Executive  
Cheryl Clements –Regional Business Development Manager



# Agenda



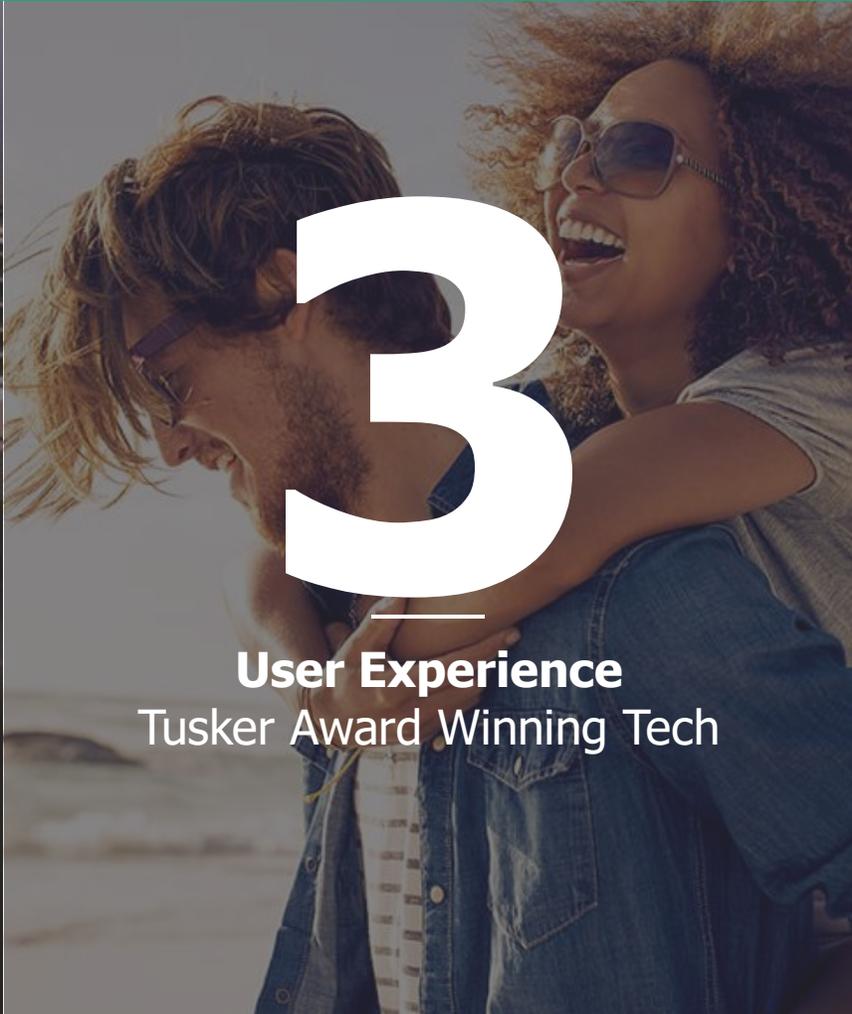
# 1

**Market Commentary**  
Perfect timing for scheme



# 2

**Tusker proposition**  
Employee benefits  
Employer benefits  
Risk Mitigation



# 3

**User Experience**  
Tusker Award Winning Tech



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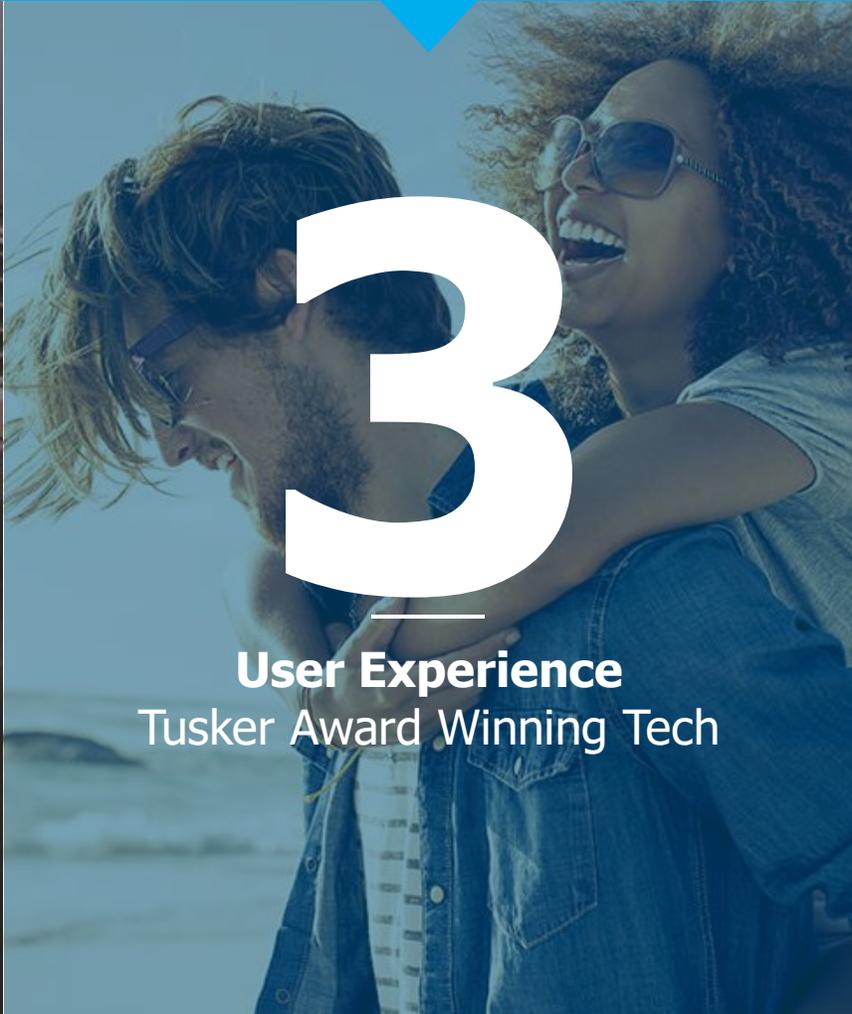
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**User Experience**  
Tusker Award Winning Tech



**Exciting Opportunity created  
by the Government's focus  
on reducing our Carbon  
footprints**

**Tusker.**





## NEWS

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## Ban on new petrol and diesel cars in UK from 2030 under PM's green plan

By Roger Harrabin  
BBC environment analyst

4 minutes ago

[Climate change](#)

£1.3bn will be invested in electric vehicle charging points as part of the plan

New cars and vans powered wholly by petrol and diesel will not be sold in the UK from 2030, Prime Minister Boris Johnson has said.

But some hybrids would still be allowed, he confirmed.

It is part of what Mr Johnson calls a "green industrial revolution" to tackle climate change and create jobs in industries such as nuclear energy.

Critics of the plan say the £4bn allocated is far too small for the scale of the challenge.

The total amount of new money announced in the package is a 25th of the

# UK cities announce clean air zones

30+ by 2023 incl. Bham, Leeds, Newcastle & Manchester



## Low emission charging zones



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# Many great reasons to go electric (& Go Green)

## Better Range

Many EVs with range of  
200 to 300+ Miles.  
Average UK daily mileage  
is just 21 miles

## Better Running Costs

Drive 10,000 miles on  
electric for under £400!  
Free entry to ULEZ &  
Congestion zones

## Better Choice

35+ New model releases  
in 2020  
Manufacturers globally  
are shifting focus to  
electric

## Better Charging

Rapid chargers can deliver  
150 miles range <20 mins  
£500m Govt. investment  
in UK charging  
infrastructure

## Better Savings

**0%**  
BiK in 2020  
Clarity for 5 Yrs.  
+ sustained Govt. Grants

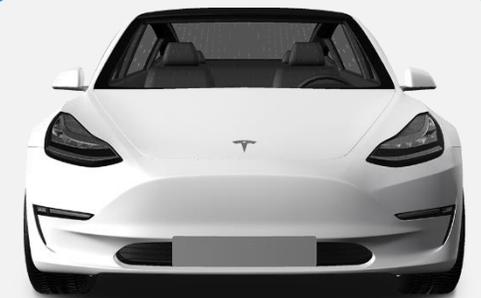
## Better Innovation

In 20yrs. fuel efficiency  
has barely changed.  
The BMW i3 battery has  
increased by 87% in 5 yrs.

## Better for our Planet

ZERO Emissions means  
great green credentials  
Supports CSR & UK's  
ambition for carbon  
neutrality

## Better Looking





**GOV.UK**

HMRC BIK rates have reduced on Low emission cars so **Savings have increased!**



**£30,000**

**16% BiK = £4800**

Employee pays Tax on the £4800

**20% Tax = £80 monthly**

Or

**40% Tax = £160 monthly**

**To April 2020**



**£30,000**

**1% BiK = £300**

Employee pays tax on the £300

**20% Tax = £5 monthly**

Or

**40% Tax = £10 monthly**

**From 2021**

CO2 (g/km)	Electric range (miles)	2019-20 (%)	Taxable % of P11D value		
			2020-21 (%)	2021-22 (%)	2022-25 (%)
0	N/A	16			
1-50	>130	16			
1-50	70-129	16			
1-50	40-69	16			
1-50	30-39	16			
1-50	<30	16			
51-54		19			
55-59		19			
60-64		19			
65-69		19			
70-74		19			
75-79		22			
80-84		22			
85-89		22			
90-94		22			
95-99		23			
100-104		24			
105-109		25			
110-114		26			
115-119		27			
120-124		28			
125-129		29			

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# The Car Benefit People





# Awards & Certification



Tusker is ISO 27001 accredited so you can be sure employee data is in safe hands.

Tusker is also ISO 9001 and ISO 14001 accredited.



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# Fantastic Green Credentials

We put the **car** in **Carbon Neutral** as  
**ALL** vehicle emissions are offset



Tusker's Green Project  
2014, 2015, 2016,  
2017, 2018 & 2019



Carbon  
Neutral  
PAS 2060



# Tusker. Car Benefit Scheme



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# Added value for Employees – fuel/charge and go!



Maintenance & servicing including all tyres



Breakdown & Recovery



Annual Road Fund Licence



Accident Management



Fully comp insurance.  
Business cover.  
Additional Drivers



Annual driver licence check



# Can you spot the **Tusker** difference?



## A Tusker car

- ✓ No deposit or credit check
- ✓ Road tax
- ✓ MOT, replacement tyres & servicing
- ✓ Fully comprehensive car insurance
- ✓ Breakdown assistance & accident management
- ✓ Fixed monthly amount
- ✓ Income tax and NI savings available



## A lease car

- ✗ Possible cash deposit and credit check needed
- ✗ Pay road tax
- ✗ Pay for MOT, replacement tyres & servicing
- ✗ Sort out your own car insurance
- ✗ Sort out breakdown cover & accident management
- ✗ Loads of paperwork

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# Car Salary Sacrifice explained

## EMPLOYER

Tusker funds the car and leases it to the employer.  
Employee signs a binding back to back agreement taking on the obligations of the arrangement.

## EMPLOYEE

Reduces gross salary and saves tax & National Insurance contributions  
The car is a taxable benefit so employee pays tax on the benefit in kind

**Lowest emissions = highest savings!**

## Low Emission Vehicles

**Employee:** NI savings, manufacture discounts & fleet savings (insurance, servicing etc)

**Employer:** Cost neutral

Carbon  
free\*

## Ultra Low Emission Vehicles

**Employee:** Tax & NI savings, manufacture discounts & fleet savings (insurance, servicing etc)

**Employer:** Class 1 NIC savings

Carbon  
free\*

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\* All Tusker cars are carbon free with 100% of tailpipe emissions offset

# Example: Salary Sacrifice mechanism for Cars



**Non-ULEV**  
>75g Co2 Emission  
Value £11,490

**nATIONWIDE** £194  
vehicle contracts

**No Insurance, No maintenance, No servicing,  
No Tyres, No protections**

**Net monthly cost £217**



**ULEV**  
<75g Co2 Emission  
Value £32,010

**nATIONWIDE** £474  
vehicle contracts

**No Insurance, No maintenance, No servicing,  
No Tyres, No protections**

**Net monthly cost £292**

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**All-inclusive  
Lifestyle  
Protection**

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# 'Lifestyle' Protection for Employees and Employers

Coverage	Employee Protection	Employer Protection	
Resignation	✓	<p><b>The employee is responsible for all Early Termination costs*</b></p> <p>If the employer is unable to recoup ET charges, Tusker provide full risk mitigation for bad leavers after 3 months**</p>	
Redundancy	✓		
Retirement	✓		
TUPE	✓		
Maternity, Paternity, SPL	✓		
Long Term Sickness	✓		
<ul style="list-style-type: none"> <li>Loss of Licence (Medical grounds)</li> <li>Death in Service</li> <li>Diagnosis of terminal illness</li> <li>Loss of sight or Loss of limb</li> <li>Disablement or mental illness</li> </ul>	✓	No ET charge at any time	
<ul style="list-style-type: none"> <li>Loss of Licence (driving convictions)</li> <li>Reduction in working hours</li> <li>Career Breaks</li> <li>Dismissal</li> </ul>	X	ET charge payable	
Handing car back early	X	ET charge payable	X

Early Termination Charge Calculator	
Months remaining	Number of Payments
1	1
2-11	2
12-17	3
18-23	4
24-29	5
30+	6

**NO Early Termination charge**  
for resignation or redundancy after 3 months

\* The employer is able to automatically recoup ET charges from final net salary or request payment in full where insufficient funds are available from salary.

\*\* Terms and conditions apply. The employer must demonstrate that they have taken all reasonable measures to recoup money owed from the employee directly.

# Savings



# Employee Tax & NI savings 2020



Retail Price	£30,610		£29,790		£59,845		£35,970		£43,435	
	Vauxhall Corsa-e		Nissan Leaf		Audi E-Tron		BMW i3		Tesla Model 3	
	20% taxpayer	40% taxpayer	20% taxpayer	40% taxpayer	20% taxpayer	40% taxpayer	20% taxpayer	40% taxpayer	20% taxpayer	40% taxpayer
Monthly Gross Salary Sacrifice	£424		£348		£733		£434		£708	
Employee Net Monthly Cost	<b>£288</b>	<b>£246</b>	<b>£237</b>	<b>£202</b>	<b>£498</b>	<b>£425</b>	<b>£295</b>	<b>£252</b>	<b>£481</b>	<b>£411</b>
Tax & NI saving 2020/21 p.a.	£1,632	£2,136	£1,332	£1,752	£2,820	£3,696	£1,668	£2,184	£2,724	£3,564
Employer Savings p.a.	<b>£702</b>		<b>£576</b>		<b>£1,214</b>		<b>£719</b>		<b>£1,172</b>	

Average Employer Class 1 NI Saving: £877 2020/21 Tax Year



New Car  
**NO DEPOSITS**



Maintenance



Annual Servicing



Tyres



Fully Comprehensive  
Business Insurance



RAC incl.  
Homestart



VED



Driver Support



24 Hr Accident  
management



Lifestyle  
Protections

Please note – savings will vary based on driver profile (i.e. age, address, driving history and scheme set up (40 year old driver, High Wycombe Postcode in examples). Example pricing based on 4 years 10,000 miles per annum. \*BIK will increase in 2021 on EVs, reducing savings by a small amount – example is for illustrative purposes only)

## Projected Employer Class 1 NI savings over following 3 years



	<b>Kia e-Soul</b>	<b>Nissan Leaf</b>	<b>VW e-Golf</b>	<b>BMW i3</b>	<b>Tesla Model 3</b>
NI saving 2020-21	£659	£728	£773	£750	£995
NI saving 2021-22	£608	£685	£726	£701	£936
NI saving 2022-23	£557	£641	£679	£652	£878
<b>Average</b>	<b>£608</b>	<b>£685</b>	<b>£726</b>	<b>£701</b>	<b>£936</b>

**Average National Insurance saving : £731 per year**

Please note – savings will vary based on driver profile (i.e. age, address, driving history) and scheme set up



## Potential Employer Class 1 NI savings based on engagement

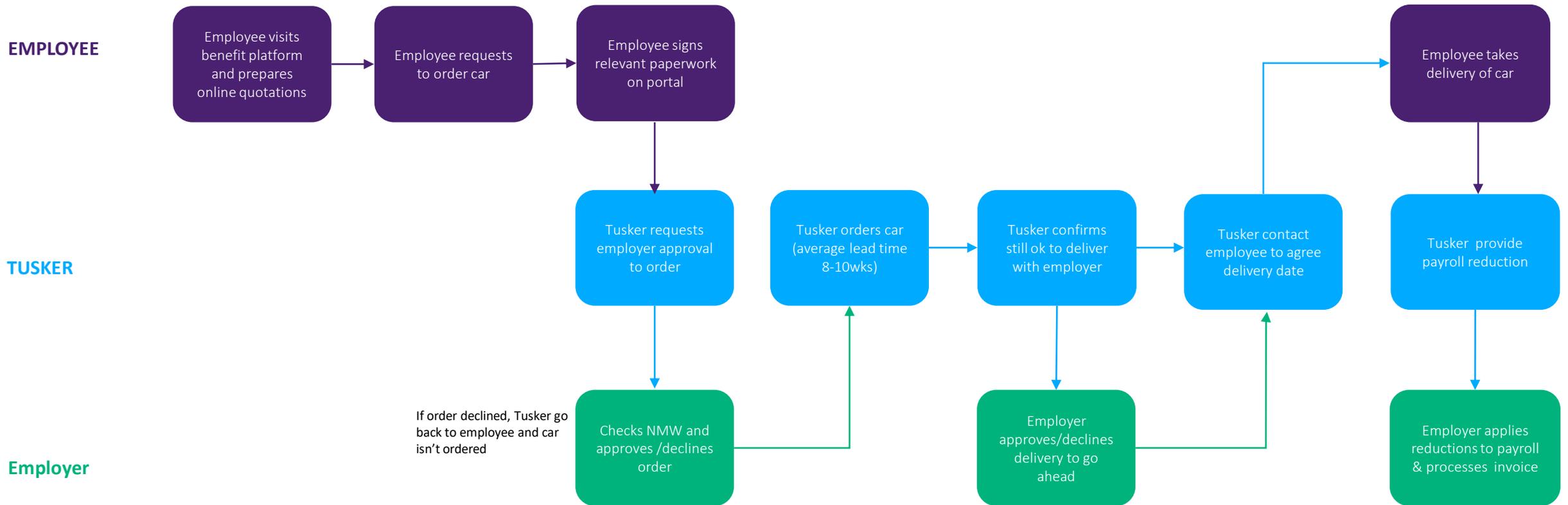
5 cars per year	Number of Cars	Cumulative Savings	10 Cars per year	20 Cars per year
Year 1	5	£3,655	£7,310	£14,620
Year 2	5	£7,310	£14,620	£29,240
Year 3	5	£10,965	£21,930	£43,860
Sub Total	15	£21,930	£43,860	£87,720
<b>Total savings generated from orders placed in the first 3 years after full vehicle lease term</b>		<b>£32,895</b>	<b>£65,790</b>	<b>£131,580</b>

### Assumptions:

- Average annual saving per employee: £731
- Total savings are based on the savings generated by each car over their full term
- Assumes 3 year term for each driver (4 years is becoming more common)
- Please note - c65% of Tusker drivers are currently renewing generating further savings for employers beyond the first order.



# Salary sacrifice car process



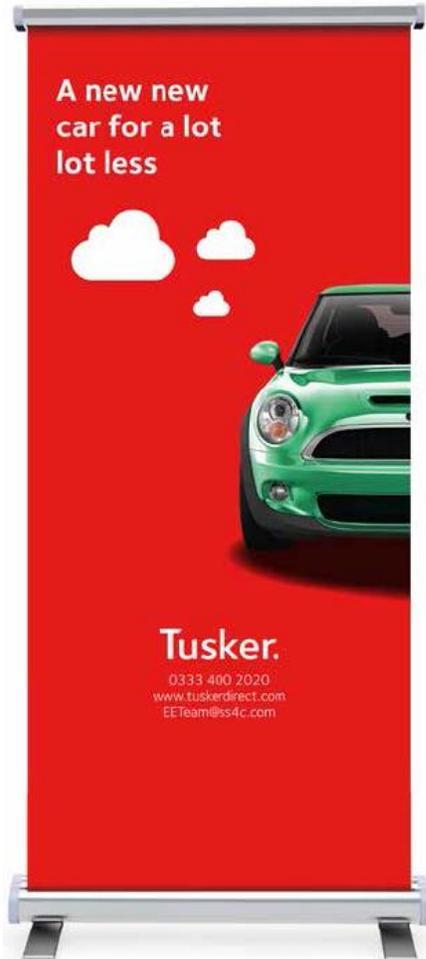
# Marketing and communications



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# Events & Roadshows / Virtual Roadshows





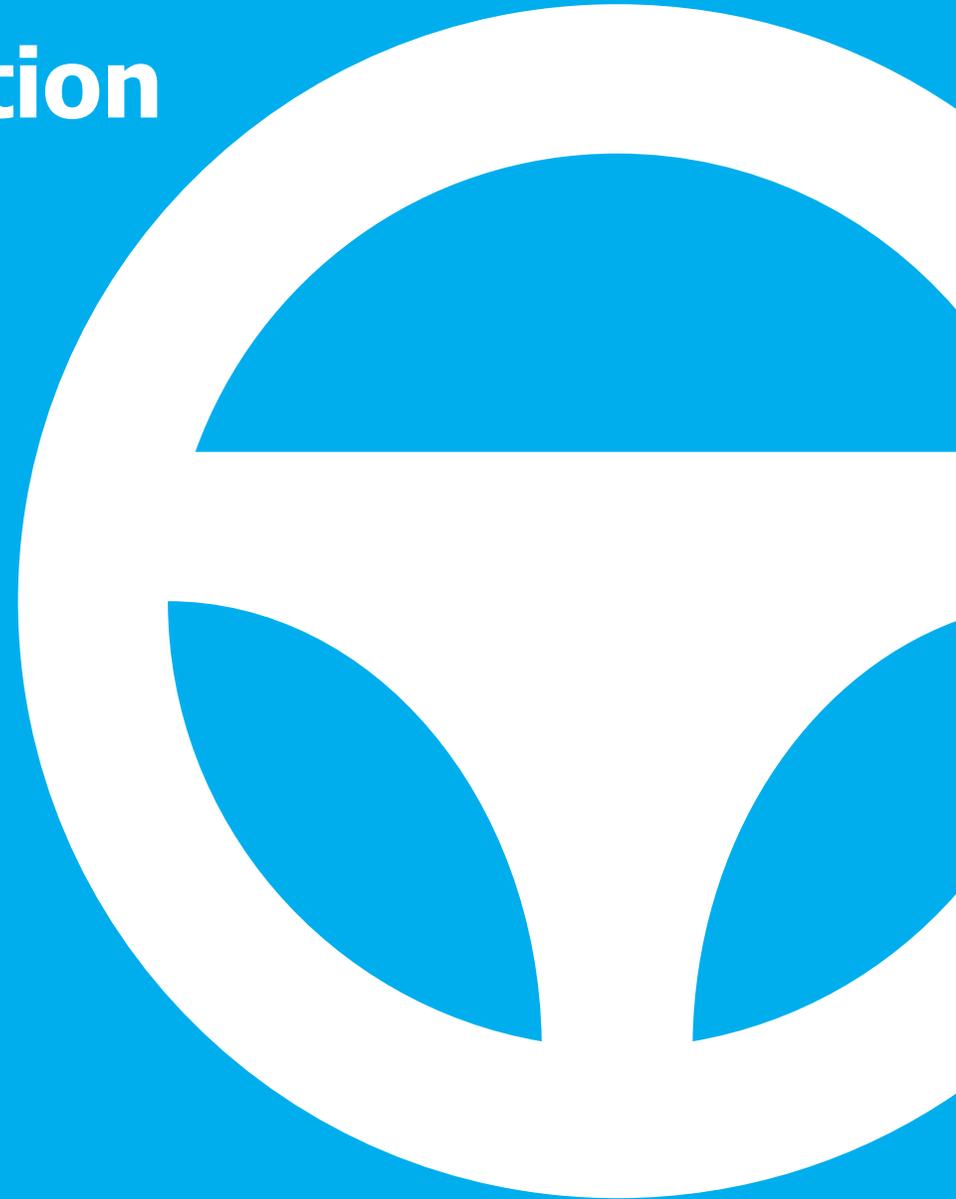
# Employer Benefits



# Fully managed cost free solution

- HMRC Compliant implementation
- Payroll reporting
- Dedicated marketing support
- Ongoing proactive scheme management

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# Employer Benefits

- Supports CSR & Duty of Care:
  - Full carbon offsetting & Co2 Caps
  - Licence checking & business insurance as standard
  - Newer, greener, safer, more reliable cars
- Aligned with market shift – electric revolution!
- Full Manufacture discounts & fleet savings
- Employee and Employer Savings
- Engage, Attract & Reward - Highly tangible benefit
- Employee Financial Wellbeing
- Risk removal





## Employee and driver support – the real difference



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Driver team accessed through dedicated support line, email inbox and live chat



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Additional support for employees through our engagement team to guide and help employees through the decision making and order process



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Employees can fully manage their account from mobile or by logging in to their driver homepage



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