



2019 version



Give your company the opportunity to focus on what it does best !





VIREO

The new 100% deductible salary package that maximizes your profitability, attractiveness and employee loyalty !

YOU CAN OFFER THEM MORE WHILE REDUCING YOUR COSTS...

VIREO, THE POWER OF SALARY BENEFITS !

Fit employees, confident in their future and stable in their family financial situation are more efficient and contribute more to the prosperity of your company. As well as a salary package offering personalized benefits increases your attractiveness, the loyalty of your employees and their desire to carry out your projects.

In sport, elite athletes are followed by experts and science to reach their full potential. Why shouldn't your company also have the right to maximize the performances of its employees ? However, according to the country's employees and employers, negative work stress and its impacts continue to increase in Luxembourg. And the balance between private and professional life is becoming increasingly unstable. The cost of this stress for companies is estimated at more than € 727 per worker (European average*).

On the one hand, your company faces costs such as absenteeism, recruitment, training of a replacement and, above all, negative stress, which lead to a considerable loss of productivity. Not to mention the turnover and the search for new talents, two of the most problematic challenges in our country.

On the other hand, all your employees face issues that cause them discomfort, uncertainty and even negative stress. Issues such as taxation, the protection of their families, the stability and optimisation of their financial situation or the knowledge of the steps to be taken to control Luxembourg's working life.

What if meeting your employees' basic needs would allow you to reduce your salary costs while providing more for each of them ? What if meeting these needs could improve their loyalty and attract exceptional new talents ?

VIREO's mission is to contribute to an innovative Luxembourg where the economic prosperity of your company and the well-being of your employees are one. How? We have created a package with salary benefits to meet your employees' needs and improve their performances. Your employees will no longer be able to do without it and that's good for your company. Best of all, our package is 100% deductible and allows you to offer more to your employees at a much more attractive cost than a regular salary. Your company is a winner as much as your employees !



Jonathan Marroyen
Co-founder & Manager

* Statistics from the European Agency for Health and Safety at Work.

The Grand Duchy of Luxembourg ranks 26th in the ranking of well-being at work in Europe according to the Quality of Work Index 2017 published by the Luxembourg Chamber of Employees. The cost per asset would exceed € 1,080 per year for Luxembourg companies.





YOUR VIREO SALARY PACKAGE

WHAT IT CONTAINS



> VIREO personal space

A private space for each of your employees in which they have access to their salary benefits. Design and user-friendly, it is animated by dynamic and customizable content according to your company's expectations.



> My Health

An internationally validated measurement and prevention tool to maximize the mental well-being and performances of your employees. Increase presenteeism within your company and reduce the costs of psychosocial risks such as stress and burnout.



> My Tax

The 1st digital tax advisor that allows all your employees to manage their taxes without any prior knowledge. And this, for residents and non-residents alike. The best way to supplement the income you offer them !

> My Need

A personalized analysis of your employees' needs to protect, develop and optimize their financial situation and family wealth. Each of them is entitled to an independent wealth advisor and global access to insurance, credit and market investment products.



> My Lawyer

A digital tool to establish legal contacts and the certainty for your employees of privileged access to reputable lawyers in their region at advantageous rates. The guarantee of optimal protection against conflict situations and legal problems.



> My First Step

Facilitate the integration of your new talents thanks to personalized assistance to start the working life in Luxembourg. Simplify their integration with a digital tutorial that introduces your company and groups together the steps and important documents to start in your organization.



> My Benefits

Collect all the salary benefits of your company and join them to the VIREO personal space to boost their efficiency and use. Give your employees a concrete overview of all the opportunities you offer them !





OUR VISION

We want to achieve a society where companies have the opportunity to provide a global response to the essential needs and development of their workers.

OUR MISSION

Contribute to an innovative Luxembourg where economic prosperity and well-being at work are one !





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