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Foreign employees in The Netherlands can benefit from special tax arrangements that can substantially increase their net wages. Depending on the circumstances, this could increase by up to 20%, or in some cases by as much as 30%; as you can see, there is a lot to be gained. Most certainly for your clients as well!

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The Dutch Umbrella Company is built on trust and has all the knowledge, experience and the right network to help out with relevant legal advice, tax and payment services. We are part of WePayPeople, one of the fastest-growing financial HR companies in The Netherlands.

T: +31 (0)20 820 15 60

E: [duc@wepaypeople.com](mailto:duc@wepaypeople.com)

W: [www.dutch-umbrella-company.com](http://www.dutch-umbrella-company.com)

**Q&A**

SPONSORED Q&A JULIUS KOUSBROEK, WEPAYPEOPLE

## Payroll goes Dutch



WePayPeople's managing director and founding father, **Julius Kousbroek**, talks about his company's unique place in the market.

Founded in 2008, WePayPeople [The Dutch Umbrella Company] is based in Amsterdam and operates across the Dutch market, serving international clients with three main disciplines: national payroll (flex and regular), back office services for recruiters and temporary workers, and umbrella services for expatriates and hiring companies. In 2014, WePayPeople's sales volume was €48m.

**Q:** Tell us about the range of payroll matters in which your company has specific expertise.

**JK:** We specialise in payroll solutions for small companies, temporary employment agencies and companies working with international staff under Dutch legislation. This can lead to company-wide solutions, branded portal solutions with a complete digital workflow, as well as individual solutions for foreign employees working in the Netherlands. We are a member of the Dutch Expat Center and a recognised sponsor of the Immigration and Naturalisation Service. The latter means that, within weeks, we can arrange all the required official documentation, such as a working permit, to enable staff to get started quickly.

**Q:** Give us an example of a tough payroll problem your company resolved recently.

**JK:** Not long ago a UK-based company wanted to payroll a non-UK national employee. This was all arranged in the Netherlands but the employee was not satisfied with his net pay. Our Expat Calculator – with which one can quickly get an idea of what his or her net pay would be if working through us – showed a much better result. We were able to re-arrange things within two weeks and also apply for the 30% ruling, the tax deduction for those workers coming from outside the Netherlands with certain requirements and skills – all without extra cost.

**Q:** Tell us about your team's credentials and expertise.

**JK:** The Dutch Umbrella Company has 15 specialists ready for action, led by International Payroll manager Gabriëlle Roodhart, who

previously worked in international payroll and expat payroll at PwC. Together with our expat payroll advisor Pim Bouwmeester (previously of Mazars and PWC) he will be your business contact.

**Q:** How is your company different from other payroll companies?

**JK:** The Dutch Umbrella Company (WePayPeople) has been a specialist in all varieties of payroll since the beginning. We are in no way involved in candidate recruitment, and we do not act as a temporary worker recruitment agency company. We wanted to be a specialist in order to concentrate on the best possible solution for companies and expatriates. We invested heavily in talent and automation. This has paid off, reflecting in our growth figures and the many prizes we have won over the last five years. This year we have won the FD Gazelle Award again. We have won this award, issued by the Dutch equivalent of the Financial Times for five years in a row. We have also earned five top rankings in Deloitte's Technology Fast 50.

**Q:** What is your personal business philosophy about working in the payroll industry?

**JK:** The actual economic developments in markets throughout the world, and in the Netherlands in particular, demand a different approach when hiring personnel. The key to success for companies, as well as employers, is flexibility. This means for employers to be able to upscale and downscale quickly and for employees to find and start working (again) as quickly as possible after being released from service.



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