



# FLEXIFLEET WHITEPAPER



Didier Decaestecker  
Smart Mobility Consultant

Bart Lizen  
Founder / CEO

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## The challenge

**How do you organise a mobility solution for all your employees that is flexible, sustainable, user-friendly and affordable?**

According to the Company Car Report, the biggest challenges, evolutions and trends expected by fleet managers are in 2020:

- Changes in taxation
- Emergence of 100% electric cars and hybrid cars
- Mobility budget

How can we find a solution to these challenges in a simple and user-friendly way, taking into account the needs and wishes of employees.

and can be offset against the **mobility budget** or a **cafeteria plan**.

FlexiFleet makes your fleet **flexible**. Every employee can choose the most suitable means of transport for each journey. This is in contrast to the classic company car, where all journeys have to be made with the same vehicle.

By guaranteeing the same mobility with fewer cars, you immediately **save on total mobility costs**. Changing taxation is dealt with immediately. Choice of electric or hybrid is determined per journey. What's more, FlexiFleet makes the choice of mobility budget attractive.

**WizKey makes your current company fleet flexible in an extremely user-friendly and well-organised way.**

## In a nutshell

### FlexiFleet (by WizKey)

FlexiFleet is a **modern mobility solution for companies**. It offers **an alternative to the traditional payroll car**, without the employee having to give up the benefits of using a car.

FlexiFleet: a **varied fleet of shared company cars**.

Organised from within the company, this fleet is at the employee's disposal. It is available for both professional and private use.

Professional rides are free of charge for the employee, private rides are paid for

## WizKey

### “Unlock Mobility”

WizKey is a Belgian developer of **car sharing technology**. WizKey is a so-called "smart key" that gives drivers access to the desired car via a **mobile app** (iOS and Android).

A **plug-in**, installed in the car, replaces the classic key. This works in addition to the original key, which continues to work at all times. The installation of WizKey is therefore always reversible.



The **fleet management platform** gives drivers access, registers their use and charges them according to the adjustable rates.

WizKey was initially developed for Bolides' public part-car system. As a result, the technology has been extensively tested in all possible circumstances.

Today we see that **flexible mobility solutions** are playing an increasingly important role within companies. This is why WizKey wants to continue to **focus on company car sharing**.

**Company car sharing - fewer cars, more flexibility.**

## Why?

### Save on mobility

The demand for ways to save on business mobility sounds louder than ever. Most solutions, ranging from leasing second hand cars to adapting the terms of existing leases, offer savings of between 4 and 5 euros per month, allowing you to save a total of between 20 and 80 euros per car. You should be able to do better than that.

In order to achieve more significant savings, we must dare to re-examine the existing model of payroll cars.

**FlexiFleet is the simplest and most effective way to save substantially on your business mobility.**

### Saving without depriving employees from their payroll car?

By opting for **FlexiFleet**, in combination with the mobility budget or a cafeteria plan, an organisation can stop the rise in mobility costs, use the existing fleet more efficiently, tackle traffic jams and parking problems, and give more space to sustainable alternatives without having to forego the comfort of a car.

## Paradigm shift

### From property to use

We haven't thought about it for a long time, but we are used to (and spoiled with) a model in which every employee gets his own car, as a fiscally attractive part of the salary.



## BUT, is car ownership the most efficient way to organize our mobility?

- Choose one car for a period of 3 to 4 years. During this period, taxation and the user change too often.
- The choice of model is mainly determined by the holiday needs.
- Range anxiety and cost price hinder the choice of electric or hybrid.
- Optimisation of the fleet (research shows that most salaried cars stand still 80-90% of the time).

## Mobile in a different way

FlexiFleet is an answer to the changing demand in the market for business mobility. Today, most employees are still attached to their salary car, but the demand for flexible and shared mobility solutions is increasing.

Having your own car has some stubborn drawbacks and is far from being free of charge. In addition to the well-known traffic jams and parking problems, having your own company car often means that you cannot even choose to go to work flexibly (by bike).

### Arthur lives just outside Antwerp and takes over an hour to get to the office.

He would much rather come to work by bike, but he has to be able to visit his clients during the day.

With FlexiFleet, Arthur would come to the office with a Speed Pedelec every day. He would then visit customers with a share of the FlexiFleet fleet. Even if he needs a car privately (when it rains, for a visit to his mum, for a weekend at the seaside, the annual holiday, etc.), he easily reserves the most suitable car from the available FlexiFleet.

Arthur exchanged his own company car for the mobility budget with which he bought his Speed Pedelec and paid for all his private trips. However, he still has 3,100 euros left over each year.

### Ellen lives in the countryside and has no alternative but to go to work by car.

Between taking her three children to school and getting to work on time, there's just no time to go to work by bike, bus, train or scooter.

But once she gets to work, she stays there. Her daily car is available to other employees during the day.

Ellen was not entitled to a salary car, but she opted for a mobility allowance within the cafeteria plan. This way she has a car she can count on, without the charges or costs.

# Flexifleet advantage

## 2,500 € net per year for the employee

An employee who exchanges his company car for a mobility budget easily wins € 2,500 and more net per year.

Mobility is guaranteed by a "Flexifleet", a system of shared company cars from the office, which is available for both professional and private journeys.

### Mobility budget

In the attached simulation Emma switches to a mobility budget of 8.000 €. This budget is equal to the value of her current salary car, a VW Passat (annual cost for the company: 8.000 €). She can spend this budget at will in her own mobility mix:

### Leasing e-bike

Emma's first choice for commuting is a robust pedelec (Riese Muller), which she leases for two years. The 30km over the bicycle street brings her healthy and traffic free to the office.

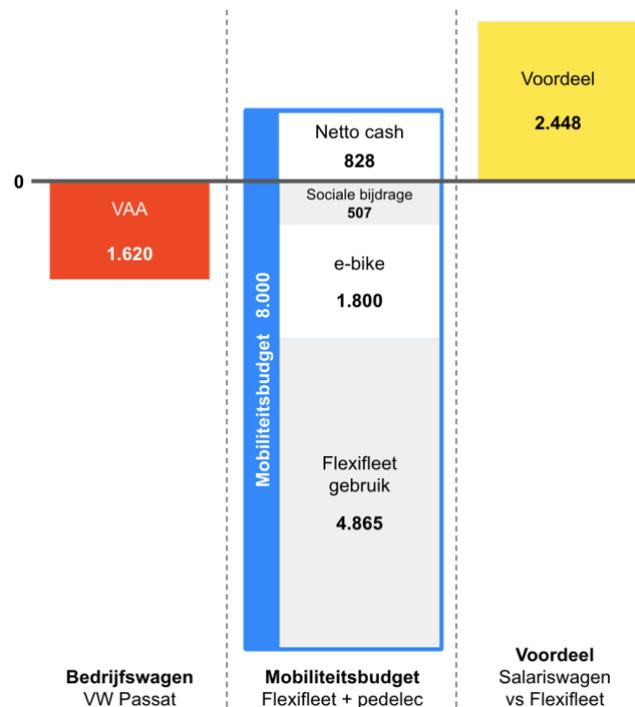
### Flexifleet

As an ex-salary car user Emma still regularly takes a flexible car from the office (same category as VW Passat but also other types such as EV, SUV and vans). In total 90 days, good for about 12,680 km:

- Evening-morning (5 p.m. - 9 a.m.) : 39 sessions, an average of 75km (she lives 30km from the office).
- Day (9-17h) : 39 sessions, average 75km
- Weekend (Fri 17h - Mon 9h): 12 sessions, average 150 km
- Winter holidays (1 week): 1 session with 2,000 km
- Summer vacation (2 weeks): 1 session with 3,000 km
- Professional rides are free, according to the policy of the WG

### 2,448 € net winst

On the remaining amount of its mobility budget (which is left over after spending on Flexifleet and e-bike), 38% is taken as a social contribution. Thereafter, 834 € net cash remains and Emma is exempt from 1,620 € VAA from her former company car. This leaves **2,448 € net per year**.



## Up to 1,500 € saved per exchanged salary car

**Each Flexifleet car replaces two to three payroll cars.** This means immediate savings on vehicles, related taxes and parking spaces. In addition, a Flexifleet is:

- An important argument in a company location's mobility plan.
- An example of innovation and sustainable entrepreneurship.
- An attractive alternative to the payroll car with a higher net salary for the employee.

We sketch a picture of a service sector company with **344 FTEs and a fleet of 179 salaried cars**, with 20% of the fleet converted\* to Flexifleet at the end of the third year.

In year 3, the company saves **almost €1,500 per payroll car exchanged**, which increases as the Flexifleet continues to be introduced.

12 flex cars serve 36 employees (who previously had a payroll car), each using the Flexifleet for 100 days a year, at 40 € per day (according to Emma's profile).

The calculation is structured as follows:

### Savings compared to classic fleet

1 Flex car replaces 3 payroll cars. In addition to the direct cost of the vehicles, the tax on these payroll cars will also be abolished. Indirectly, 1 Flexwagen saves 2 parking spaces that were previously occupied by payroll cars.

*Flexifleet* is an important argument in the mobility plan and offers additional perspectives for new locations!

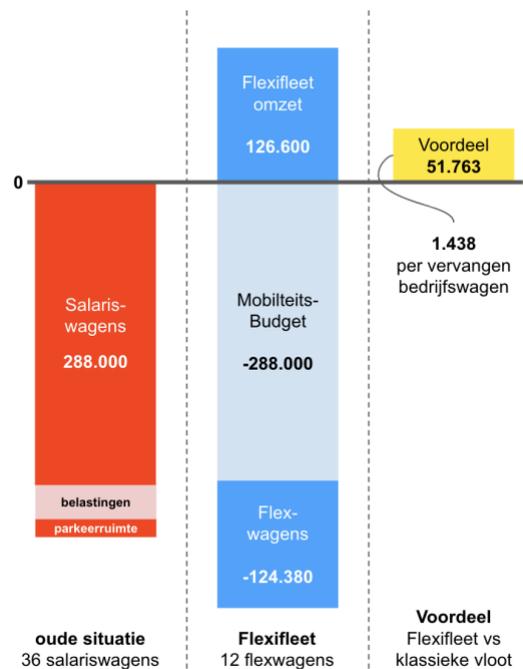
### Flexifleet rental turnover

36 employees each use the Flexwagens for an average of 100 days at 40 € per day. See profile Emma. Use and administration of the mobility budget and share cars is automated and included in the Flexifleet costs.

### Flexifleet costs

For each salary car exchanged, there is a mobility budget equal to the annual cost of a salary car. Cost of the Flex cars (same type as the former payroll cars) and cost of the rental technology and support.

Savings and efficiency gains increase as the Flexifleet is adopted within the company. A spreadsheet with evolution over several years is available at Bolides - WizKey.



\* The changeover from payroll car to Flex car can be done quickly, without a major investment and is reversible, without detrimental effects on the residual value. A Flexifleet can be formed with the existing vehicles and/or with brand new cars.

# Feasibility in your company

## Acceptance by employees

For many - growing up with "my car, my freedom" - exchanging the salary car for a "shared" flex car is a true culture shock. Nevertheless, a study of 2016 (reference) shows that 20% would like to switch if a solid alternative were to be offered. See also the remarkable success of the pedelec in Belgium: many have already made the choice and leave the payroll car on the road to commute, healthy and traffic free, via the bicycle street. With this group of early adopters, most companies already have a solid base for Flexifleet.

## Warranty on automobility

Given that the mobility profile per site is more or less known (via those employees who change jobs and the mileage of their company cars), a Flexifleet can be budgeted fairly accurately with optimum availability. For special requests (moving, holidays...) or exceptional peak times, vehicles are available on demand via partner providers on the same platform. Flexifleet quickly becomes a habit, and you can leave ad hoc or book in advance (a few seconds via the app) to be sure of a vehicle at your location..

## Flexifleet versus public car sharing systems and rentals

An office branch is a perfect base for flex cars. The trolleys are located close to a closed group of known users who patronize the location. This allows the Flexifleet to achieve optimum profitability in a controlled environment. In cities, the public subsystems are increasingly represented, but not everyone lives in such a situation. With a Flexifleet from the office, all profiles are served with vehicles tailored to employee profiles.

## Car sharing and damages

A specific insurance covering the shared use for a closed group of known users.

## Customer and rental support

All rental activities associated with a Flexifleet are facilitated. Registration, helpdesk, payments, fines... all take place via the WizKey platform. Wizkey has a seamless integration with partners specialised in mobility budget management and on demand cars.

## One-stop-shop voor corporate mobility

Through close cooperation with partners specialized in MaaS and automotive services you get a total solution for corporate mobility.

## COVID-19 impact

COVID-19 will greatly influence the office landscape with more homeworking and remote work from satellite offices. A Flexifleet is also very relevant in this new situation. Payroll cars will be more stationary and there will be a greater need for flexible mobility solutions and savings on the fleet.

# WizKey technology



- Quick and easy plugging and unplugging in and out of existing vehicles
- Not intrusive, no impact on residual value
- Works underground and where no mobile data is available

[More extensive technical feature list is available on request.](#)

## About Bolides – WizKey

Flexifleet is built on our experiences with Bolides public car sharing.

Bolides pioneered in 2012 with new technologies that are now often the norm: the smartphone as key, free-floating parking and multiple booking profiles. Questions from the automotive sector have inspired us to make the technology available to fleets of third parties.

In 2016, with the support of Vlaio, Bolides developed the WizKey platform, aimed at applications within the automotive sector and the business world. Since then, the WizKey platform has had 20,000+ trips with cars from esteemed customers such as EY, Siemens, BMW Centrauto, Mercedes-Benz Own Retail, Belcar, etc.

## How to start?

80% of employees may stubbornly cling to their payroll car, but FlexiFleet is the 20% that does demand flexibility. Start with Arthur and Emma.

### Flexibility

You don't have a varied fleet of company cars overnight. Start with what you've got. Maybe you have a car that was left standing after the departure of an employee. You can also choose to share pool cars or vans, which immediately saves a lot of administration and hassle with keys. But you can also divide the existing payroll car of an employee who chooses FlexiFleet.



In addition to bicycles and scooters, a FlexiFleet will eventually consist of a number of small city cars, saloon cars, breaks, mono-volumes and/or delivery vans. Choice of electric, hybrid, petrol or diesel is an essential part of the desired flexibility.

The composition of a FlexiFleet will evolve organically and follow user demand.

In time, the fleet can be composed by a number of own vehicles or long-term

contracts alternating with a number of ad hoc contracts.

WizKey has entered into strategic partnerships with external providers such as Belcar to accommodate peak periods (e.g. SUV during the summer holidays) or special requests. On demand cars and related automotive services are their speciality.

### Guaranteed availability

If you want an employee to prefer your FlexiFleet to own a salary car, it must always be possible to guarantee the availability of a car when they need one.

With FlexiFleet, despite this guarantee, you will have the same mobility with far fewer cars.

### FlexiFleet and the mobility budget

The mobility budget approved last year is how employees reimburse their private use.



The employee benefits from a mobility budget that represents the same value as the total cost of his or her company car before it.

Professional travel remains free of charge for the employee while all private travel can be compensated with the mobility budget. Within the mobility budget, less polluting cars (pillar 1) or sustainable mobility solutions such as public transport, taxis, shared bicycles or shared cars (pillar 2) can be chosen. FlexiFleet is also included in the section on SUVs. The budget that remains is paid out as extra wages (pillar 3).

WizKey works with specialised companies such as Vaigo to draw up a mobility plan, enter the mobility budget and process these data administratively. The individual use of individual employees is processed directly in your payroll administration via this system.

### Cafetariaplan

Not all employees are entitled to this mobility budget. For those employees who did not have a company car, and who are not entitled to the mobility budget, variable remuneration can be chosen via a Cafeteria plan. A cafeteria plan allows the employee to choose to reserve part of his/her remuneration for the use of company cars.

## Project support

### FlexiFleet, a solution for all your employees?

The greatest revolutions began with taking the first step. It is of the utmost importance that a transformation of a classic mobility model takes place at the pace of the employee, on a voluntary basis and is reversible.

**WizKey will play a supporting role in this process.**

## Trial course

Both for activating the first commercial vehicles and for engaging the first test users, it is advisable to start with a limited group. We would like to start with a trial period of about 6 months in which a number of test users share a number of already available cars.

### Fase 1 – Initiation

This is the start of the project and the goal of this phase is to define the project on a broad level. This phase usually starts with a business case. Then we investigate whether the project is feasible and whether it should be undertaken.

How big is the demand for flexibility What use do the employees want to give to these cars?

Internal presentation of the business case.

## What benefits do we identify for management and employees?

### Cost savings, activation of the dormant fleet, flexibility and employee well-being?

When we get the green light, we draw up a project charter in which the purpose and requirements of this project are laid down.

### Fase 2 – Project Planning

Who does what? This phase is the key to a successful FlexiFleet process and focuses on developing a roadmap that those involved can follow.

During this phase, it is decided who is allowed to register as a (test) user. Which use will be permitted? Will paid private journeys and a mobility budget already be used in this phase, or will we keep this until later?

### Phase 3 - Project Implementation

The kick-off is celebrated. The first FlexiFleet drivers are registered. They are given an 'onboarding' moment in which they can test their app 'live' and reserve and execute their first ride.

We find it important to regularly check the experiences and report monthly on the number of rides, peak and off-peak moments, type of use, any problems and experiences.

### Phase 4 - Project Evaluation

It is recommended to initiate these pilot projects for a period of **about 6 months**. Give everyone time to tackle any problems and give innovators time to really get used to this new form of mobility.

### Incentives for FlexiFleeters?

Rewarding and celebrating the test drivers, sharing their positive experiences and encouraging this mobility plan is important. Pioneers are the ambassadors of this "new mobility deal".

By sharing the success of the FlexiFleet through the test drivers with the other employees, the group grows willingly.

**WizKeys mobility consultants will be happy to assist you in preparing and carrying out a FlexiFleet trial.**

## Usecases

### EY

EY has equipped in 10 e-Golf pool cars as company cars with the WizKey smartkey.



These shared cars are spread over three branches of EY: Diegem, Antwerp and Ghent.

Employees register on the WizKey platform and their request is immediately verified (e.g. via their unique email address). Within 5 minutes employees of EY can reserve, open and start a car without hassle with keys or extra administration.

A few digits:

Since the start of this project no less than 320 employees have registered for these company cars.

These cars are used on average 8 hours a day, both during the week and at weekends.

Would you like to know how FlexiFleet can be a mobility solution for your employees that is flexible, sustainable, user-friendly and affordable?

Contact Us:

**Bart Lizen – CEO WizKey**  
@ [bart.lizen@wizkey.eu](mailto:bart.lizen@wizkey.eu)

**Didier Decaestecker – Smart Mobility Consultant**

Tel. +32 475 94 92 84  
@ [didier.decaestecker@wizkey.eu](mailto:didier.decaestecker@wizkey.eu)