



EST SERVICES





We offer a wide range of HR & Payroll solutions to small & large businesses

An A to Z
of
HR & Payroll
solutions

OUR SERVICES

When your business needs to reduce costs, achieve compliance, limit administrative burdens and improve productivity, EST has a full portfolio of local and international solutions to help you succeed. We provide a wide range of local and international HR & Payroll solutions to small and large businesses.

An A to Z of global HR & Payroll solutions:

- HR services
- Payroll services
- Expat/Inpat services
- HR & Payroll training

HR SERVICES

Whether you need customized HR forms, an employment handbook or HR advice (local and international), EST offers a range of local and international HR solutions from those which can be self implemented by your staff to management and fully outsourced services to help reduce the stress of running a business.

Our A to Z of local and international HR solutions includes:

- Set up employment contracts
- Employee benefits
- Time and attendance administration
- Employment handbooks
- Set up information for payroll
- Management reporting
- Advice and support on all HR matters
- Set up and maintaining cross-border HR solutions



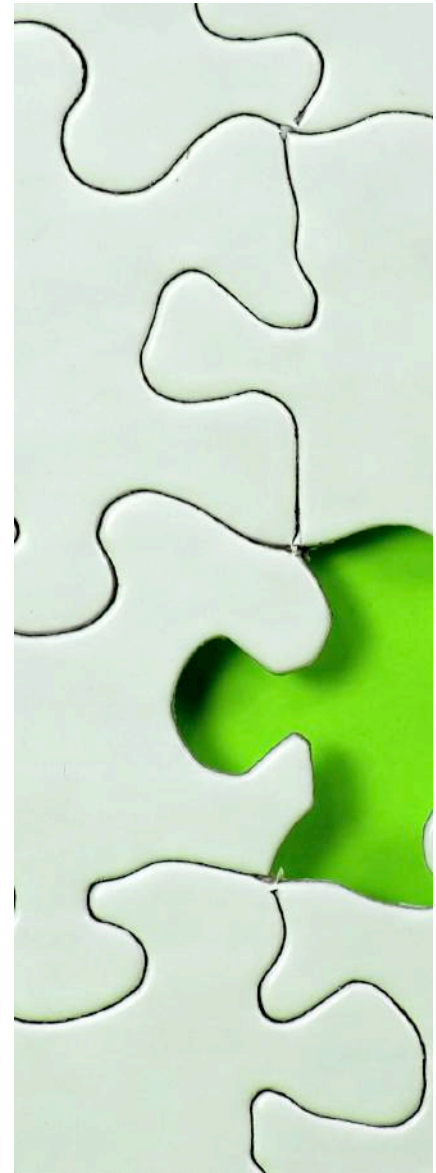
EST can help
reduce the
stress of
running a
business

PAYROLL SERVICES

Whether you require complete or limited payroll services, EST offers a customized solution to meet your needs. EST is highly experienced and has a proven track record in this complex area. We have local and international experience in payroll services for expat employees, commuters and cross-border workers.

Our A to Z of payroll solutions include:

- Processing pay slips for employees
- Set up international cross-border payroll
- Calculating and e-filing wage tax returns
- Providing easy to understand reports to individuals or companies
- Maintaining contact with Tax office (Belastingdienst) and Social Insurance Board (UWV)
- Processing end of year statements for employees
- Advice on all payroll matters



We have a
proven track
record in
providing highly
effective
international
services

EXPAT/INPAT SERVICES

Exploring global business opportunities offers exciting new potential for employers as well as their employees. Before exploring in another country you should be aware of personal tax, social security and employment law regulations. EST can help both employers and employees with expat/inpat and commuter solutions.

Our A to Z of expat/inpat and commuter solutions includes:

- Housing
- Residence and working permit (immigration) duties
- Social Fiscal number registrations
- Personal tax duties
- Social Insurance duties
- Applications for tax rulings (e.g. 30% ruling)
- Filling income tax returns
- Advice on global personal tax matters
- Advice on harmonization of multi country HR & Payroll



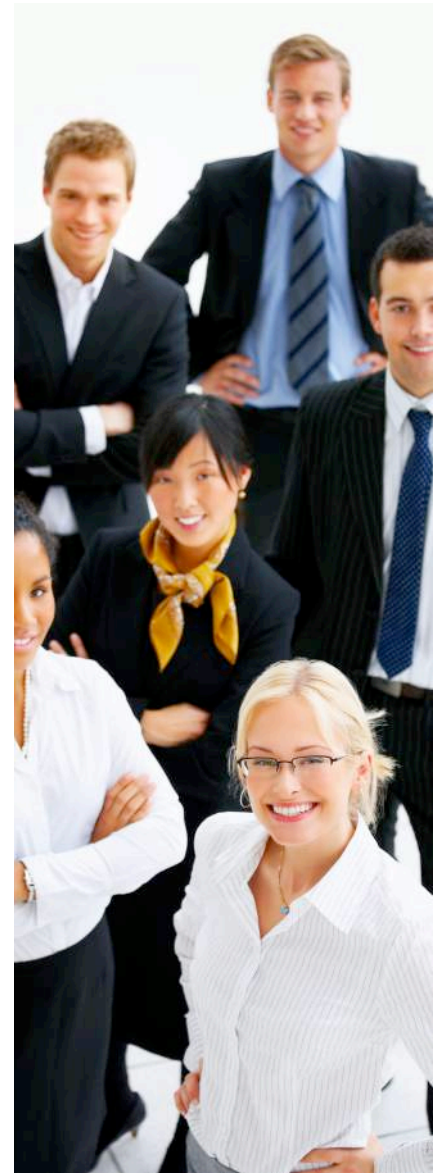
Exploring global business opportunities offers exciting new potential for employers as well as their employees

HR & PAYROLL TRAINING

Whether you require training in employment law compliance, performance improvement or talent development, EST can help you develop the required skills for a successful career in HR & Payroll. Over the years, we have shared our HR & Payroll experience with many professionals in a range of companies including ING Bank, ABN Amro Bank, Dutch Tax Office and ADP.

Our professional education program includes:

- HR administration: basic, advanced and professional level
- Payroll administration & accounting: basic, advanced and professional level
- HR & Payroll advisor: professional level
- Global HR & Payroll: basic, advanced and professional level



Helping you to
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ABOUT US

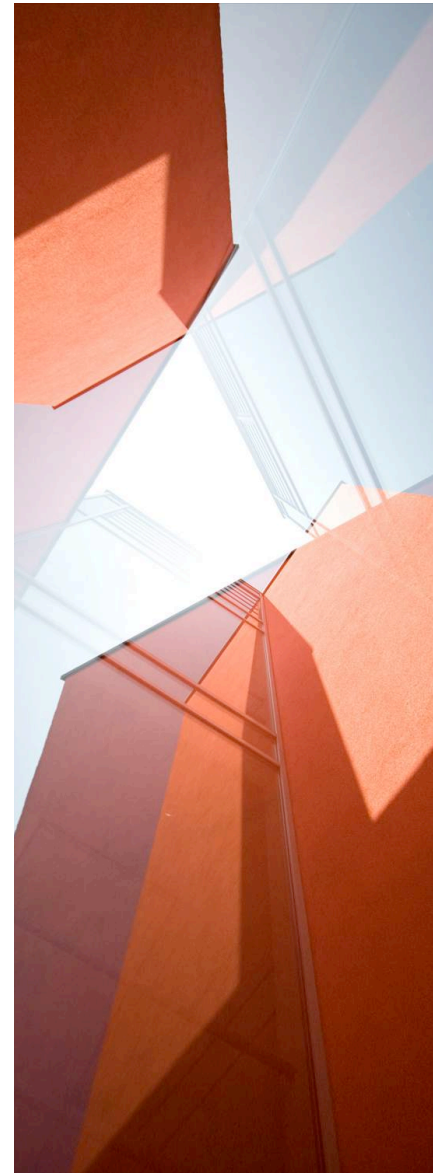
EST Services was founded in 2004 by Ms. Kenny Toekimin who is an HR & payroll tax professional with 15+ years of global experience.

What started as a home office in 2004 has grown into a well-established company with a dedicated team of professionals. We understand the importance and sensitivity that HR and Personal Tax matters require, and have developed accurate solutions that provide the exact level of support you require. Our vast global experience of Wage Tax, Income Tax, Social Security and Labour Law matters is translated into practical and tailor made HR & Payroll solutions.

We strive to exceed the expectations and the changing needs of all our clients. We cross train our staff and operate from a cloud secured server, which provides us with the tools to assist you at anytime from anywhere.

All of our employees are Certified Professionals.

Our services are simple, efficient and clear cut.



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