

RMV JobTicket



**Just the ticket for companies with
more than 50 employees**

www.rmv.de



RMV JobTicket

The RMV JobTicket is available to companies with more than 50 employees. With an RMV JobTicket, you can offer your employees a cheap and stress-free journey to work. So that employees arrive at work relaxed. No stress, traffic jams or the endless search for a parking space. No polluting the environment. Fast, safe and comfortable. And what's more, the JobTicket can be used for leisure activities as well.

As you'll see, everyone's a winner with JobTicket: your company, your employees and the environment. Let us tell you all about the benefits.

What is a JobTicket?

It's a named season ticket which is tied to the employment or service contract and is available in three different versions. Companies and organisations, such as local authorities, associations and so on, who employ more than 50 employees in the RMV area can issue their staff with JobTickets in agreement with RMV.



When and where is the JobTicket valid?

The JobTicket is a ticket that is not transferable. That means it is not a regular RMV ticket offer, but an offer that comes with its own prices and conditions of use.

The JobTicket can be used within the area of validity entered on it for all modes of transport: buses, S-Bahn, regional trains, trams and underground. And at all times they can travel Second Class, all day, 365 days a year, on holiday and at evenings and weekends. For just as many journeys as they would like.

JobTickets are available in three versions and are valid for the corresponding zones:

- A) The JobTicket entitles the holder to unlimited travel between home and workplace in the authorised fare zones; the holder may not be accompanied by other persons.
- B) The JobTicket entitles the holder to unlimited travel between home and workplace in the authorised fare zones; the holder may be accompanied by other persons.
The JobTicket holder may be accompanied by one adult and unlimited children under the age of 15 after 7 p.m. from Monday to Friday, at weekends, on statutory public holidays in Hesse and 24.12 and 31.12 all day.
- C) The JobTicket entitles the holder to unlimited travel across the entire network area; the holder may be accompanied by other persons as described in version B.

Employees who obtain a JobTicket in version A or B at price level 7 may travel across the network – i.e. in the entire RMV area.

Benefits for your employees

Travel stress-free

Put an end to the stress caused by more and more traffic jams, the rising price of fuel and a lack of parking spaces. The JobTicket is the safe and comfortable alternative for commuters who are assured of arriving at work relaxed.

Travel for leisure as well

The JobTicket is valid right around the clock for the areas it covers – evenings, weekends and on holiday. So holders are able to travel in comfort to enjoy their leisure time with the JobTicket, for example, for sport, visiting friends or trips out. And if the journey extends a bit further afield, all that's required is an onward travel ticket.

Unbeatably cheap

Employees save their cash with the JobTicket. Anyone who already uses public transport for the journey to work will pay considerably less for the JobTicket than for their previous monthly or annual season ticket. And for employees who previously travelled by car, bus and rail services are certainly an attractive alternative when it comes to price. As well as the morning jams, it also cuts out the cost of fuel, wear and tear and any parking charges.



Benefits for your company

Staff recruitment

The JobTicket is highly sought-after among the employees of tomorrow and is discussed increasingly at job interviews. A benefit that will prove attractive compared with other companies in the same industry!

Retain staff

You can show that you're a company that is concerned about the welfare of its employees, which in turn contributes to staff retention. You'll also be offering an additional remuneration component outside the collective agreement.

Enhance your image

With a JobTicket agreement, you are demonstrating that you're a „green“ company. Especially in these times when it's becoming increasingly important to protect the climate and the environment, you'll be making an active contribution.

Reduce the risk of accidents

Long-term studies confirm it: Employees who travel by rail and bus arrive at work less stressed, and the risk of having an accident on the way is significantly reduced. Furthermore, arriving at work relaxed increases employees' productivity.

Take the pressure off parking

The parking situation will be noticeably relaxed at your company premises. Needless discussions about parking spaces are avoided. Parking spaces are not taken up by employees, but can be used by customers.

Save on travel costs

There will be no further need for HR departments to reimburse fares. The workload of the HR department is reduced. The version C JobTicket is „valid for travel in the RMV area“ and it can be used without a problem for business travel to different company sites or customers across the entire RMV area, thus reducing travel costs too.

What else does the JobTicket offer?

With a JobTicket, you can use **top-up tickets** for IC and/or EC trains. In other words, the JobTicket is the basic ticket and a top-up ticket is purchased to allow the holder to use long-distance services. This is mostly useful for long-distance commuters who would like to use faster long-distance trains.

If the holder would like to travel beyond the geographical area their JobTicket covers, they can purchase an **onward travel ticket**, which are available from RMV ticket machines. The important thing here is that either the start or the destination for the trip is located in one of the fare zones entered on the JobTicket.

Anyone wanting to travel **First Class** as a one-off or on a regular basis can purchase a First Class supplement – as a single ticket or season ticket.

If you have forgotten your JobTicket when asked to show it to an inspector, you can reduce the penalty to 7 euros by presenting it later.

If you have lost your JobTicket, you can ask for a replacement ticket to be issued.

As season ticket holders, JobTicket users benefit from attractive **car-sharing** offers and receive concessions, for example, when applying and booking.



RMV – the network area

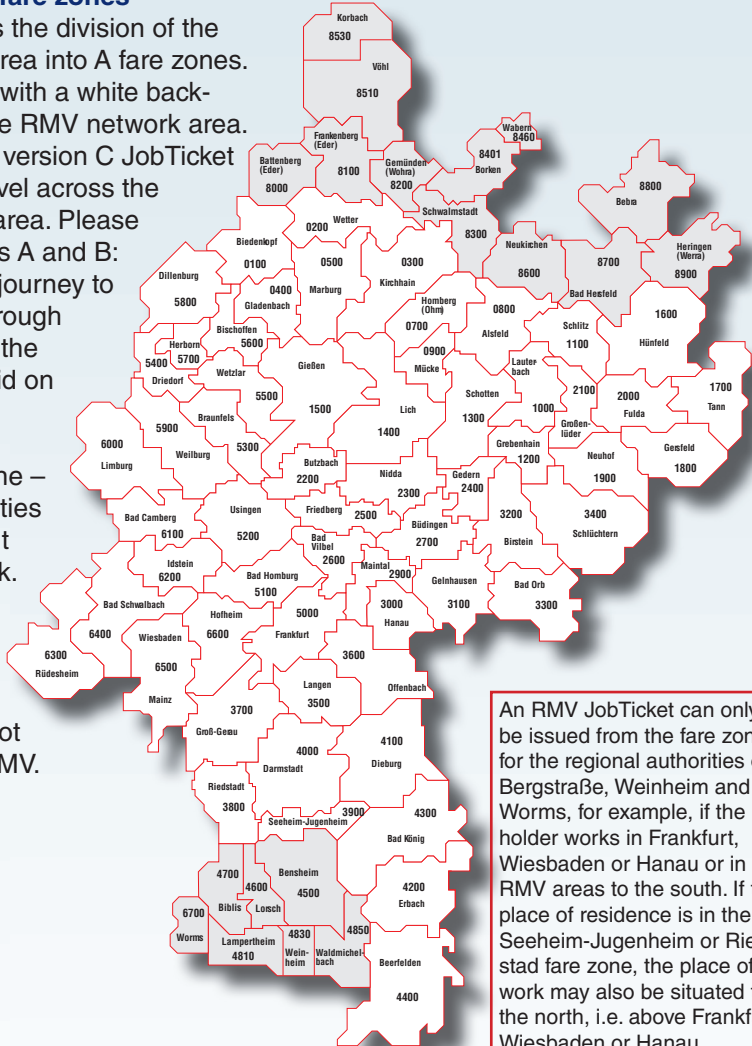
Overview of A fare zones

The map shows the division of the RMV network area into A fare zones. The fare zones with a white background show the RMV network area.

The holder of a version C JobTicket is entitled to travel across the entire network area. Please note for versions A and B:

as soon as the journey to work passes through an A fare zone, the JobTicket is valid on all RMV routes throughout the entire A fare zone – for leisure activities as well and right around the clock.

The fare zones with a grey background are transition fare zones and do not belong to the RMV.



An RMV JobTicket can only be issued from the fare zones for the regional authorities of Bergstraße, Weinheim and Worms, for example, if the holder works in Frankfurt, Wiesbaden or Hanau or in RMV areas to the south. If the place of residence is in the Seeheim-Jugenheim or Riedstadt fare zone, the place of work may also be situated to the north, i.e. above Frankfurt, Wiesbaden or Hanau. Similarly, a JobTicket can only be issued in the northern cross-network fare zones to a location in Marburg or Fulda.

RMV – superb service

RMV is one of the largest transport networks in Europe. Some 5 million people live in the network area – the Greater Rhine-Main area. Around 160 transport companies provide passenger services in the transport network.

RMV offers a coordinated range of bus and rail travel from a single source. As a result, you'll only ever need one ticket from start to finish in the network area. No matter how often you have to change, even if you have to transfer from the train to the bus or from the S-Bahn to the tram, for example. One RMV ticket can be used for all local transport services in the network; in other words, for regional rail (RE, RB), S-Bahn, underground, tram and bus services.



The next step

Have we been able to spark your interest in the idea of a JobTicket?
If so, here is another quick summary of the key facts for you:

Requirements

- Your company has at least 50 employees located in the RMV area.
- Your company is acquiring the JobTicket for all employees in general.
- Exceptions, such as employees on parental leave, company car owners, etc., will be accommodated as you require.
- Your company will be the contact for the employees and will manage various aspects including the internal flow of payments and the issuing of the JobTicket to employees.

Step by step to the JobTicket

Initial consultation and dispatch of preliminary information

We would be happy to meet with you in person to explain the features of the JobTicket and go through the basic points for introducing it in your company. We are available to answer any questions you may have. Please feel free to ask for a preliminary information pack.

Participation in mobility survey

To carry out the survey, you will receive a questionnaire from us, which you will arrange to be completed by all your employees. This gives us an overview of current mobility behaviour (previous use of public transport) in your company and essentially serves as the basis for our calculations.

We calculate one price per employee, regardless of the individual routes, different distances and the actual use of the JobTickets. In principle, any employees who have a contract of employment with you are entitled to a JobTicket.

Offer

You will receive a quotation for the three versions described on page 3 about 14 days after the completion of our consultation. Please let us know once you have chosen a suitable product version and the contract phase will then kick in.

Agreement/contract

Your company concludes a cooperation agreement with RMV, which covers all the details. The contract runs for at least one year and is automatically extended unless it is terminated.

Implementation

We also provide you with plenty of advice and support during the implementation phase. You will receive software and training to enable you to issue JobTickets at work. The JobTickets are issued by your company (e.g. HR department). JobTickets are sometimes issued in paper form during a transition period.

Contributions by employees

You decide within your own company how your employees might contribute to the financing of the JobTicket. You could, for example, consider the following options:

- You can add the JobTicket in full to the salary as a bonus.
- Your company can contribute a share of the cost.
- The total price is passed on to the actual users.
- The user pays the pro rata price individually calculated by RMV and the company bears the cost of any unused JobTickets.
- The price for users can be staggered according to the distance between work and home.

Tax tips

JobTickets are tax-free from 2019

The German government has approved tax exemption for JobTickets with effect from 01.01.2019. Employer benefits (subsidies, payments in kind) awarded in addition to wages in order to cover expenditure for the use of regular public transport services between the home and first workplace of employees have been exempted from tax under this change in the law. This complies with the requirements of section 3 number 34 of the German Income Tax Act (EStG, old version). The new regulation goes far beyond this perk, however, as it also grants tax exemption on private journeys by local public transport. Subsidised travel permits are also exempt from social insurance.

The tax concession should lead to employees making greater use of local public transport services. The new regulation also eases the burden on employers as it dispenses with the previously possible and frequently used flat-rate taxation pursuant to section 40 (2) sentence 2 EStG and the associated duties to keep records and issue certifications. Costs are saved as a result of tax relief and the reduction in administrative expense. In addition, the removal of the obligation to check the € 44.00 tax exemption limit does away with tax risks and further bureaucracy¹.

In order to find the correct tax solution for your company, it's best for you to speak to your tax adviser or tax office.

¹Reference: VDV Rundschreiben Nr. 25/2018

Who to contact for buses and trains in the network:



RMV Service Phone
069/24 24 80 24



@RMVdialog



www.rmv.de



/RMVdialog



RMV Mobility Centers

Your contact at RMV

Are there still any questions you'd like to ask us about the JobTicket offer or would you perhaps like to discuss an agreement? Then get in touch with our JobTicket colleagues who will be pleased to answer all your questions:

email: **jobticket@rmv.de**

For further information, please visit **www.rmv.de**.

Publisher:

Rhein-Main-Verkehrsverbund GmbH