

# 4045: Fringe Benefits

## Tasks to be completed when documenting an operation (from creation to publication)

1. Enter the **Title of the operation / page**

2. Add the following Labels:

- Scope of applicability: ww, country\_accounting
- Country or group of countries (if applicable): belux, china, france, italy, lam, nam,uk\_ie, bulgaria, dach, netherlands, iberia, poland, latvia, australia, india, japan, south\_korea, thailand, singapore, new\_zealand, emea\_transversal, apac\_transversal
- Unit and Domain according to the [List of labels to be used in the Finance Service Line space](#)
  - E.g. 1: WW Operation in Financial Accounting under domain "Central Finance Processes & Compliance":
    - Labels to be used: **ww, financial\_accounting, central\_fin\_proc\_compliance**
  - E.g. 2: France Operation in Financial Accounting:
    - Labels to be used: **country\_accounting, france, financial\_accounting**  
(for country operations, the Domain is always country\_accounting)

3. Fill in all fields as described above

4. Name the title of each section using OPD methodology naming convention - **Infinitive verb without the "to", mainly action verb...something) -" I do something..."**

5. Once the description of the operation is completed, ensure it is approved and published by launching the [SBS-Finance approval workflow](#)

Domain:

Responsibility area:

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## Scope

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? Unknown Attachment

## ERP

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## Frequency

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## References

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FBL3N

## Forms

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[Fringe Template](#)

## Attachments

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# 1. Objective and Scope

## 1.1. Objective of this Operation

This procedure support the reconciliation of account 2454004321, company 4045 and reports the monthly fringe benefits.

The fringe benefits are paid by 4045 - Solvay America, INC. which then redistribute the costs of the expenses to the other companies.

It prepares the entries to create the invoices that will be paid by the other Solvay companies.

## 1.2. Scope

This procedure is applicable for Company 4045 - Solvay America, INC, and impacts the companies below:

- 4290 - Solvay Chemicals, Inc;
- 4291 - Solvay Soda Ash JV;
- 3384 - Solvay Fluorides, LLC;
- 5782 - Solvay Specialty Polymers USA, LLC;
- 7008 - Cytec Industries Inc;
- 7180 - Cytec Engineered Materials Inc;

- 7185 - Cytec Carbon Fibers LLC;
- 7188 - CEM Defense Materials LLC;
- 7237 - Cytec Industrial Materials Inc;
- 7246 - Aerovac LLC;
- 7424 - Solvay USA, Inc;
- 6283 - Solvay Biomass Energy, LLC

## 2. Definitions

See [Finance Glossary](#):

- [PF1](#).

## 3. Tasks description

HR manages all fringe benefits payments on company 4045, paying all the expenses on account 2454004321 using PO's (WE) or direct/manual payment (G1) for some not recurring expenses. The payments done in this account are related to health, wealth and life benefits.

HR Specialist will inform the payments through Freshdesk or e-mail, and send the reports that will be use to reconcile and create the invoices.

Accounting Platform is responsible for handling and clearing the account 2454004321 until D-5

### *3.1. I perform the Fringe Account reconciliation*

#### *3.1.1. I Receive the reports and statement*

We will receive on Freshdesk and e-mail several reports and statements during the month that describe the expenses of each supplier.

For more information about the vendors and suppliers, you can check the [template](#).

Run transaction FBL3N filling the items below and change the "Assignment" field for the documents to the correct text.

**G/L Account Line Item Display**

Data Sources

G/L account selection

G/L account: 2454004321 to [ ]  
 Company code: 4045 to [ ]

Selection using search help

Search help ID: [ ]  
 Search string: [ ]

Line item selection

Status

Open items  
 Open at key date: 31.08.2021

Cleared items  
 Clearing date: [ ] to [ ]  
 Open at key date: [ ]

All items  
 Posting date: [ ] to [ ]

Type

Normal items  
 Noted items  
 Parked items

List Output

Layout: /FRINGEBEN  
 Maximum number of items: [ ]

Once you do it, extract the report and copy the report and paste on cell E, on tab "SAP" in the [template](#).

### 3.1.2. I sent the request to Intercompany and clear the account

After the report was extracted on FBL3N and from the emails from HR Specialist, open a ticket to Intercompany team requesting to process the KB15N tab on the template:

Sender Order	Cost Elem.	Amount	Crcy	Rec. Cctr	Rec. Order	Receiver WBS element	Text
210658002120	9173000001	16.590,44	USD			04045CBF807008VRET	TOTAL RETIREE - August entry / July Results
210658002120	9173000001	3.942.582,24	USD			04045CBF807008VACT	TOTAL ACTIVE + TOTAL MUTUAL - August entry / July Results
210658002120	9173000001	207.653,01	USD			04045CBF874249VLTD	TOTAL LTD - August entry / July Results
210658002120	9173000001	37.094,64	USD			04045CBF874249VRET	TOTAL RETIREE - August entry / July Results
210658002120	9173000001	2.029.611,50	USD			04045CBF874249VACT	TOTAL ACTIVE + TOTAL MUTUAL - August entry / July Results
210658002120	9173000001	44.339,85	USD			04045CBF805782VLTD	TOTAL LTD - August entry / July Results
210658002120	9173000001	73.861,27	USD			04045CBF805782VRET	TOTAL RETIREE - August entry / July Results
210658002120	9173000001	2.163.949,85	USD			04045CBF805782VACT	TOTAL ACTIVE + TOTAL MUTUAL - August entry / July Results
210658002120	9173000001	1.389,49	USD			04045CBF803384VRET	TOTAL RETIREE - August entry / July Results
210658002120	9173000001	106.428,01	USD			04045CBF803384VACT	TOTAL ACTIVE + TOTAL MUTUAL - August entry / July Results
210658002120	9173000001	37.942,82	USD			04045CBF804291VLTD	TOTAL LTD - August entry / July Results
210658002120	9173000001	24.934,18	USD			04045CBF804291VRET	TOTAL RETIREE - August entry / July Results
210658002120	9173000001	737.748,71	USD			04045CBF804291VACT	TOTAL ACTIVE + TOTAL MUTUAL - August entry / July Results
210658002120	9173000001	5.687,07	USD			04045CBF804290VLTD	TOTAL LTD - August entry / July Results
210658002120	9173000001	10.782,92	USD			04045CBF804290VRET	TOTAL RETIREE - August entry / July Results
210658002120	9173000001	433.482,62	USD			04045CBF804290VACT	TOTAL ACTIVE + TOTAL MUTUAL - August entry / July Results

Once the invoices were created, settle the order 210658002120, post the amounts in tab "Posting File" in transaction ZZF\_POSTING\_FILE.

ITEM	Co code	Transaction code	Doc Type	Doc Date	Posting Date	Posting per	Currency	Transfe	Reference	Header Text	Co Code	Post. Key	G/L account	Amount	Doc cur
	BKPF-BUKRS	BKPF-TCODE	BKPF-BLART	BKPF-BLDAT	BKPF-BUDAT	BKPF-MONAT	BKPF-WAERS	BKPF-XBW	BKPF-XBLNR	BKPF-BKTX	BSEG-BUKRS	BSEG-BSCHL	BSEG-SAKNR	BSEG-WRBR	
1.0	4045	FB01	S1	19.05.2021	19.05.2021	5	USD		LO-	Fringe Benefits August entry / July Results	50	2454004321	169.320,23		
1.0											50	2456003110	-		
1.0											50	2454004324	-		
1.0											40	4003000000	170,31		
1.0											40	4000000014	11.901,34		
1.0											40	2454000012	157.248,58		

After the invoices were created, the order was settled and the amount was posted in 4045, you can clear the account.

**End of document.**