

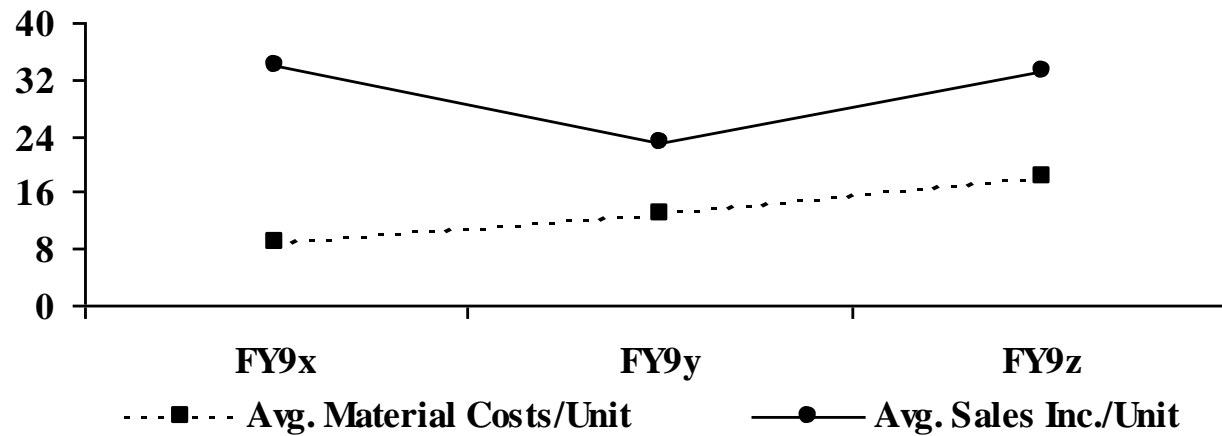
**PAY STRUCTURE - GENERAL AND REGIONAL
MANAGEMENT**

HR Material Cost Growth vs..... Regional Price Growth

- The recent material hr cost movements
- Analysis material HR cost movement and average Union Agreement price movement

Average HR Price vs. Material Costs per Employee

Material Costs



HR Issues associated with recent trends in overheads

- Consider
 - opportunities for improvement
 - stand alone issues
 - one time/unusual items opportunities for improvement

HR Overheads

