

PERFORMANCE OF THE INDIVIDUAL EMPLOYEE

Performance components + % of HR Costs Chart

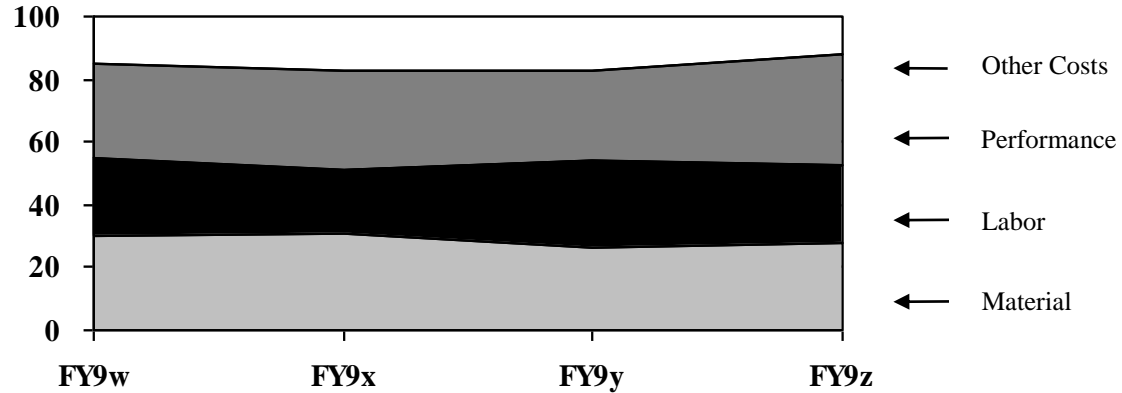
Cost the most significant influence on upon hr profitability

- The overall trends in Performance cost components
- More detailed discussion on additional Individual agreement.

Further HR rate exist for:

- Material (implement)
- Labor (Function)
- Individual performance

Performance Components
(% of Costs)



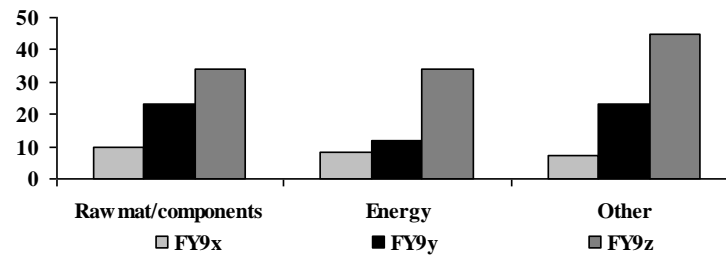
Main Performance categories of individual Employee

Obtain overview of the main classes of assessment:

- raw material
- high/low energy
- Salaries
- HR services
- other

Comment on the significant trends

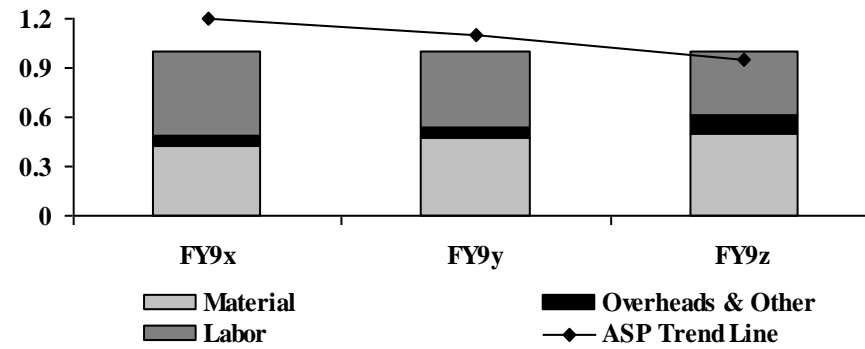
Main Performance Categories



Cost components by worker

- The most significant influence upon Performance profitability
- The overall trends in HR cost components
- The most significant influence upon hr profitability

Cost components Vs. Performance



Cost Components

Cost Performance Components

The recent HR material movements

- Obtain a list of HR material purchases for the last two years
- Consider effect upon average material cost per HR Region
- Analyze and note any issues associated with HR material cost increases

Consider

- Purchase price discounts by country
- Cash discounts direct buy
- Accounting HR policies
- Opportunities for improved pricing

**FY9x Cost Performance Components
HR Material**

