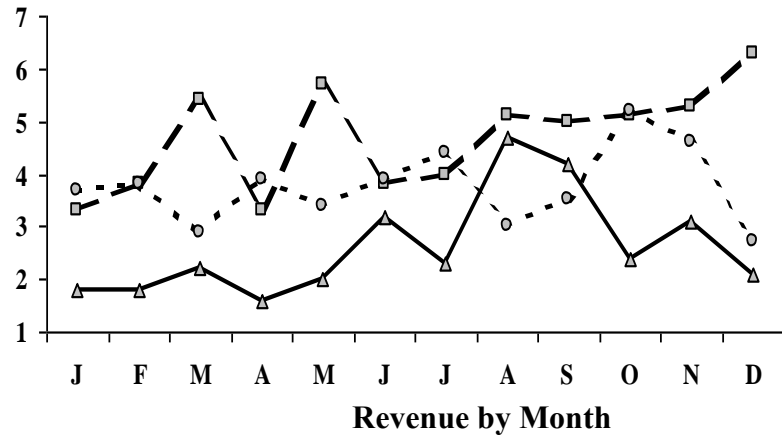
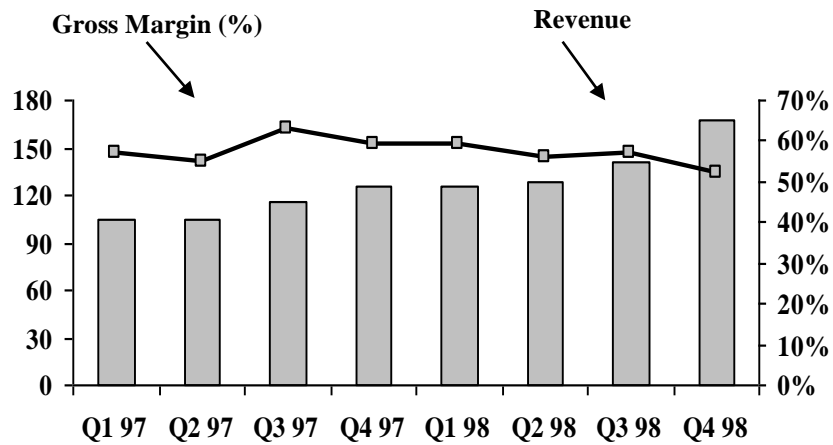


## **Type of Payment System Worldwide**

## System Payment Monthly run bonus comparisons and quarterly gross margin run Social

- Address seasonality and run Bonuses issues in revenues, including any new bonuses one time events of strike
- Perform a similar task or positions for gross remuneration (margin rates)
- These Salary charts can be developed by region, or workers group, or may well be useful as a lead-in to a rewards segment analysis.

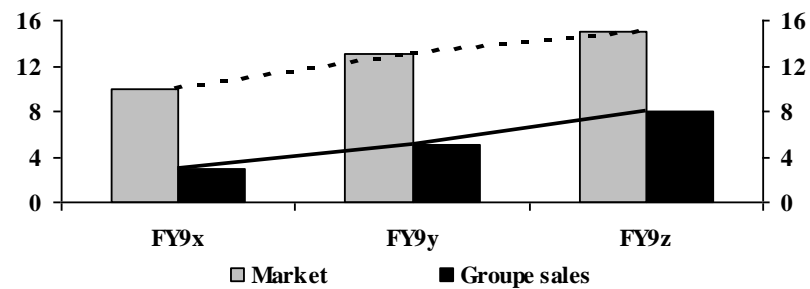
### Revenue and Gross Margin by Quarter



## *Analysis of reward – Salary Market vs..... Group sales*

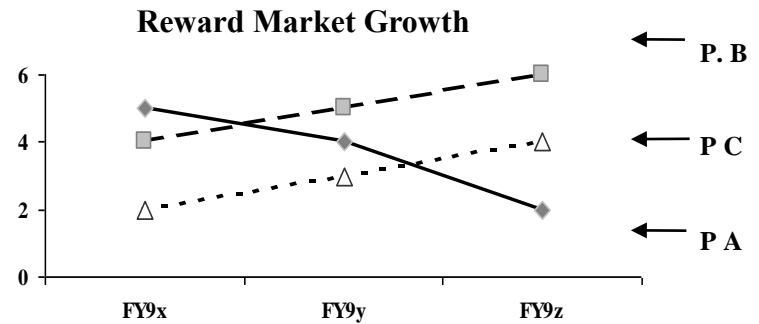
- Describe salary market size, nature of the Region market (growing of benefits / union)
- Describe the key issues arising from the analysis of the market rewards by region.
- Discuss the overall trends in market salary worldwide
- Describe the key issues arising from the analysis of market salary by rewards
- Discuss the overall trends in market salary with relations to mine workers
- Analyze and comment upon trends in the major rewards categories

**Salary Market Share / Groupe (Bonuses)**



## Analysis of reward – Reward Market Growth /Salary Growth

- Describe the key issues arising from the analysis of Salary Growth vs.... % Reward Market Growth
- Discuss salary growth and market
- Some top side issues as reminders
  - Any Salary?
  - Any discontinued Payment operations?
- There are alternative slides for issues such as price/volume/customers/gross and net sales — focus here on performance relative to the Salary market



Source...: London committee 2014 HR

