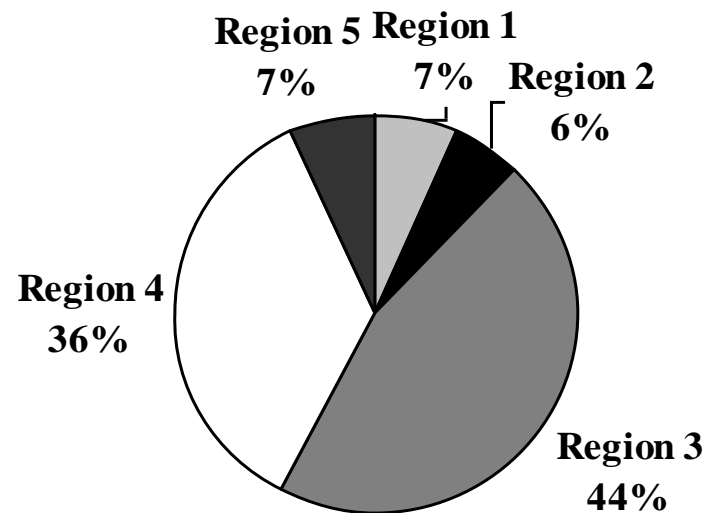


**GROUP REGIONAL WORKPLACE INCENTIVE  
REGIONAL MANAGEMENT**

## *Group Payment/ Reward by Region*

- Indicate the proportion of Home and Export Reward
- Describe the conclusion to be drawn from the analysis of salary by region
  - Analyze salary by region/district etc.
  - Pie chart is a useful means of analyzing the most recent year being reviewed
- Where is the Boddington strong? Weak?
- Any significant trends?
- Is there an increase/decrease in salary attributable to a particular location?
- How does this analysis relate to the employees analysis?

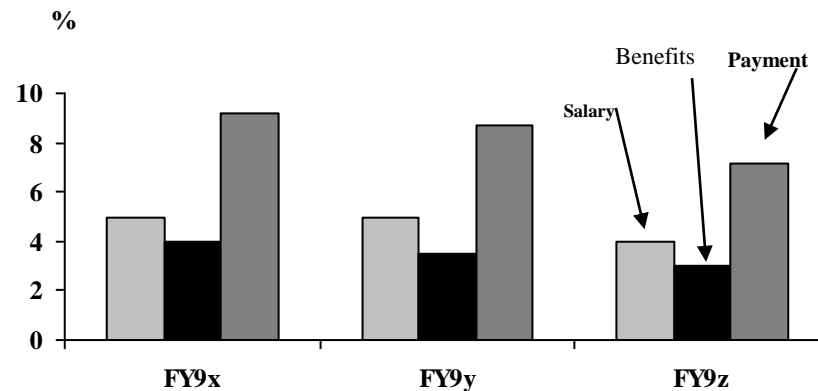
- Region 1: Asia
- Region 2: Africa
- Region 3: South America
- Region 4: North America
- Region 5: Australia Pacific



## *Analvsis of Reward– Price of workers/Volume Payment Growth*

- Describe the key issues arising from price and volume Payment growth by region
- Discuss the effects of benefits and volume upon Revenue growth
- Comment on relevant market dynamics effecting price/volume
- Discuss sustainability of Salary growth
- There are alternative slides for issues such as payment/volume of salary/employee/gross and net salary

**Components of Salary System Growth by Product**



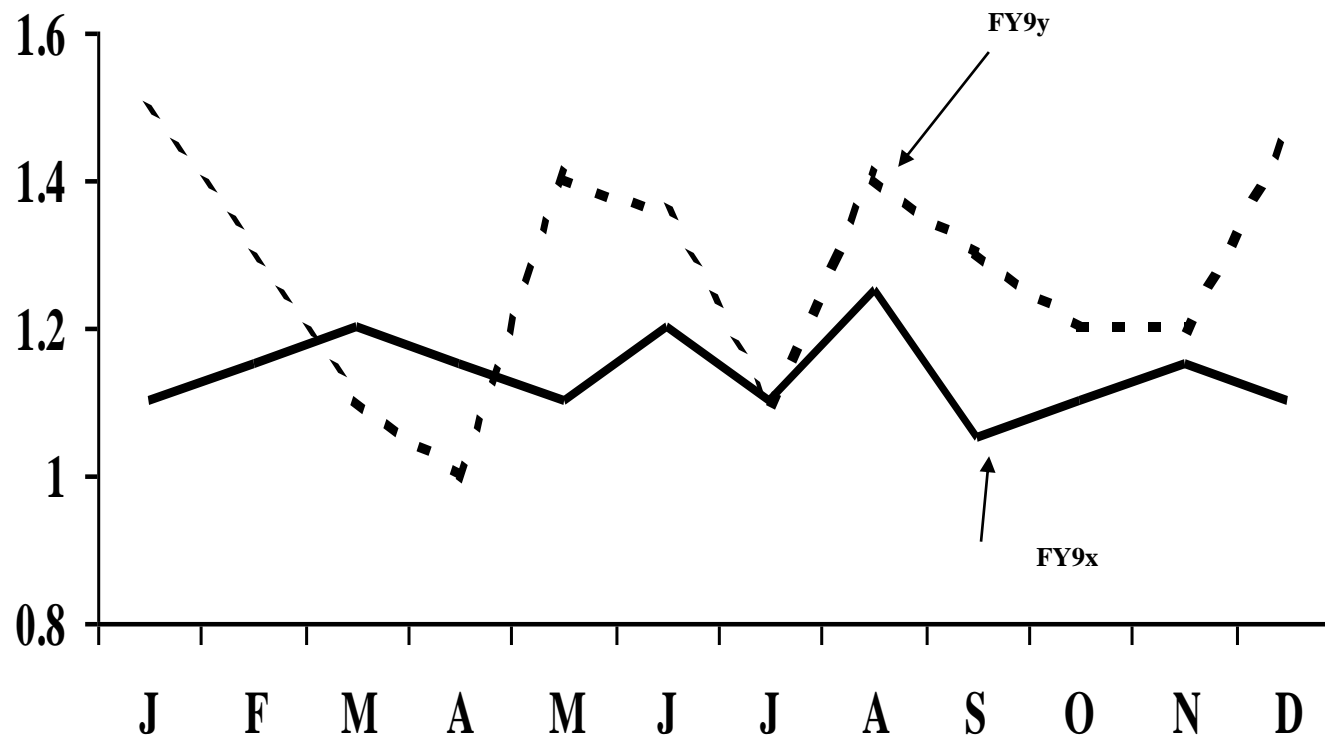
- Bonuses región by products
- Region A: Asia
- Region B: Africa
- Region C: South America
- Region D: North America
- Region E: AuStralia Pacific
- Region E-F-G: Union

**Bonuses**

## *Analysis of salary – monthly chart Overview*

- Describe the key issues arising from salary run rates/seasonality
- Discuss the overall trends in salary run rates.
- Some top side issues as reminders
  - Any new bonuses?
  - Any discontinued remuneration operation systems?
- There are alternative slides for issues such as cost per month/volume/employees/gross

### **Payment by Month**



## *Gross to Net Salaries Reconciliation*

- Key issues arising from the analysis of gross to net salary adjustments
- Review and analyses employment
- Understand what is separately reported and what is salaries netted against salary directly
- Consider if relevant:
  - special discounts ( bonuses prices ,employee cash discount)
  - Credit Union, rights of return
  - Write offs
  - intra-group benefits
- Describe credit control; discounts allowed; factoring of debt; bonus warranties; provisions for credit union and return
- Are your findings consistent with the reserve for accounts receivable?

