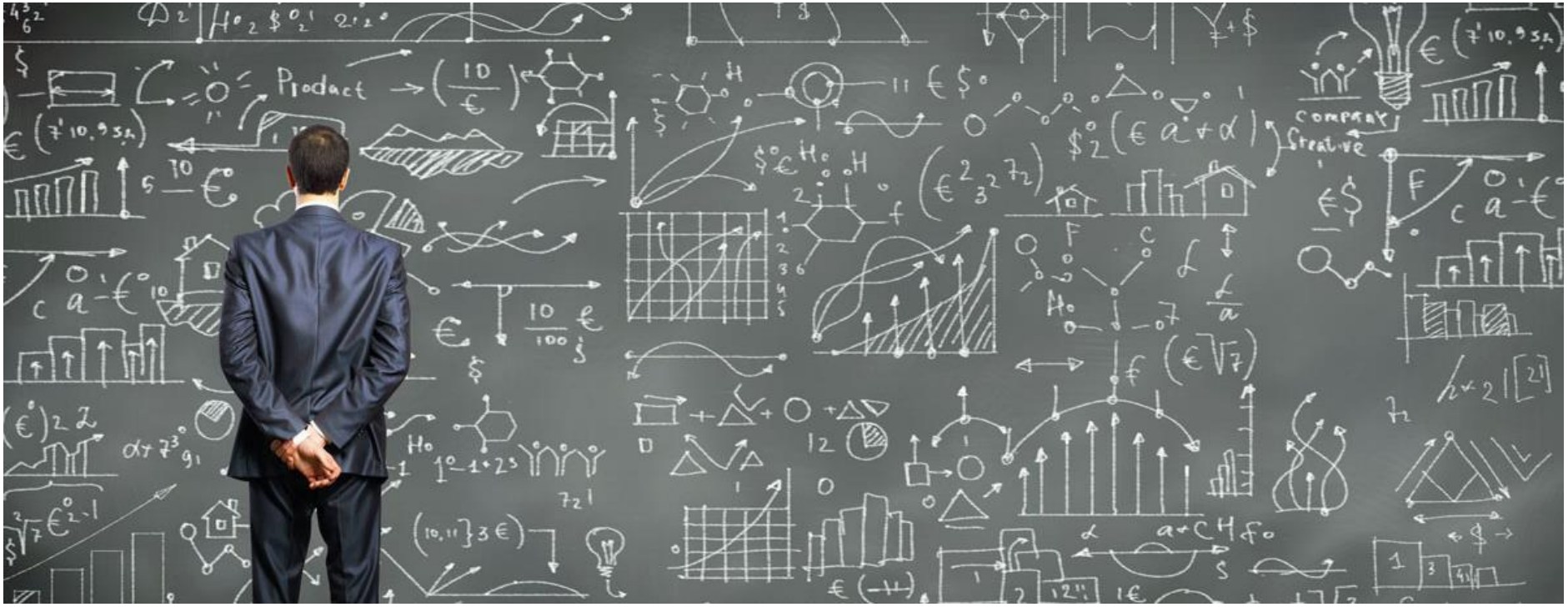


Salary: the last taboo

Communicating your C&B policies. Why? How?

Empower Results®

Why communicate?

- Client case

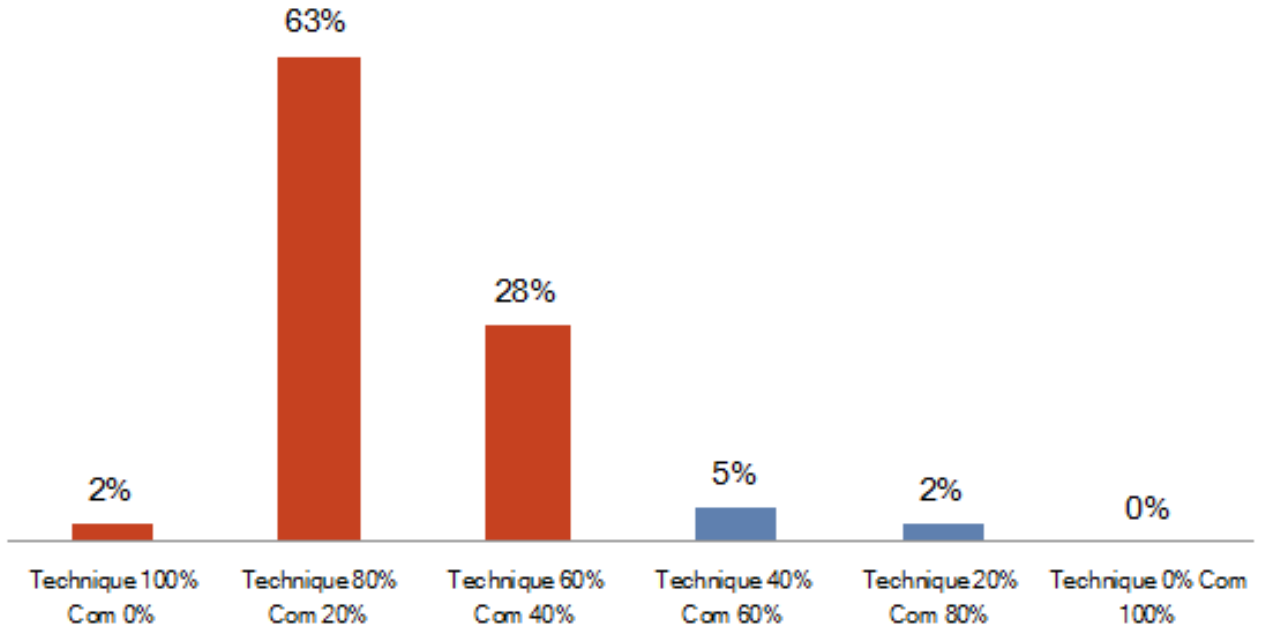


Why communicate?

An stronger emphasis on implementation rather than communication

- **93%** of companies commit more to the technical implementation than to communication.

When you introduce a new compensation element to your package (incentive agreement, renewal of life insurance, revised variable pay, etc) how do you evaluate the energy that you devote to the technical implementation compared to that which you devoted to it's communication?



Why communicate?

1. Communication means existence.

2. Someone will do it so it better be you.



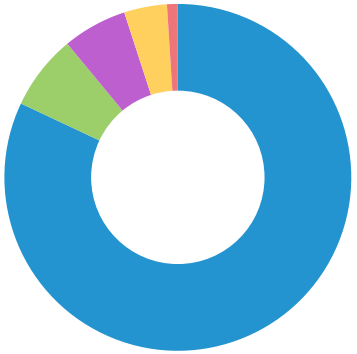
Communication is the final and mandatory step.

How to communicate



How to communicate

Elements	Value	Part
Fixed compensation	€35,000.00	78%
Variable	€3,000.00	12%
Retirement benefits	€2.500.00	4%
Health & welfare	€1,500.00	4%
Others	€500.00	2%



You are married with two children.

You have chosen:	option 1
Capital in case of death by disease	€76,000.00
Capital in case of accidental death	€152,000.00
Spouse's pension	€10,000.00



Dear XXX,

Welcome to your [redacted] Reward Statement for 2014. We provide these for all staff from time to time as this provides a more complete record of your 'package' from [redacted]. Last year was a time of some change and indeed great accomplishment for [redacted] and 2015 is shaping up to be another good year for us; no doubt we will encounter challenges and new opportunities as we progress through our strategic plans.

As part of the continued effort to enhance the quality of communication, and to ensure that all colleagues really understand the value and meaning of their reward, we have prepared this summary of your reward encompassing pay and benefits for the 2014 calendar year.

We are committed to continuously investing in colleagues' financial and personal wellbeing, as well as catering to the diverse career development needs of each of our colleagues. We are also committed to offering both a competitive and comprehensive reward programme to our colleagues.

The information in this statement is based upon the records we currently hold for you and our policies as at December 2014. Such policies are subject to change from time to time and will be communicatied to you in advance. If you have any queries on this information, please contact a member of the HR team.

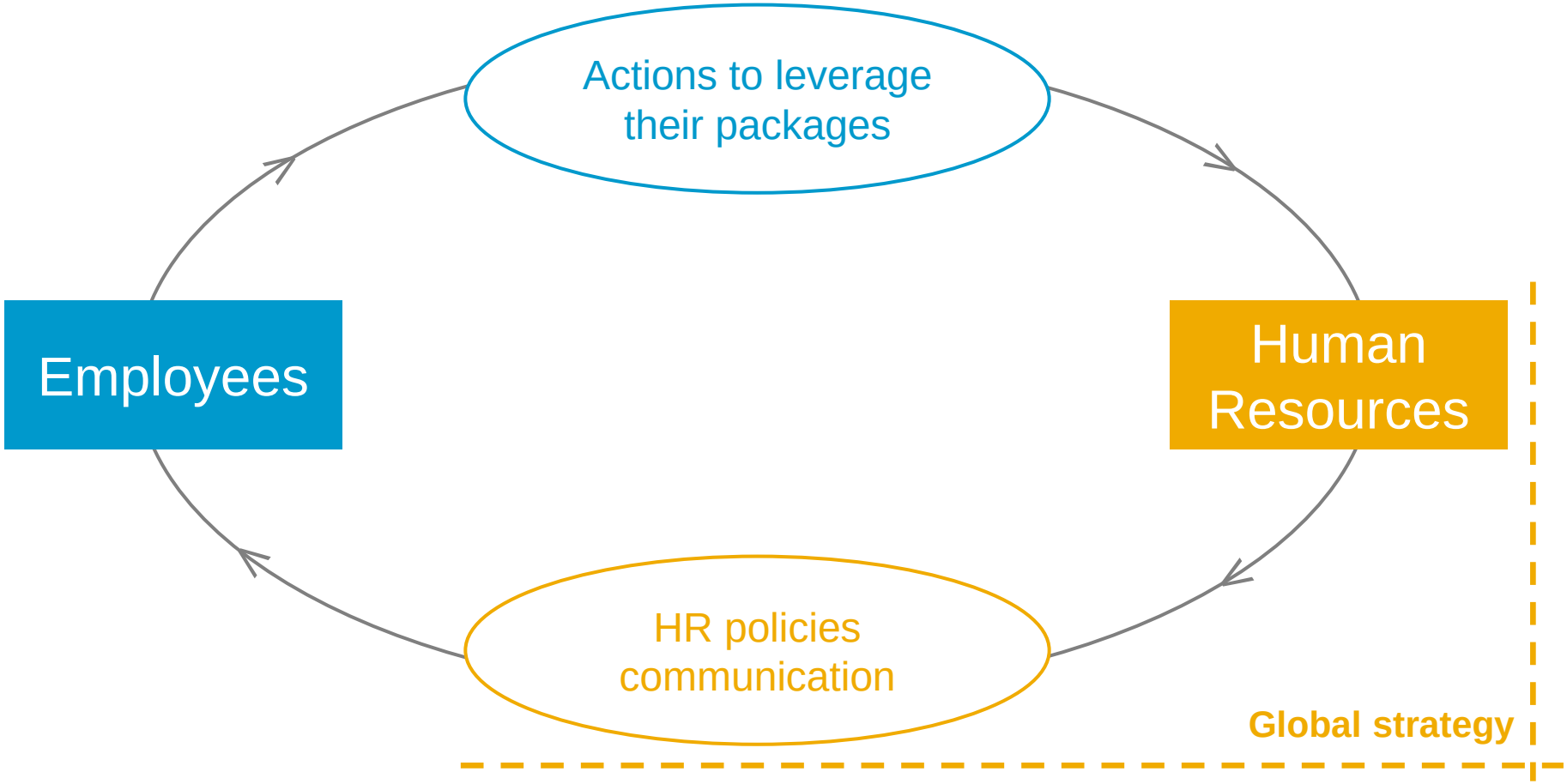
We value two way communication and would therefore welcome any feedback on this statement to ensure that it continues to be valuable and relevant to you. This will help us to make decisions in relation to ongoing improvements to this statement.

Regards,

[redacted]

Managing Director

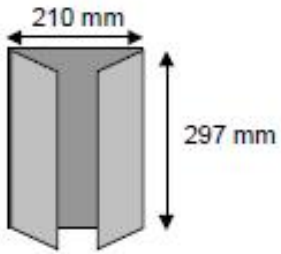
To give meaning to boost moving into action



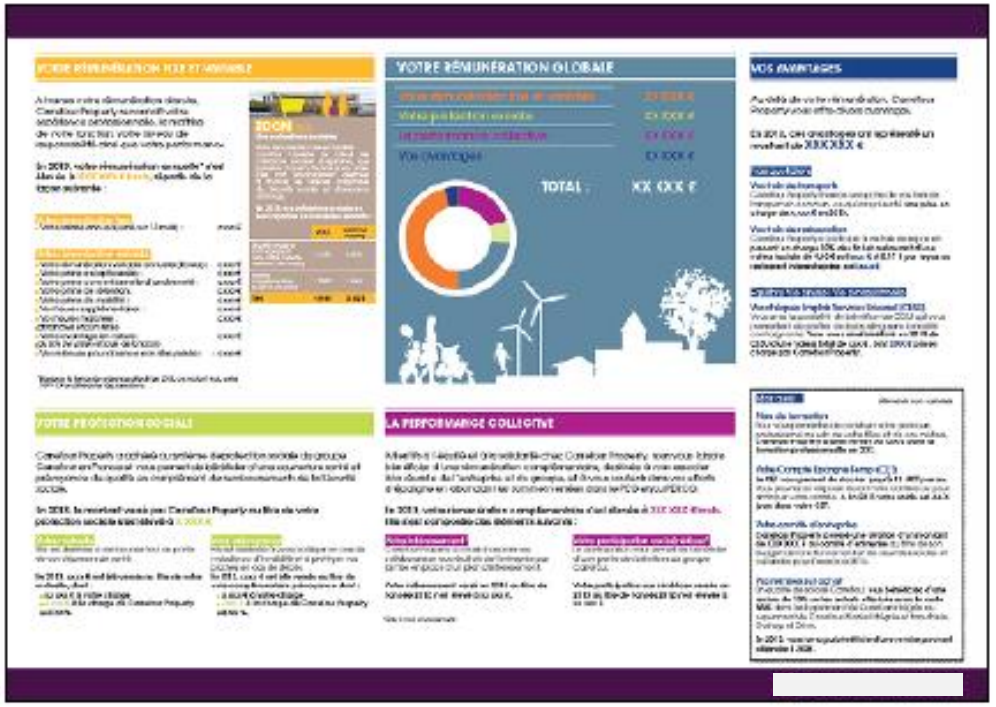
Appendix

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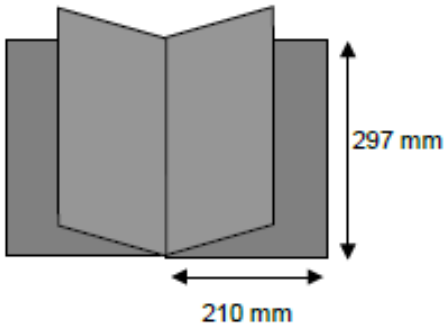


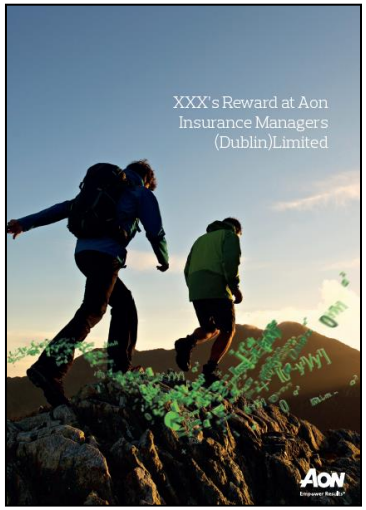


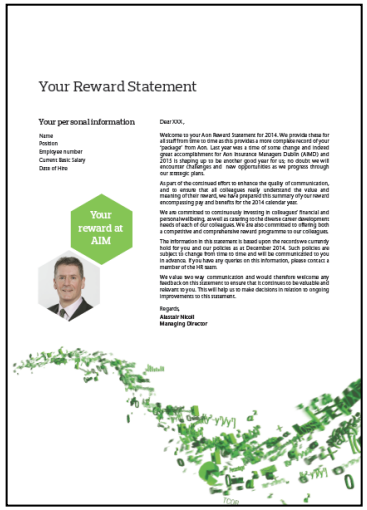


Appendix

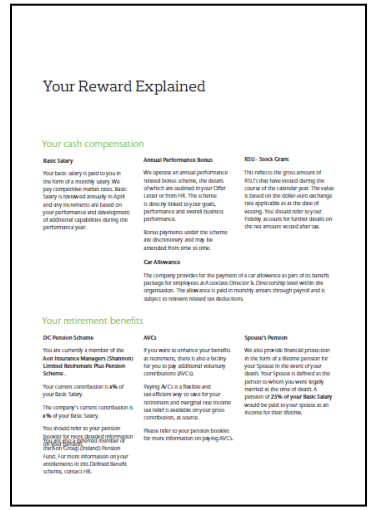
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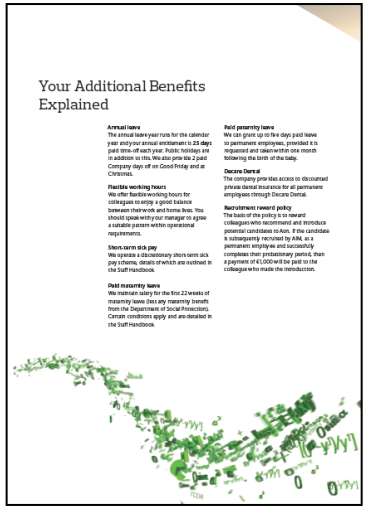










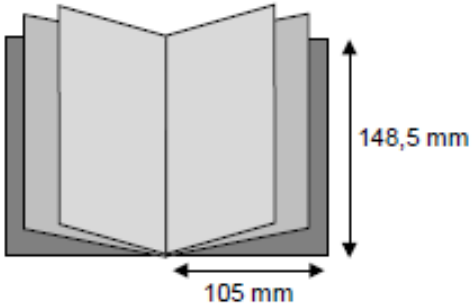


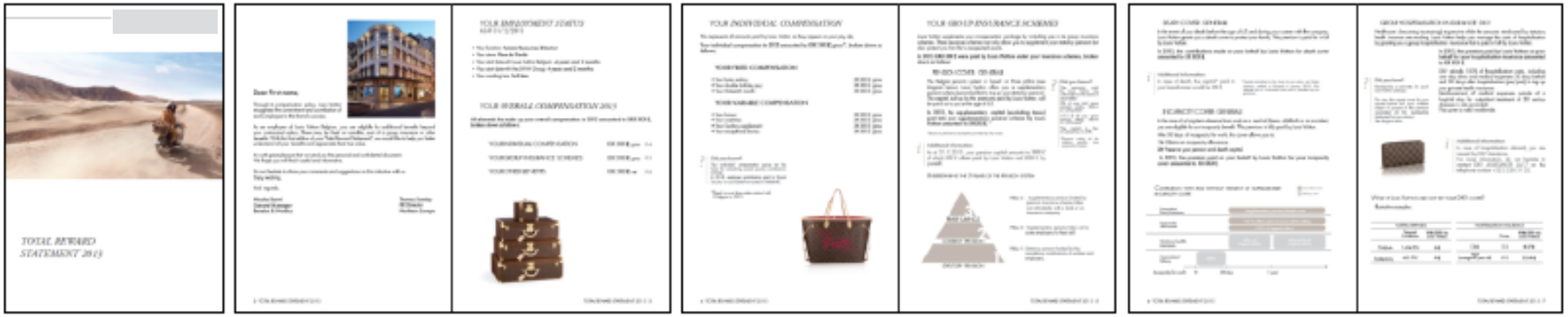




Appendix

A5, 12 pages





Contacts details

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Thank you