

Remuneration Fitness Check for **ZYX Australia Ltd** (sample only)

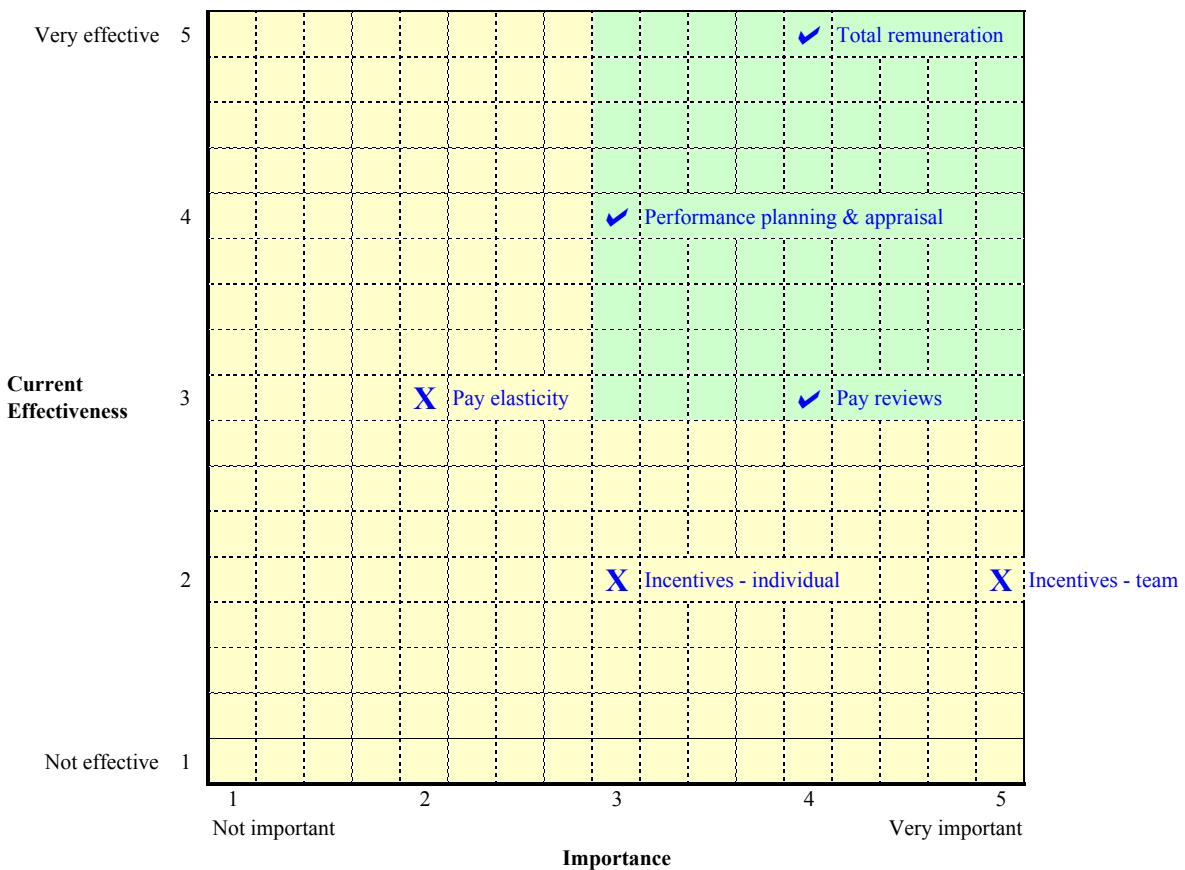
1) Preferred Organisation Culture assessment

A blend of attributes dominated by employees sharing a great commitment to deliver highest quality - in particular, the customer is king

This culture indicates the suitability of the following reward strategy elements:

- * Measures are medium term, emphasising customer goals
- * Modest base pay, with competitive incentives
- * Elastic base pay ranges
- * Base pay increases for capability
- * Tailored incentive criteria
- * Variable, flexible benefits

2) Diagnosis of priority remuneration programs



Given the assessment of Preferred Organisation Culture, all priority remuneration programs should be in the top right quadrant of this chart.

The remuneration programs that need immediate attention include:

- * Incentives - team
- * Incentives - individual
- * Pay elasticity

Please note: the above sample is prepared for demonstration purposes only - no warranty of accuracy or reliability is given and no liability will be accepted for errors or omissions or loss or damage suffered as a result of a person acting in reliance thereon.