|  |  |
| --- | --- |
| **Reward Framework Option Examples** | |
|  | |
| **Membership Based Benefits**  ***Cash or Cash Related*** | **Performance Based Rewards**  ***Non-Cash, Cash or Cash Related*** |
| Baseline Package per Job Grading | Variable Monetary Awards Based on Merit |
| Professional or Specialist Skills Allowances | Incentive Prizes |
| Mobile Phones, Uniforms & Medical Aid | Use of Assets ( Computers, Holiday Lodge etc) |
| Overtime | Team Building Workshops/Adventures |
| Training & Mentoring | Peer Review Visits to Other Offices/Factories |
|  | |
| **Membership Based Opportunities**  ***Cash, Non-Cash or Symbolic*** | Performance Based Recognition  ***Non-Cash or Symbolic*** |
|  |  |
| Advanced Training & Mentoring | Promotion & Career Coaching |
| Housing, Computer & Car Allowances | Inter Company Travel & Special Assignments |
| Flexible Working Hours | Recognition Awards and “PeP Badges or Pins” |
| Transportation (Shuttle Service) and Parking | Local and Foreign Research Time |
| At Work Childcare & Elder Care | Office & Parking Upgrades |
|  | |