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| **Reward Framework Option Examples** |
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| **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 |
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| **Membership Based Opportunities*****Cash, Non-Cash or Symbolic*** | Performance Based Recognition***Non-Cash or Symbolic*** |
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| 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 |
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