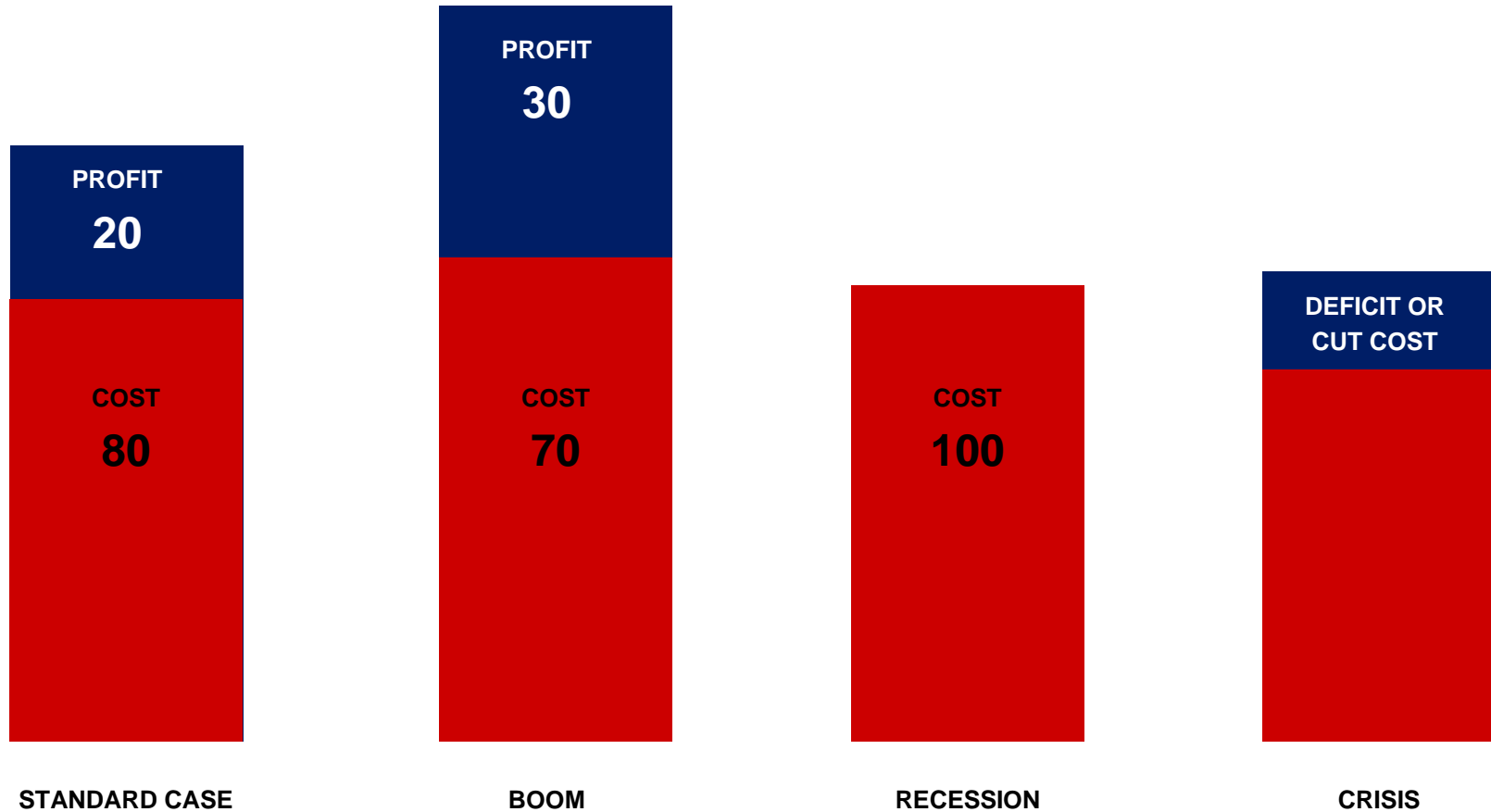


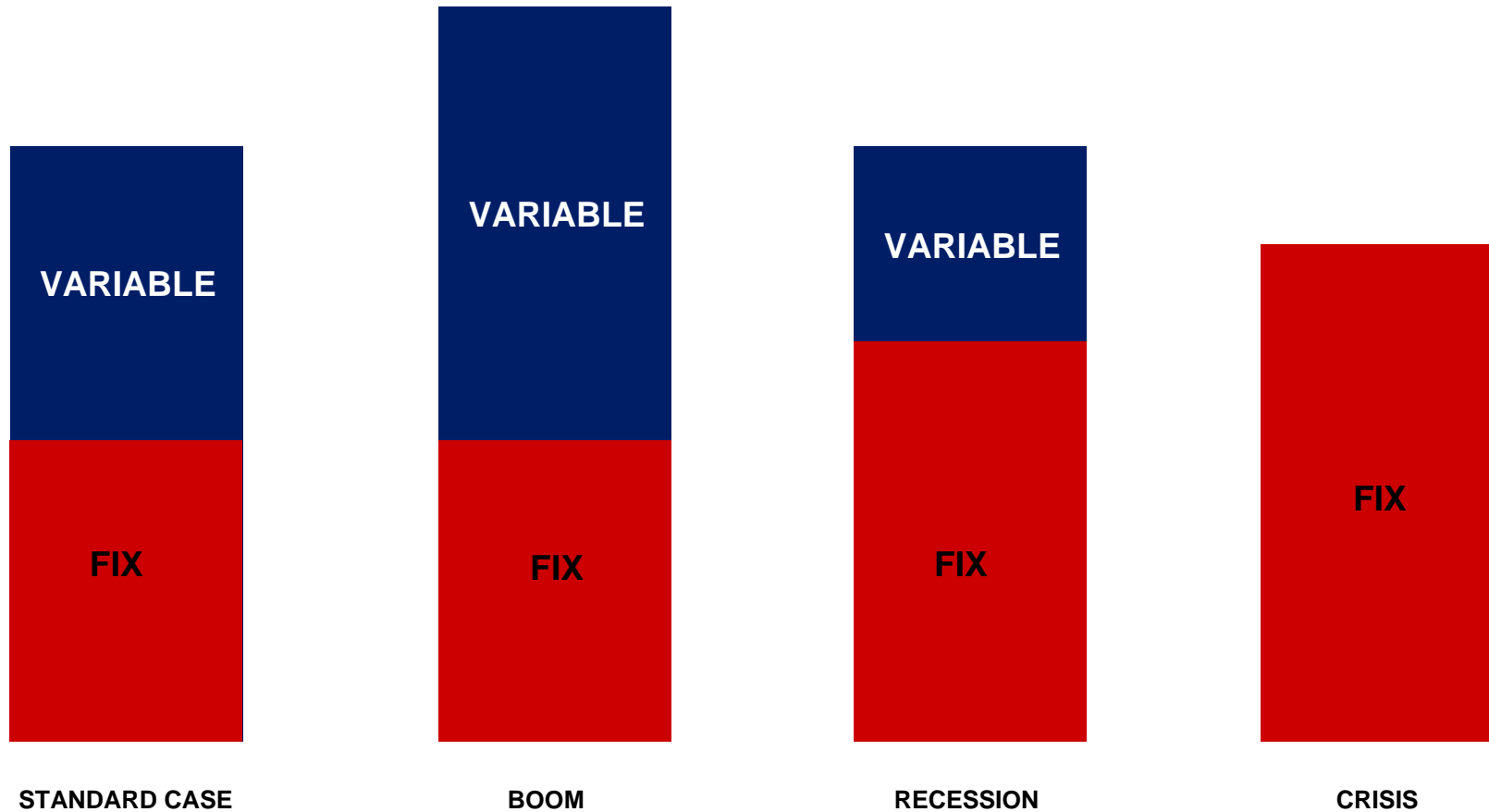
COMPENSATION AND MOTIVATION

Gerald Sakuler Executive Director Bene AG for Russia and CIS Countries

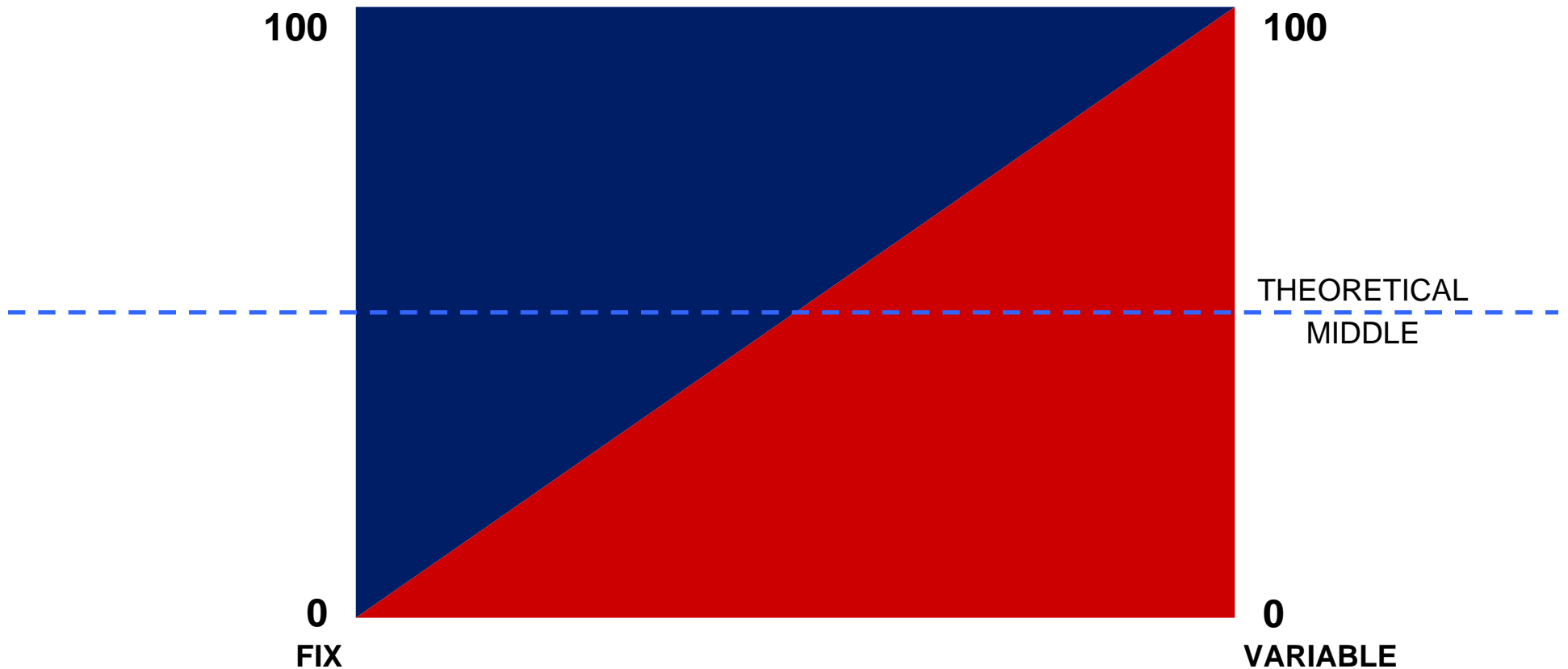
COMPANY SCENARIO



SALES MANAGER SCENARIO



STABILITY VERSUS RISK FIXED VERSUS VARIABLE



IN REALITY THE OPTIONS ARE DIFFERENT

FIX	VARIABLE	TOTAL
0	100	100
10	80	90
20	60	80
30	30	60
40	0	40

CONCLUSION

- **SALES MANAGERS INCOME DEPENDS ON THE GENERAL BUSINESS SITUATION**
- **SALES MANAGERS PROFIT FROM GOOD BUSINESS BUT SUFFER FROM BAD BUSINESS**
- **SO IN CRISIS TIME THE QUESTION IS IF TO LEAVE CONDITIONS UNCHANGED AND GIVE ADDITIONAL MOTIVATION TO INCREASE THE EFFORTS AND SURVIVE WITH LESS BUSINESS**
- **OR TO ALLOW A HIGHER FIXED PART**

MOTIVATION

- **TRAINING**

- **REDUCE WORKTIME OR MAKE IT FLEXIBLE**

- **ENLARGE WORKSTATIONS**

- **CHANGE COMPUTERS**