



HSM

BENEFITS PLAN

Index

Objectives	1
How Does HSM Remunerate its Employees?	2
HSM Benefits 2008	4

Objectives

- Create a “total compensation” plan for employees, which in addition to monetary remuneration, offers non-monetary benefits that add value
- Improve retention of personnel with tools that benefit the construction of a long term working relationship
- Improve the working environment
- Help the recruitment of personnel, employing the benefit plan as a tool to help attract people to the company
- Keep the company competitive with respect to the market through the mix of remuneration + benefits

How Does HSM Remunerate its Employees?

Remuneration

Basic Salary + Variable/Bonus

+

Non-monetary Benefits

Learning and Development

Work / Life Balance

Working Environment

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 Training
 Career development
 Performance management

.....
 Holidays
 Flexible hours
 Additional end of year holiday

.....
 HSM Culture

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Total Compensation

HSM Benefits 2009

Benefit	USA
Work Tools	Notebook, mobile phone, corporate credit card, BlackBerry (where necessary)
Training	<p>Implement a training plan that includes:</p> <ul style="list-style-type: none"> • All employees must take at least one internal or external course per year • Country Managers: Make provision for 2 training trips to other countries (eg WBF, Expo or an SMP) • The top 10% of employees will be invited to attend HSM events in other country • HR Corporate will produce an annual “must learn” collection of the best management articles of the year which will be sent to all employees in January (Already sent)
Health	HSM covers 70% of the cost
Holidays (by law)	3 week per year (or holiday prescribed by law in case of being higher)
Christmas week	The office will be primarily closed during the week from christmas to new year
Summer Schedule	HSM will chose 6 weeks during the summer where employees will be allowed to leave the office at 1pm on fridays

HSM Benefits 2009

Benefit	USA						
Internal Activities	<ul style="list-style-type: none"> • Integration activities (to take place at least once a year) – outdoors and/or recreational • HSM celebrations: Internal lunches to acknowledge the successful completion of projects; end of events 						
Childrens' Day	Once a year we will bring our kids to the office						
Birthdays	Half day (work until 13h) + monthly celebrations						
Anniversaries	<ul style="list-style-type: none"> • Gifts for wedding and births <table border="1" data-bbox="412 751 759 860"> <thead> <tr> <th data-bbox="412 751 560 791">Anniversaries</th> <th data-bbox="560 751 759 791">USA</th> </tr> </thead> <tbody> <tr> <td data-bbox="412 791 560 823">Weddings</td> <td data-bbox="560 791 759 823">250</td> </tr> <tr> <td data-bbox="412 823 560 860">Births</td> <td data-bbox="560 823 759 860">100</td> </tr> </tbody> </table>	Anniversaries	USA	Weddings	250	Births	100
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Births	100						
Career Recognition	<ul style="list-style-type: none"> • 5 years in the company: 1 weekend for 2 people • 10 years in the company (or more): 1 week for 2 people <p>Includes the cost of travel and stay. These days will be in addition to the holiday provision</p>						
Retirement/ Life Insurance	401K Plan will be implemented during the Q1 2008						
Spanish classes	Certain employees will be eligible for optional spanish classes						