

The background is a gradient from dark purple at the top to dark blue at the bottom, speckled with small white dots. On the left side, there are several concentric circles and a large circular scale with degree markings from 140 to 260. Some of the circles have arrows indicating a clockwise direction. The main title is centered on the right side in a large, white, sans-serif font.

RETAINING TALENT IN A WINDOWN/DIVESTMENT

MONEY, MOTIVATION & WELLBEING

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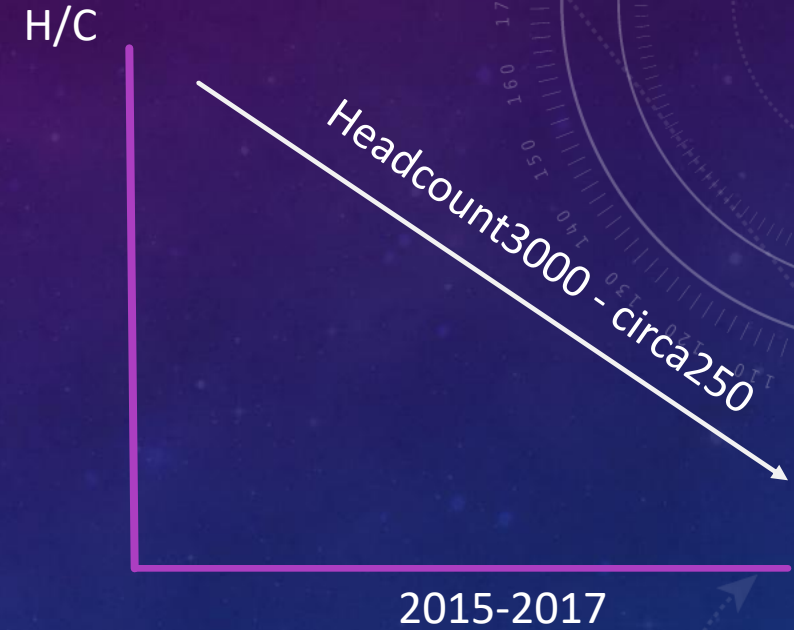


MY QUESTIONS TO YOU

- If you were faced with closing down/selling 90% of your Business
- With that in mind, what is the first thing you would do?

IT's OK to panic and think "I have no idea " because you will get through it

BACKGROUND AND TIMELINES

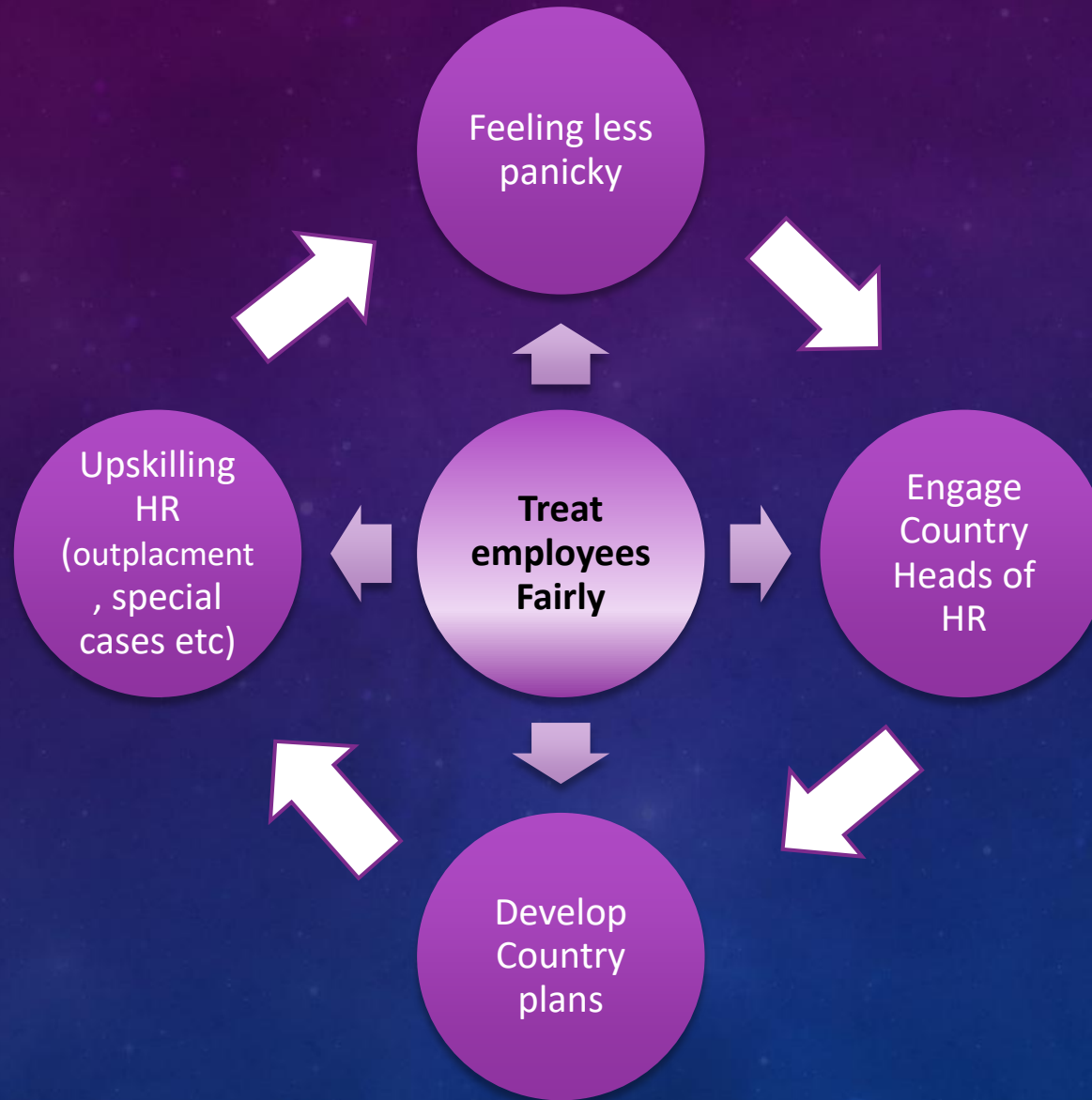


WHAT NEXT

- PANIC and then.....
- Reviewed Country severance policies
- Employee Critical list build
- Developed "Leaders Leading Change" programme
- Panic again.....



THE PLAN



FINANCIAL

No retention Bonuses



- Pay review
- Enhancements to severance policies
- Minimum severance floor
- Vesting of defined contribution pension schemes
- Pro-rated bonus for leavers
- IRD advance ruling

NON FINANCIAL



WELL BEING



Casual dress

LEARNINGS

- Union engagement
- Employee's taking annual leave
- Communication of redundancy terms
- Can be achieved without retention bonuses

Q&A

Any questions?