

# RGIS

# p<sup>4</sup>

## We're screwing you, and we want you to know!

First and foremost, it's because employees like you work hard in every event. When you work hard, we see savings every day!

RGIS has been very successful at implementing the new P4 pay-for-performance plan. The faster employees work, the less we have to pay out in wages. We can either complete inventories in a shorter period, or schedule fewer employees for the same work. Either way, the result is the same: more profit for us, fewer hours for auditors.

Incidentally, we hate periods

Now we want more business.

So why is more business important to you? It's because your productivity is so high, you're working yourself out of a job. More business gives you more opportunities to gain back hours you're not getting anymore, since we're doing more with less.

**More Customers = More Events = More Hours = More Pay**

Except...



p<sup>4</sup>  
plundering • propaganda • painstaking • poop

Smiles not representative of average RGIS employee.

## Except that we'd rather keep the profit.

When we announced the P4 system, we made it sound like a profit-sharing system: when we all worked well, we'd all benefit. Bonuses would be paid to everyone for successful inventories. And while implementing the plan, we set pay scales that would generate some profit for us.

But since you've been so willing to go along with this so far, we'd like to take it a little farther. On June 27, 2009 the APH Standards and Bonus Goals will be raised in several of our accounts. That means it'll be a little harder to earn the next level, a little harder for a team or individual to earn a bonus. You might even see a pay cut.

How is it pay-for-performance if achieving means we raise the standards so you don't get the pay? We don't know.

## Where will every dollar we save by reducing pay go instead?

- 1 We keep it:** Plain and simple. More profit for management and the stockholders.
- 2 We keep even more:** We can raise our prices since we finish faster, reducing impact on stores. We'll keep that profit too.
- 3 Expand the problem:** We can use extra margin to undercut competing inventory companies, forcing them to cut their rates and screw their workers too.

Your submission to the plan implies your agreement. With the ongoing recession, we don't expect there will be much resistance. There's not much work out there.

The only power you have is to work together and all fight back at once. All slack off together to guarantee yourself more hours, or all call off on an inventory so we have to cancel it— that would really hurt if it was a large store, like a Target. But unless you all cooperate, that won't work. And with the weak economy, we can probably just replace the lot of you. Don't try it.

It's only through your cooperation that we can succeed in our plans. Your District Management has no authority, and probably can not answer any additional questions that you may have.



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