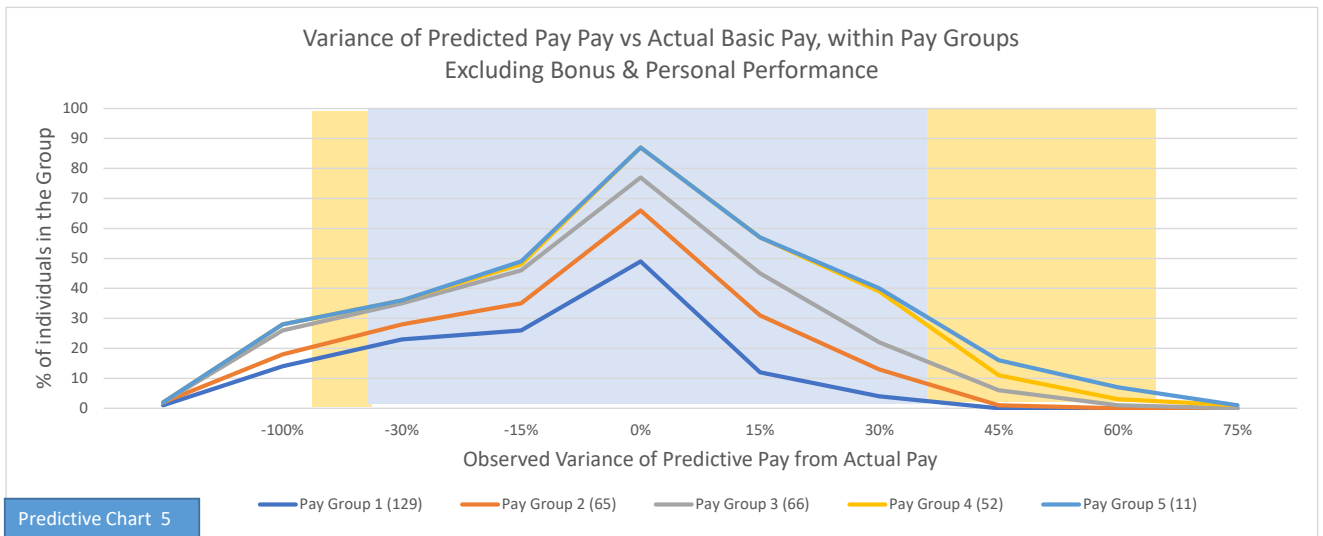


PLC-HO based SE UK

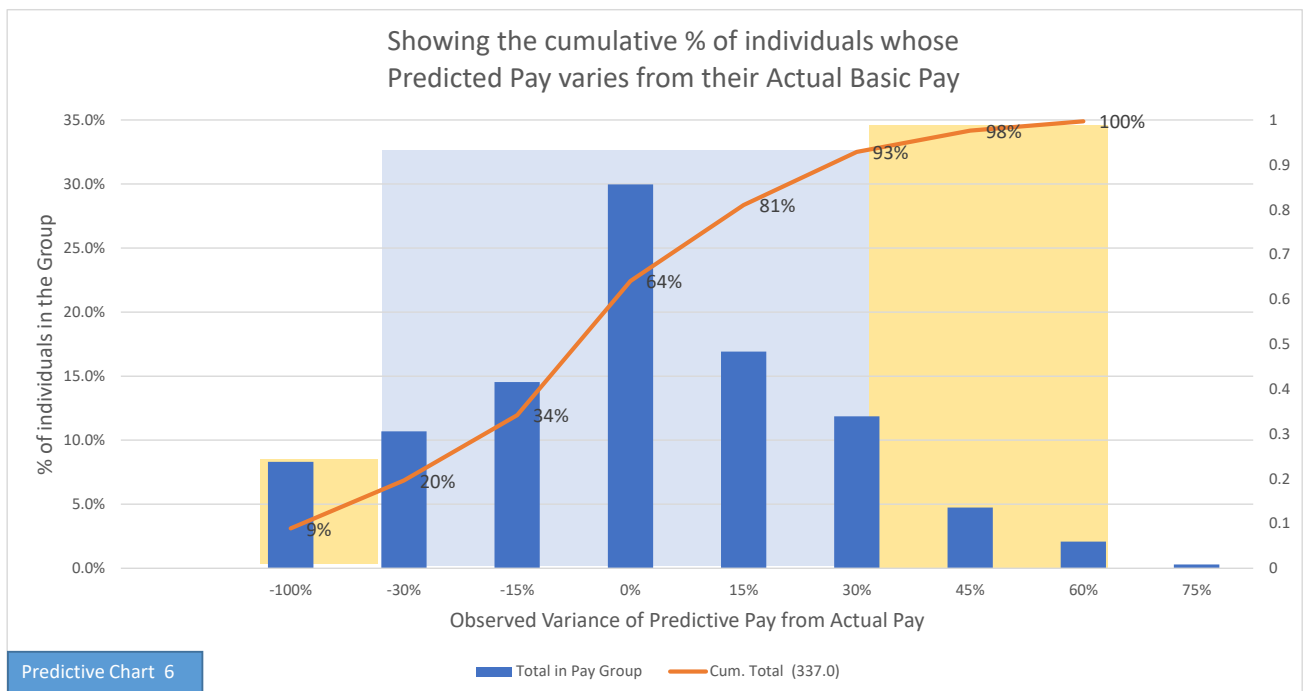
Evaluating the Accuracy of the Pay Predictive method for Basic Pay only: Excluding the highest paid staff.



Up to +/- 2 standard deviations (95% confidence) 68%

+/- 1 Standard Deviation (34%)

The chart clearly shows that there is wider variation in the upper bands, between the Pay of staff the higher the Pay Group. This characteristic is to be expected as more experience and skill will generally result in different levels of benefit derived by the business from the employment of the individual. This expectation is often reflected in the base pay of the more senior individuals, rather than included as a directly calculated bonus. The market scarcity of certain types of senior managers also affects pay rates.



This chart shows that 72.1% of staff actual pay, lies within 30.0% of the predicted pay level.
Also, that 92.9% of staff actual pay, lies within 45.0% of the predicted pay level.