

Figure 2: Nominal Wage Increases

■ AMCU: R12,500 over 4 yrs ■ Inflation ■ Offer: 21 January ■ Offer: 29 January ■ Offer: 17 April ■ Settlement

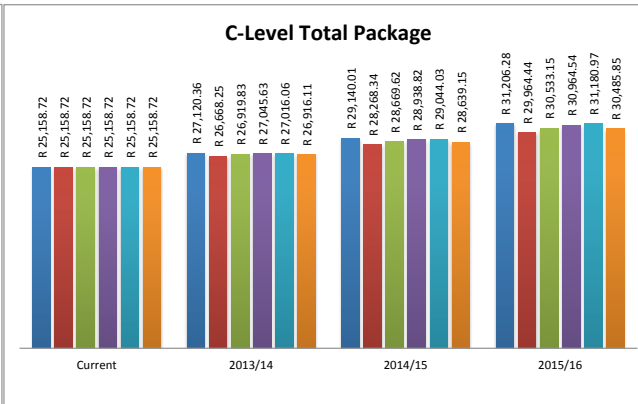
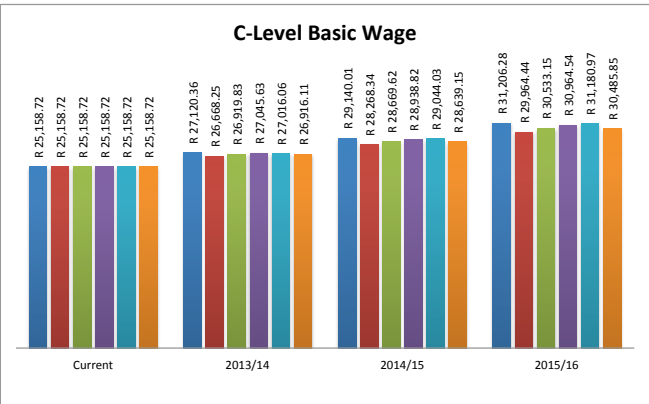
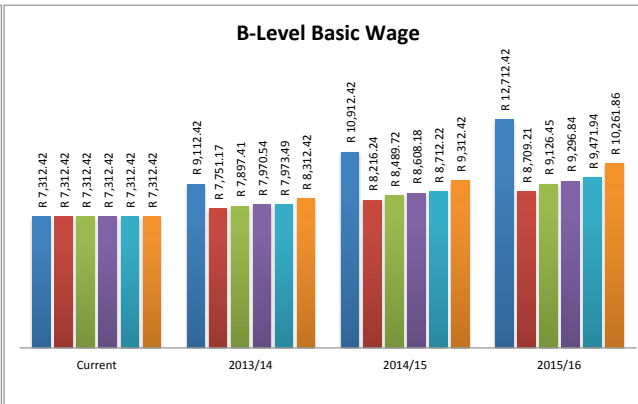
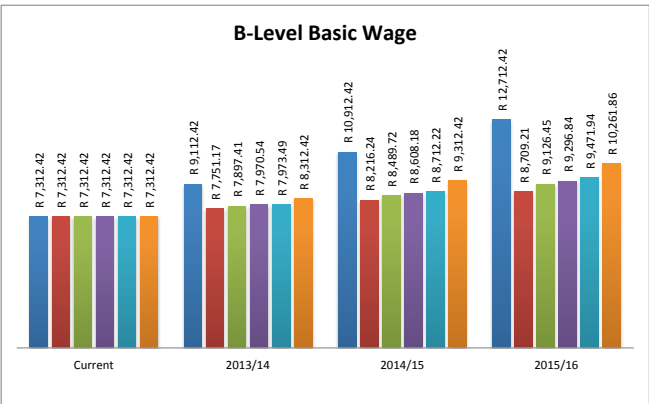
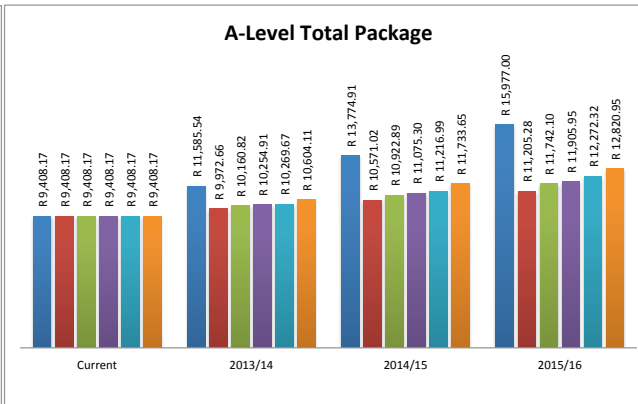
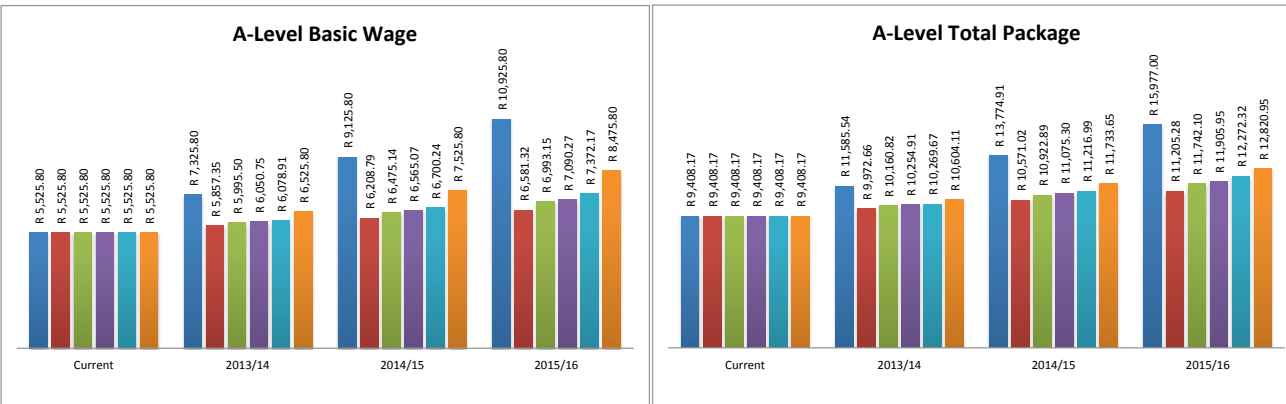


Figure 1: Percentage Increases

■ AMCU: R12,500 over 4 yrs ■ Inflation ■ Offer: 21 January ■ Offer: 29 January ■ Offer: 17 April ■ Settlement

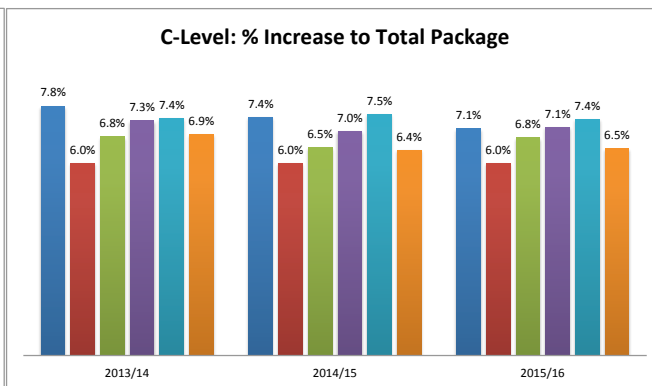
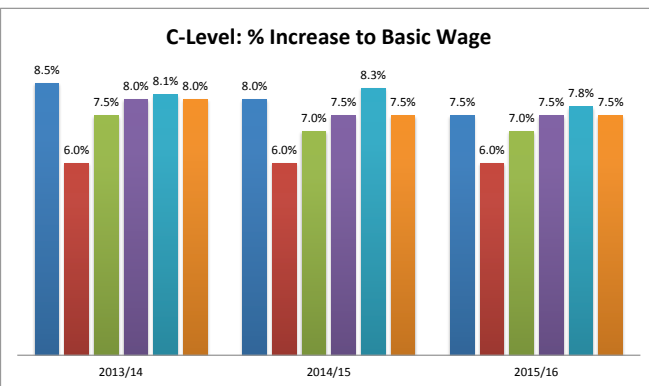
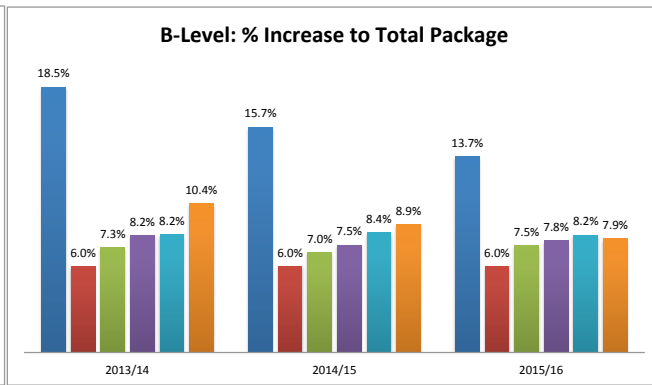
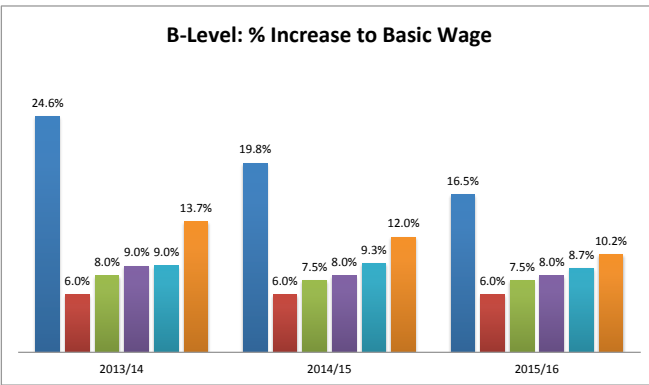
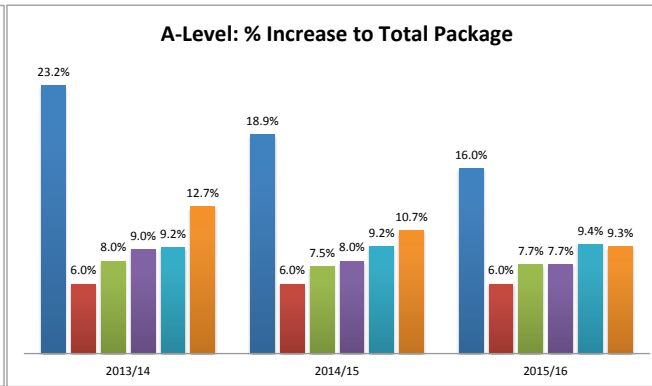
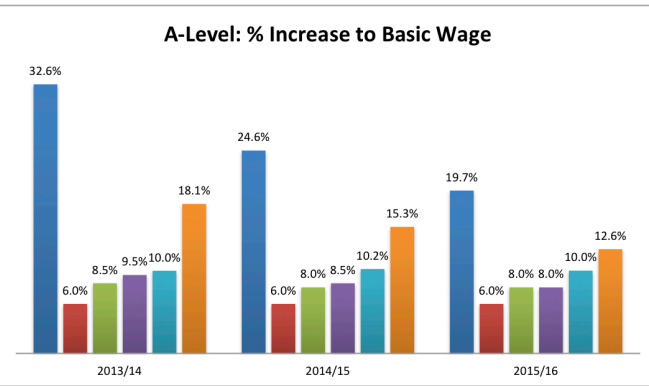


Figure 3: Total Cost to Company Comparisons

■ AMCU: R12,500 over 4 yrs ■ Inflation ■ Offer: 21 January ■ Offer: 29 January ■ Offer: 17 April ■ Settlement

Figure 3a: % Increase in Total Cost to Company (A, B, C Level)

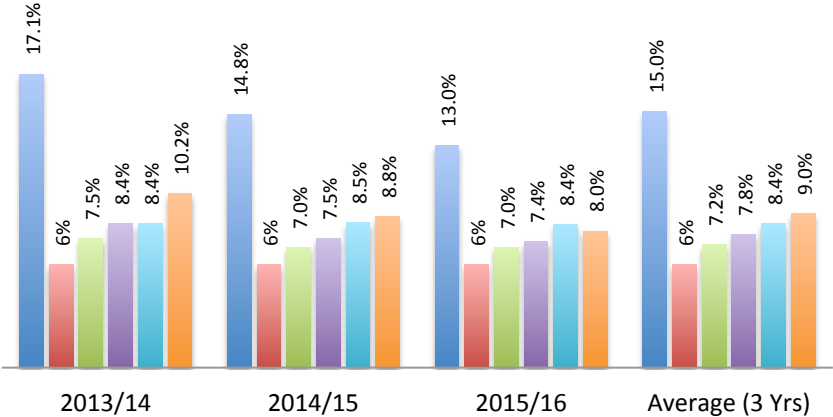


Figure 3b: % Increase Current vs. Third Year

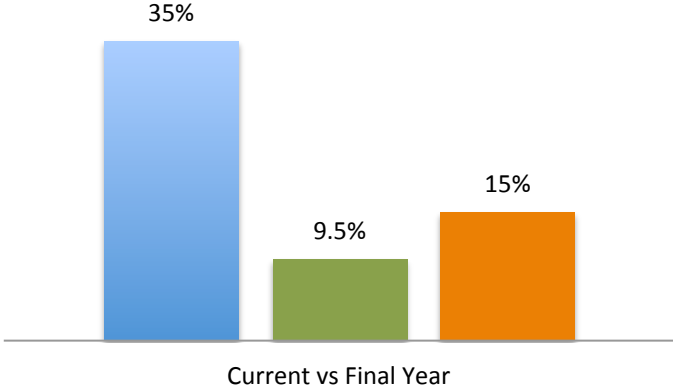


Figure 3c: % Increase in Total Cost to Company (A, B C Level)

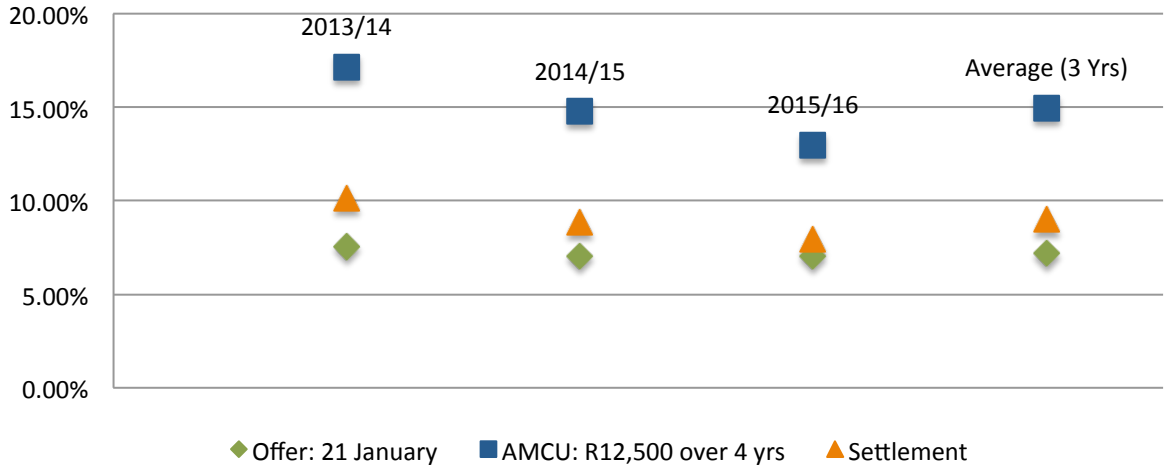


Figure 3d: % Difference Between the % Increases for Offer and Demand vs. Settlement

