

22/02/2022 22:22

Dear Colleagues

Rewards are usually only given AFTER something has been accomplished. For winning a race, for good grades or for excellent performances. Why not do it the other way around for a change? This idea has been on my mind for some time now. An experiment...

Why not give a reward in advance – in other words, not only promising it, but giving it, cash on the spot? What encourages performance more? A credit on trust and a reward in advance or only afterwards, after accomplishing something? Good question, don't you think so too? Let's just give it a shot now.

The following applies: Each one of you will get a bonus for the financial year 2022. Part-time staff and apprentices, as always, pro-rated. The reason for the bonus is to mobilise all performance reserves. Even though I know that you're already doing your best, this kind of incentive is important to me. It's all about a "portion of the fat spoils". According to our budget plan, the "spoils", our profit before tax, must amount to at least 40 million Euro this year. In order to reach this goal, we need turnovers, marginal returns and stringent cost management. The profit will only be right if we sell a lot and this at high prices, and, at the same time, avoid unnecessary spending & costs. That's self-evident.

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This task is the same every year – sometimes it’s easier and sometimes it’s more difficult. At the moment, it’s definitely very difficult – in view of exploding raw material prices and the lack of availability of everything we need in production – a herculean task. Procurement, production and dispatch have to go like clockwork, otherwise we’ll lose revenue. We need to sell everything we’ve got, not only our much sought-after fast-moving products and those that sell themselves, but also our specialities and please also our “clingy and faithful” inventories. Considering the exorbitantly rising raw material costs, we have no other choice but to increase our prices once or twice this year as well. The first time as soon as possible. 1st April 2022.

Right now, selling isn’t a problem for us at all, just the opposite. The problem is that we aren’t able to procure and produce the things our customers are ordering from us.

This, dear colleagues, is the present situation in a nutshell and the battle plan for 2022. So that you set about these tasks with energy and full of enthusiasm, I’m giving you a bonus BEFOREHAND, as a sort of booster, a performance injection. And so, Mr Maass will already let you have a bonus of 2,222 Euro gross with your March salary. Compatible with today’s date. 😊😊 This bonus is yours and isn’t linked to any conditions whatsoever, except that you continue working here until the end of the year. If you or we terminate your employment, this bonus will be deducted from your final paycheck. Please note: even if we don’t achieve our profit target of 40 million Euro, the bonus is yours without limitation!!! However, I firmly believe that we’ll reach this goal – also because of this really extraordinary performance injection beforehand. That’s what I think and that’s what will happen.

Okay then, to a successful experiment, which I, of course, will also track when I’m a pensioner. 😊😊

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Speaking of this: please don't be surprised if you still see me pottering around here for a few days at Günter Hiermaier's side. It's important to me that I end my job by tying up any loose ends and completing all my tasks. That's why I'm going to be working some extra hours or rather extra days. 😊😊

Kind regards



Ernst Prost
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