

HR COMMITTEE REPORT

Here are some HR updates from this past month:

— Hattori-san is to be promoted to AGM (Assistant General Manager), though this has not yet been formalized.

— Hattori-san has been working with our HR/payroll Haken staff and Wayne to update our staff work rules, which has not been done for several years.

— Iwamura-san received a new contract.

— The union formally accepted the salary increase that Wayne proposed at 2.5%, which is about the same as last year. This is especially important and pleasing as it was done in one meeting only, not several meetings like last year, or many meetings with legal fees incurred in previous years.

— Wayne is including a small performance-related bonus in the new budget and this will be paid out based on the Club's financial performance at year-end and individual staff performance based on a review/rating plan that Wayne will roll out in the new financial year.

Randy Schmidt, HR Committee Board Liaison

6 March 2025