

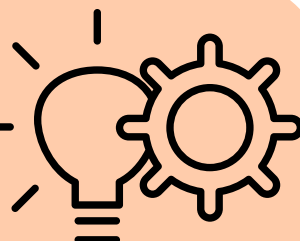
# AGGREGATE PAY FOR PERFORMANCE



## -HOW IT WORKS-

### 1. REVIEWS

A performance review is not a hard science. It factors in your behaviour, productivity, etc. to compute your overall performance as an employee. It is also not what is solely used to determine your wage increase.



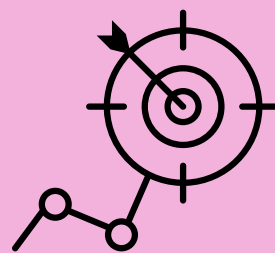
### 2. "THE MARKET"

This is the "going-rate" for your labour. To "overpay" their workers means loss profits, nor do they want to underpay them. They want to find the middle -- "the market" -- which applies to you and ag-workers everywhere.



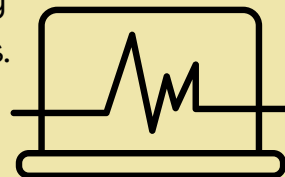
### 3. AGGREGATE

This is not a minimum wage increase. Instead, it is a commitment that they will pay their whole workforce, on average, a certain amount more each year. This means your pay rise is tied to what other workers get in the company.



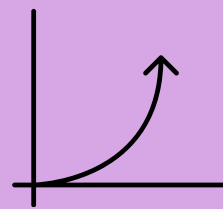
### 4. THE RANGE

Your placement in the range is where your pay falls in comparison to other Nutrien employees. The longer you work for the company, the higher in the range you may be, meaning you may start to see smaller pay rises each year regardless of how well you perform.



### 5. YOUR PERFORMANCE

Looking at your performance reviews, the company will make a calculation to see how you compare to other workers. This is based on opinions of you, nothing more, and is an imperfect system.



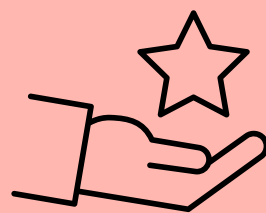
### 6. INFLATION

This is a non-factor when it comes to wage increases. Like all other inputs, the company wants to keep your labour costs as cheap as possible when costs start to rise.



### 7. "BONUSES"

These are not guaranteed, regardless of how well you and your station performed. This is fully under the control of management.



### 8. PAY INCREASE

Your pay increase depends on factors outside your control which put profit over how much value you contribute to your employer.

