



Discounted vehicles

Employees can purchase Toyota vehicles at Silver Fleet Discount prices. Contact The Commercial Manager at Currumbin on (07) 5589 2700 to request a Fleet Discount letter and simply take this to your local Toyota Dealership.



Study Support



Our Study Support Policy is designed to encourage personal and career development, help staff become more effective in their jobs and to increase potential within the Neumann Group. It aims to help staff obtain qualifications from recognised institutions, which will assist in present or future positions with the Company.

For approved applicants, the Company will reimburse 70% of admission fees, course fees and text books.

For full details, contact Human Resources on (07) 5589 2756.



Performance & Development Reviews

Our Performance and Development Review process is one of the key ways we identify areas for growth and development. The process provides a formal opportunity to give and receive feedback and also supports our commitment to improving project delivery by enabling a discussion between managers and individual employees in relation to their performance and development.

The process helps to ensure employees get

- Recognition of their contribution
- Feedback about how they are going
- Clear direction and goals to aim for
- The opportunity to develop their career

For more information contact:
Human Resources
Phone: 07 5589 2756



**NEUMANN
CONTRACTORS**

**Employee
Benefits**



Novated Lease Vehicles

The Neumann Group have appointed SG Fleet as the designated lease company for the purpose of establishing novated leases for motor vehicles. Novated Leases can only be made by 'Salary Level' employees. (Applications for Salary Packaging from other employees will be considered on a case by case basis).

For full details download the Salary Packaging Policy from the Neumann Group Intranet under "Human Resources Policies". Or contact Human Resources for a hard copy on (07) 5589 2756 if you cannot access the Intranet.



Superannuation Salary Sacrifice

An employee may salary package additional superannuation contributions to a complying superannuation fund. Contributions to the superannuation fund can only be made on behalf of the employee and the employee must provide evidence that the fund is a complying fund and that the employee is a member of that fund.

For full details download the Salary Packaging Policy from the Neumann Group Intranet under "Human Resources Policies". Or contact Human Resources for a hard copy on (07) 5589 2756 if you cannot access the Intranet.



Purchased Leave

This option is applicable only for salaried staff of Neumann Contractors.

Purchasing leave enables an employee reduce their annual salary in exchange for additional periods of either one or two weeks leave per year. to be taken at a mutually convenient time to the Company and the employee.

Purchased leave is not an entitlement or a right; each case shall be examined based on its assessed impact on the operational needs of the Company.

For more information download the Purchased Leave Policy from the Neumann Contractors IMS or contact Human Resources on (07) 5589 2756.



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Optus Corporate Employee Plans

As an Employee of an Optus Business corporate customer, you are eligible for great offers on Optus Mobiles, BlackBerry from Optus, Optus Wireless Connect and Internet services.

These are exclusive offers with very special rates for you and your family which allow you to enjoy rewards above and beyond what you might find in the stores.

Simply call 1300 550 018 and ensure you mention you are an employee of the Neumann group.

For more details visit Optus online at <http://www1.optusnet.com.au/offers/employeeplans/>



MBF Corporate Health Plan

To join MBF or request a product brochure call the Corporate Sales Team on 1300 653 525, visit your local MBF Member Centre or go to the website <http://www.mbf.com.au/corporate> and ensure you mention you are an employee of the Neumann group.



Employee Referrals



Refer a successful candidate to Neumann Contractors and you could receive a \$3000 payment for your efforts.

Incentives are paid in two (2) parts: \$1500 (gross) upon commencement of the referred candidate and an additional \$1500 (gross) if you and the introduced candidate are still employed by Neumann Contractors six months after the date of the referred candidate's commencement.

Positions Eligible for Referral - A list will be published from time to time which will show positions vacant in Neumann Contractors to which this incentive applies.

Payment of Incentives - All cash incentives will be paid to eligible employees through the payroll system and appropriate tax is payable.

For more information contact Human Resources on (07) 5589 2756.