


EON BANK

EON BANK BERHAD 國寶銀行 (92351-V)

Our ref. : GHR/IR/NUBE/0264/09
Your ref. : 12-003/09 - BAN/080/2009

Date : 10 March 2009

Mr J. Solomon
General Secretary
National Union of Bank Employees
12 NUBE House, 3rd Floor
Jalan Tun Sambanthan 3, Brickfields
50470 Kuala Lumpur

NUBE Head Office	
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10 MAR 2009	
Time:	
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Dear Sir

PERFORMANCE BONUS FOR FYE 2008

We thank you for your letter dated 2 March 2009 to our Group CEO regarding the above matter.

The Bank had taken the following approaches in relations to the payment of bonus for clerical/non-clerical employees who are members of NUBE:

- (a) The Bank, as a party to the MCBA/NUBE Collective Agreement (2006 – 2008) remain committed to fulfilling its obligations. In respect of bonus payment, the Bank notes the absence of Performance Bonus provision in the collective agreement, hence the issue of performance bonus payout to our employees who are members of NUBE does not arise.
- (b) The existing performance appraisal applied to all Clerical/Non-clerical employees is for assessment of performance for skills and career development purposes. Generally the appraisal focuses on competency achievement and not specifically on "Performance Measures/KPI".

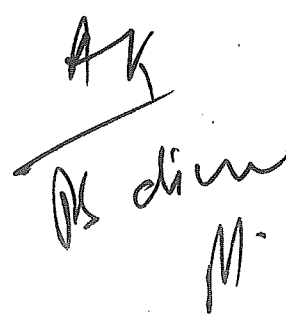
The Bank is concerned on the allegations of '*unfair labour practice*' and '*eruption of unfavourable working environment*'. It is our aim to provide a harmonious working environment vis-à-vis mutual compliance to the provisions of the collective agreement.

Thank you.

Yours faithfully
for EON BANK BERHAD



NOR ROZITA NORDIN
Head – Group Human Resource



- c.c.
1. Chairman, Board of Directors, EON Bank Berhad
 2. Group Chief Executive Officer

