

Remington[®]
DEFENSE

R WHY WE SHOULD REVISE OUR HR STRATEGY



**Strengthen Leadership
Capability**



**Improve Health and
Well-Being**



**Achieve Efficiency and
Increase Effectiveness**



**Build a Respectful,
Inclusive, Collaborative,**

- OPPORTUNITY TO ADDRESS ISSUES WITHIN THE ORGANIZATION
- ESTABLISH A MOTIVATING WORK ENVIRONMENT
- DISCOVER WHAT EMPLOYEES NEED
- TRAIN & APPLY NEW SKILLS IN THE WORKPLACE

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AREAS OF IMPROVEMENT

- RECRUITMENT & SELECTION
- COMPENSATION & BENEFITS
- PERFORMANCE MANAGEMENT AND DEVELOPMENT



THESE ARE MAJOR AREAS THAT DEFINE THE SUCCESS OF YOUR EMPLOYEES
AND YOUR OVERALL ORGANIZATION



RECRUITMENT & SELECTION

WHAT WE ARE DOING

- HIRING UNDER QUALIFIED & INEXPERIENCED EMPLOYEES
- PROVIDING PRE-EMPLOYMENT SCREENING & TRAINING

WHAT WE FOCUS ON

- AIDT
- Technical Knowledge
- Indicators
- Leadership
- Behavior
- Tool Usage

WHAT WE SHOULD BE DOING

- JOB DESIGN
- HIRING PEOPLE WHO FITS IN THE JOB DESCRIPTION & EXPERIENCED
- PROVIDE TECHNICAL KNOWLEDGE DURING TRAINING

RESULTS:

We use these techniques and hiring process to select the best qualified employee for Remington. It's all about applicant's responsibilities and work ethics.



COMPENSATION & BENEFITS

BCBS Health Insurance - Split 90/10

BCBS Dental Insurance (optional) paid by the employee

Life Insurance through Unum (optional) paid by employee

Matching 401(K) up to 8%

Accrued vacation - 1 week in first year of employment, 2 weeks starting at second year of employment

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Performance Management and Development

Goals:

Impact employee development in a positive way.

Demonstrate Continual Improvement and Lean Principles

Achieve company-wide awareness of mission.



Performance Management and Development

The Remington Performance System (RPS) -

- Purpose: To help identify performance status and promote growth within the employee.
- Involved:
 - Operators
 - Production Support
 - Sales
 - HR
- Four Basic Steps:
 - 1) Evaluation
 - 2) Directional Analysis
 - 3) Proactive Action
 - 4) Employee Feedback



Performance Management and Development

Remington Performance System (RPS):

- 1) Evaluation: Analyze Employee's progress towards their performance outcome goals by using self evaluation, peer reviews, etc.
- 2) Directional Analysis: Where does the employee place?

	Low-Performer High-Potential "Diamond in the rough"	Moderate-Performer High-Potential "Future Star"	High-Performer High-Potential "Top Talent"
Potential ↑	Low-Performer Moderate-Potential "Inconsistent player"	Moderate-Performer Moderate-Potential "Key Player"	High-Performer Moderate-Potential "Current Star"
	Low-Performer Low-Potential "Talent Risk"	Moderate-Performer Low-Potential "Solid Professional"	High-Performer Low-Potential "High Professional"
	Performance →		

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Performance Management and Development



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Performance Management and Development

- 3) Training and Development: We at Remington want Allow employee opportunity for growth. Self direction is key for employee development.
- 4) Employee Feedback: Employees should meet with HR department or management to voice their opinions following RPS training, job redesign, job enlargement, etc. Also use surveys or post test reviews to analyze effectiveness of training program or ROI are important for the employer





Performance Management and Development

Team Building - Away from workplace events, sponsored by Remington, to let groups of workers within a value stream build team skills and chemistry.

Personal Direction - We at RA want all the development of an employee to help them move towards their personal long-term goals.

RESOURCES

- http://www.al.com/business/index.ssf/2014/02/alabamas_incentive_offer_to_re.html
- <http://www.nbcnews.com/video/cnbc/39763223#58515374>
- <https://www.glassdoor.com/Salary/Remington-Arms-Salaries-E7130.htm>
- https://www.glassdoor.com/Benefits/Remington-Arms-US-Benefits-EI_IL14_IL15,17_IN1.htm
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