

Lyondell- Basell

LyondellBasell is one of the world's largest chemical companies, with more than \$40 billion in annual revenues and 15,000 employees worldwide.

Intelligence

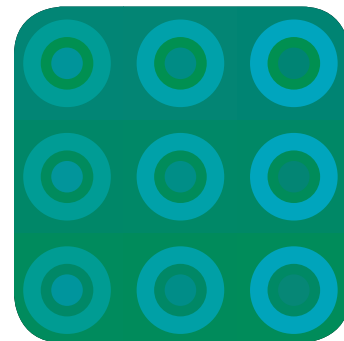
After the merger of the Lyondell chemical company and Basell, management wanted to promote a new united company and introduced a communications platform that encouraged employees' career growth and performance goals and promoted its benefit plans. The program utilizes a new corporate identity and offers components in print and online to employees in six languages.

Inspiration

Langton Cherubino Group, in conjunction with Mercer Human Resource Consulting, created the theme "The Right Mix," which emphasized the combining of legacy company cultures and used industry jargon, i.e., "mixing" chemicals. A new website portal dedicated to "Career Essentials" guided employees through benefit, retirement and investing programs. New brochures and a video tutorial were created to educate the company's international workforce.

Langton Cherubino Group

Design Intelligence / Design Inspiration
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Career Essentials: Le bon équilibre

Rémunération | Gestion des performances | Développement de carrière

October 2008

Your Bonus Opportunity

Starting January 1, 2009, you can share in Lyondellbasell's success through an annual bonus program called the Short-Term Incentive (STI).

Under the STI, you will have a performance-driven bonus opportunity based on your job. A portion of your actual STI award will be based on **corporate performance** (as measured by Lyondellbasell's corporate earnings) and a portion on **individual or local performance**. The split between these two will vary.

Exempt/Salaried Employees

Individual performance (measured by your performance against the individual goals you set with your manager) will be 70% of your bonus opportunity.

Corporate performance (measured by corporate earnings) will be 30% of your bonus opportunity.

Non-Exempt/Hourly Employees

Individual performance (measured by your performance against the individual goals you set with your manager) will be 70% of your bonus opportunity.

Corporate performance (measured by corporate earnings) will be 30% of your bonus opportunity.

When You Will Learn More

Remember, we will not reduce base pay if you receive no STI in the same job you held prior to the change. If you have changed jobs, your STI will be calculated on an individual basis.

The Right Mix for Performance Management and Career Development

A New Approach Linked to Pay

What are your essentials for performance management and career development? A process that aligns your individual goals with business objectives. **Coaching and feedback** that helps you maximize performance, grow your skills and develop your career. **Recognition** that comes with doing your part to achieve business success.

Supporting the growth and development of our people is essential to you and to our business. We believe your performance management and your career development are shared responsibilities between you, your manager and the company.

An Integrated Process

Our new performance management and career development program will provide the growth of our business by making each of us accountable for our individual performance. There is a link between your individual performance, your bonus and your career opportunity.

Supporting the growth and development of our people is essential to you and to our business. We believe your performance management and your career development are shared responsibilities between you, your manager and the company.

Starting in January, you will work with your manager to develop your individual goals for the coming year. The staff will work together to identify what we are going to do in 2009 and document a performance plan that you will review together. Your performance against your 2009 plan will drive the individual portion of your bonus payout.

The new performance management and career development process will take effect **January 1, 2009**.

Essential Elements and Essential Competencies

Superior Performance <ul style="list-style-type: none"> Customer focus Innovation Drive for Results Developing Opportunity Business Acumen 	Empowered People <ul style="list-style-type: none"> Self-motivation Self-empowerment Self-empowerment Developing Self & Others 	Social Responsibility <ul style="list-style-type: none"> Employee Well-being Local & Global Management Change
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Individual business and development goals required, in writing, that support and are aligned with business objectives. Leadership is what is expected of you in your role.

Ongoing coaching and feedback that will reinforce your objectives between you and your manager about performance progress.

Performance check-in to study your to-do list progress on current goals to make course corrections, and to discuss long-term career goals and desires.

Year-end performance assessment to review your overall performance, the results you achieved and how you demonstrated our Essential Competencies.

Performance calibration sessions in which managers will discuss performance of a broad employee group to ensure fair and consistent performance ratings and to identify successful and exceptional performance.

Performance and bonus pay discussion that occurs between a manager and an employee following the calibration session to share bonus information.

When You Will Learn More

We will support managers and employees with additional information and training, starting this September.

Benefits portal

Lyondellbasell Career Essentials: The Right Mix

Pay | Performance Management | Career Development | Benefits

Welcome to the Career Essentials site. We spent the past year working hard to get the right mix of programs for you that blend with your goals, performance management, career development, and, for U.S. employees, your healthcare, income protection and retirement benefits. This website is your home for information on these Career Essentials. We hope you return here often for updates on these programs.

Lyondellbasell Brochure and Presentation

Download the Brochure (requires Acrobat Reader) [Choose a Country]

Download the Presentation (requires Acrobat Reader) [Choose a Country]

FAQs

Read for frequently asked questions organized by topic, or submit a question to askhr@lyondellbasell.com

U.S. Benefits

401(k) Retirement Plan Tutorial Learn how your pension benefit will grow for you.

Fidelity HealthBenefits Benefits Annual Enrollment Coming soon!

Flash animation video/tutorial

Retirement Program for U.S. Employees

The Retirement Plan Fully funded by Lyondellbasell	The Savings Plan Funded by both you and Lyondellbasell
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The Retirement Plan

How you earn a benefit

The Retirement Plan

Take your benefit when you leave.