

# ICO, INC.



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This book is designed for human resources managers and directors of personnel who are concerned with labor productivity. It gives benchmarks and gap analyses used to gauge a company's performance vis--vis firms competing firms in the same sector, at the global level. In particular, this report covers ICO, INC., HOUSTON, USA. With the globalization of markets, greater foreign competition, and the reduction of entry barriers, it becomes all the more important to benchmark a company's performance against other firms on a worldwide basis. Doing so, however, is not an obvious task. First, one needs to find firms competing in the same sector. Second, one needs to control for exchange rate volatility. Finally, one needs use comparable financial standards. This report overcomes these issues and gives full human resources benchmarks vis--vis worldwide competitors who are present in the same narrow industrial classification. Benchmarks cover labor-asset ratios, labor-liability ratios, and labor-income ratios. Since our reports are printed on demand, the figures available are for the latest quarter and are the most up to date available (4 updates are produced each year).

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