

PayWell Moldova 2013 Salary and Benefits Survey !



PayWell Moldova 2013

Dear Madam / Dear Sir,

We are pleased to present you the annual Human Resources study conducted by PwC in 2013!

PayWell Moldova – Salary and Benefits Survey provides you with information both on compensation and benefits policies practiced by companies from the Moldovan market.

The survey report represents a practical tool which can assist companies management in taking the right competitive policies related to recruitment, employee retention, salary adjustment and overall reward management.

PayWell Moldova 2013

The following presentation provides detailed information regarding the content of PayWell report

We would also be happy to meet you and to provide you with additional details regarding PayWell Moldova 2013 Survey.

PayWell team

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PayWell Moldova 2013

Salary & benefits survey

About PayWell salary and benefits survey

PayWell report is a tool created to assist the HR professionals and companies' decision-makers to develop competitive remuneration policies that attract, motivate and retain talents that support the business strategy.

PayWell report provides specific information covering two main areas:

- Salary ranges for general and specific jobs, for the analysed sectors
- Compensation and benefits policies review

PayWell report is available in both Romanian and English.

Report content

1. Salary data

PayWell report presents statistics for an extensive set of benchmark jobs, in the following format:

- Mean, median, lower and upper quartiles, 10 and 90 percentiles for the following values: **monthly gross salary**, **annual guaranteed cash** (i.e. monthly salary x 12 + fixed bonuses), **annual variable pay** (performance bonuses and/ or sales commissions), **total annual cash** (monthly salary x 12 +fixed bonuses + variable bonuses). The salary statistics are presented for the entire country and by region.
- Information on the number of **job holders** and the number of **companies** that provide data for each job.
- **Benefits** value per year.
- **Car value** (total acquisition price).

C5 System Administrator Overall Market

| Statistics | Count | Percentile 10 | Percentile 25 | Average | Median | Percentile 75 | Percentile 90 |
|-------------------------|---------|---------------|---------------|---------|--------|---------------|---------------|
| Monthly base pay | 22 / 11 | 4,500 | 5,692 | 8,002 | 6,900 | 9,464 | 11,883 |
| Annual guaranteed cash | 11 / 4 | 54,000 | 68,304 | 99,754 | 82,800 | 124,458 | 148,009 |
| Annual variable pay | 18 / 7 | 1,708 | 6,730 | 15,998 | 13,730 | 20,522 | 28,195 |
| Variable pay (payout) % | 18 / 7 | 2.50% | 7.01% | 18.08% | 15.87% | 20.00% | 21.93% |
| Variable pay (target) % | 12 / 4 | 10.00% | 21.70% | 29.34% | 24.75% | 25.00% | 26.31% |
| Total annual cash | 18 / 7 | 60,000 | 74,900 | 112,879 | 82,800 | 144,506 | 166,535 |

| Statistics | Count | Percentile 25 | Average | Median | Percentile 75 |
|-------------------------|--------|---------------|---------|--------|---------------|
| Benefits value per year | 11 / 4 | 7,380 | 12,007 | 14,310 | 17,020 |
| Car value | - | - | - | - | - |

Source: PayWell Moldova 2013 salary and benefits survey

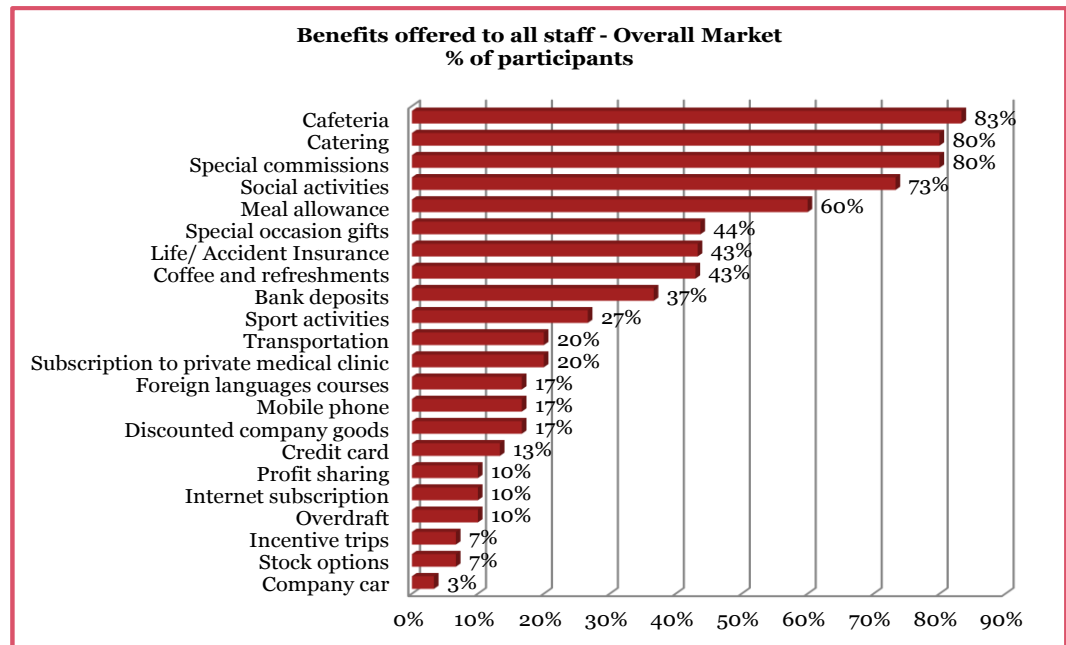
Report content

2. Compensation and benefits analysis report

The report analyses compensation and benefits policies applied by participating companies. The information is presented for the entire sample of companies and across sectors.

Analysis of compensation policies, e.g. salary policies, fixed bonuses, variable bonuses, entry-level salaries and probation period, holiday, overtime and flexible work policies, employees relations, special compensation programmes (relocation, retention)

Analysis of benefits offered to employees - for each type of benefit the report presents information on the staff category that receives it, the cost and the utilisation policy.



Source: PayWell Moldova 2013 salary and benefits survey

Report content

3. Benchmarking tool

This tool enables you to assess and report the position of your salaries against sample statistics.

The tool calculates the ratio of your salary against sample statistics and generates an output that positions your salary within the range.

BENCHMARKING TOOL

Overall Market Sector

C5 System Administrator



Please select the position:

C5 - System Administrator

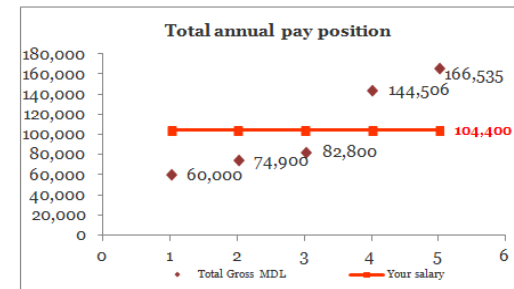
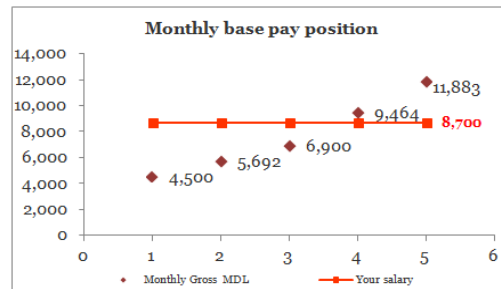
Please fill in the position salary information:

Monthly base pay: Gross MDL

Fixed bonuses: Gross MDL

Variable pay: Gross MDL

| Overall Market Sector | | |
|-----------------------|------------------|------------------|
| General statistics | | |
| Gross MDL | Monthly base pay | Total annual pay |
| MEAN | 8,002 | 112,879 |
| Percentile 10 | 4,500 | 60,000 |
| Percentile 25 | 5,692 | 74,900 |
| MEDIAN | 6,900 | 82,800 |
| Percentile 75 | 9,464 | 144,506 |
| Percentile 90 | 11,883 | 166,535 |



Source: PayWell Moldova 2013 salary and benefits survey

Report content

4. Interactive tool *

The report provides an analysis tool which allows the selection of a sample of companies based on the following criteria:

- Number of employees
- Turnover

This tool offers you the possibility to obtain a relevant comparison with the reference market.

INTERACTIVE TOOL

Please select the position:

Please select filter criterion:



| F5 | | | Sales Supervisor | | | | | | | | | | | | | | |
|--------------------|--|----------------|------------------|-------------------|--|----------------------|--|----------------|----------------------|-------------------|--|---------------|--|----------------|---------------|-------------------|--|
| Entire market | | | Your choice | | | Headcount 101 to 500 | | | Headcount 101 to 500 | | | versus | | | Entire market | | |
| General statistics | | | | | | Selected statistics | | | | | | | | | | | |
| Gross MDL | | Monthly salary | | Total annual cash | | Gross MDL | | Monthly salary | | Total annual cash | | % | | Monthly salary | | Total annual cash | |
| MEAN | | 9,177 | | 129,939 | | MEAN | | 11,050 | | 141,115 | | MEAN | | 20% | | 9% | |
| Percentile 10 | | 5,400 | | 64,800 | | Percentile 10 | | 5,400 | | 64,800 | | Percentile 10 | | 0% | | 0% | |
| Percentile 25 | | 6,089 | | 92,400 | | Percentile 25 | | 9,600 | | 115,200 | | Percentile 25 | | 58% | | 25% | |
| MEDIAN | | 7,700 | | 128,659 | | MEDIAN | | 11,050 | | 135,375 | | MEDIAN | | 44% | | 5% | |
| Percentile 75 | | 11,100 | | 138,750 | | Percentile 75 | | 11,914 | | 154,055 | | Percentile 75 | | 7% | | 11% | |
| Percentile 90 | | 14,354 | | 216,442 | | Percentile 90 | | 16,497 | | 223,426 | | Percentile 90 | | 15% | | 3% | |

Source: PayWell Moldova 2013 salary and benefits survey

* The interactive tool is available only within the Full version of the report.

Thank you!