

PayWell Moldova 2012 Salary and Benefits Survey!

PayWell Moldova 2012

Dear Madam / Dear Sir,

We are pleased to present you the annual Human Resources study conducted by PwC in 2012!

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 2012

The following presentation provides detailed information regarding:

- Your involvement, as participant in PayWell study
- Content of PayWell report
- Fees
- Planning

We would also be happy to meet you and to provide you with additional details regarding PayWell Moldova 2012 Survey and advantages of participating in this study.

PayWell team

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PayWell Moldova 2012
Salary & benefits study

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About PayWell salary and benefits study

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

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).

J3

Head of Budgeting, Controlling & Reporting

Overall Market

Statistics	Count	Percentile 10	Percentile 25	Average	Median	Percentile 75	Percentile 90
Monthly base pay	8 / 7	-	15,215	21,750	22,142	25,500	-
Annual guaranteed cash	2 / 2	-	204,014	272,179	265,709	306,000	-
Annual variable pay	3 / 3	-	-	64,030	48,882	-	-
Variable pay (payout) %	3 / 3	-	-	22.07%	21.96%	-	-
Variable pay (target) %	2 / 2	-	-	-	-	-	-
Total annual cash	3 / 3	-	235,344	296,190	282,000	318,225	-

Statistics	Count	Percentile 25	Average	Median	Percentile 75
Benefits value per year	5 / 4	-	4,598	5,500	-
Car value	1 / 1	-	-	-	-

Source: PayWell Moldova 2011 salary and benefits survey, Compensation and benefits analysis report

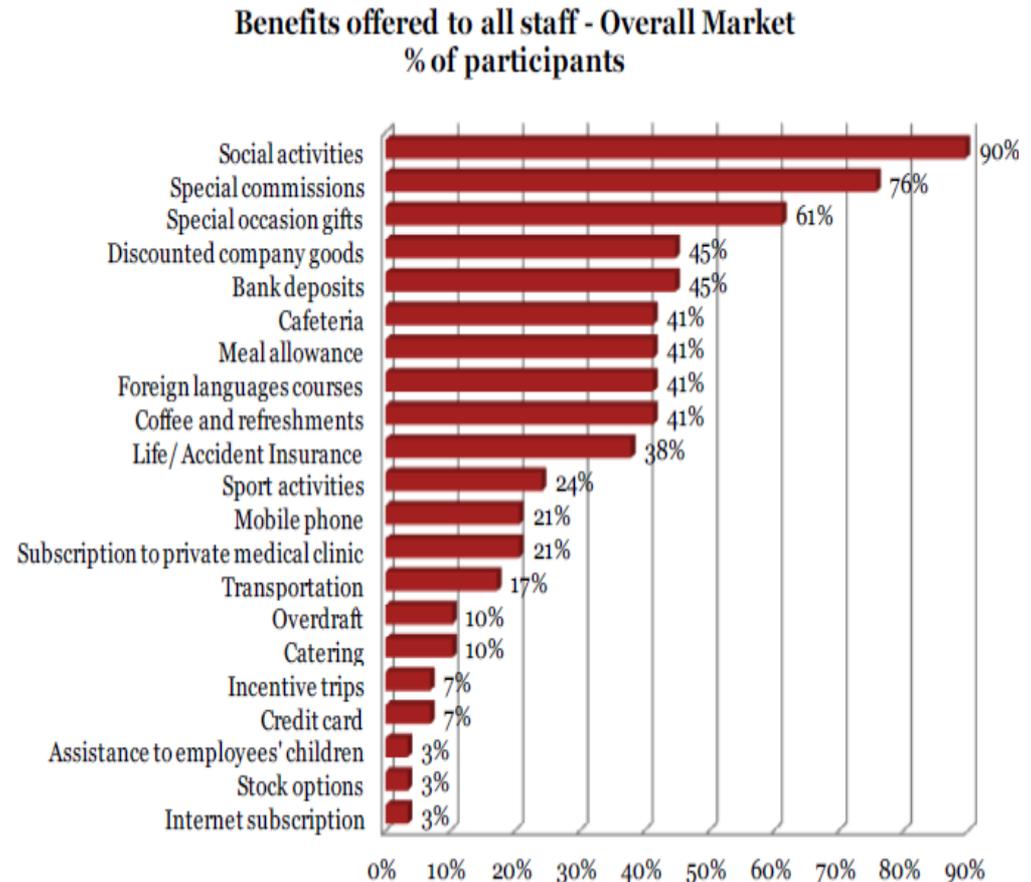
Report content

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 2011 salary and benefits survey, Compensation and benefits analysis report

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

Banking Sector

C2 | **IT Manager**

Please select the position:

C2 - IT Manager

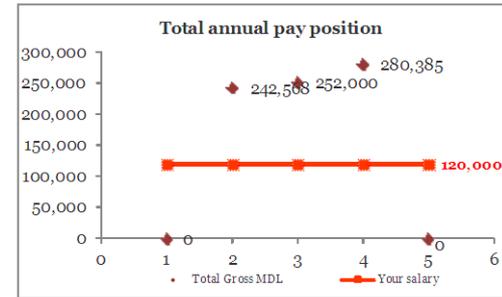
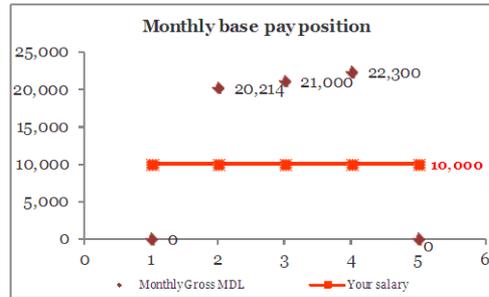
Please fill in the position salary information:

Monthly base pay: Gross MDL

Fixed bonuses: Gross MDL

Variable pay: Gross MDL

Banking Sector		
General statistics		
Gross MDL	Monthly base pay	Total annual pay
MEAN	22,451	273,063
Percentile 10	-	-
Percentile 25	20,214	242,568
MEDIAN	21,000	252,000
Percentile 75	22,300	280,385
Percentile 90	-	-



Source: PayWell Moldova 2011 salary and benefits survey, Benchmarking tool



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



F7			Sales Representative																							
Entire market			Your choice			Turnover less than 10 mln EUR			Turnover less than 10 mln EUR			versus			Entire market											
General statistics						Selected statistics																				
Gross MDL			Monthly salary			Gross MDL			Monthly salary			Total annual cash			%			Monthly salary			Total annual cash					
MEAN			4,414			56,386			MEAN			3,069			36,824			MEAN			-30%			-35%		
Percentile 10			2,457			29,482			Percentile 10			2,500			30,000			Percentile 10			2%			2%		
Percentile 25			3,200			38,400			Percentile 25			2,705			32,460			Percentile 25			-15%			-15%		
MEDIAN			4,164			59,696			MEDIAN			3,200			38,400			MEDIAN			-23%			-36%		
Percentile 75			5,900			73,750			Percentile 75			3,350			40,200			Percentile 75			-43%			-45%		
Percentile 90			6,850			84,993			Percentile 90			3,500			42,000			Percentile 90			-49%			-51%		

Source: PayWell Moldova 2011 salary and benefits survey, Interactive tool

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

Fees

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Fees

Package ->	Full package, comprising:	Full report, comprising:	Sector package, comprising:	Sector report, comprising:
Content ->	<ul style="list-style-type: none"> ➤ Salary statistics for all sectors analysed in the study ➤ Compensation and benefits analysis report ➤ Benchmarking tool ➤ Customised analysis tools 	<ul style="list-style-type: none"> ➤ Salary statistics for all sectors analysed in the study ➤ Compensation and benefits analysis report 	<ul style="list-style-type: none"> ➤ Salary statistics for one sector, of your choice ➤ Compensation and benefits analysis report ➤ Benchmarking tools 	<ul style="list-style-type: none"> ➤ Salary statistics for one sector, of your choice ➤ Compensation and benefits analysis report
Fee* ->	Participant - EUR 1100 Non-participant - EUR 2200	Participant - EUR 800 Non-participant - EUR 1600	Participant - EUR 650 Non-participant - EUR 1300	Participant - EUR 480 Non-participant - EUR 960

* The fees do not include VAT

Planning

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Planning

Project stage
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Activities & your involvement

<p>Read our invitation email.</p>	<p>Confirm the participation of your company in PayWell Moldova 2012 survey by replying to the invitation e-mail.</p>	<p>PwC specialists will contact you in order to agree on the best option for the presentation of data collection questionnaires.</p> <p>Advance payment, upon your request</p>	<p>PayWell survey uses two data collection materials.: a salary data collection sheet, in which you will fill in your employees' salary information and a compensation & benefits policies questionnaire, which gathers information about remuneration policies in your organisation.</p>	<p>Receive the report you ordered.</p>
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Thank you!