

PwC Compensation Survey 2008



*connectedthinking

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PwC Compensation Survey 2008

Introduction

PricewaterhouseCoopers is pleased to inform you that our Compensation survey of Russian and international companies operating in Russia is now available. It is the 11th edition since 1998.

PwC Compensation survey 2008 provides detailed information on salary policies and benefits of Russian and multinational companies, as well as comprehensive data on salary levels.

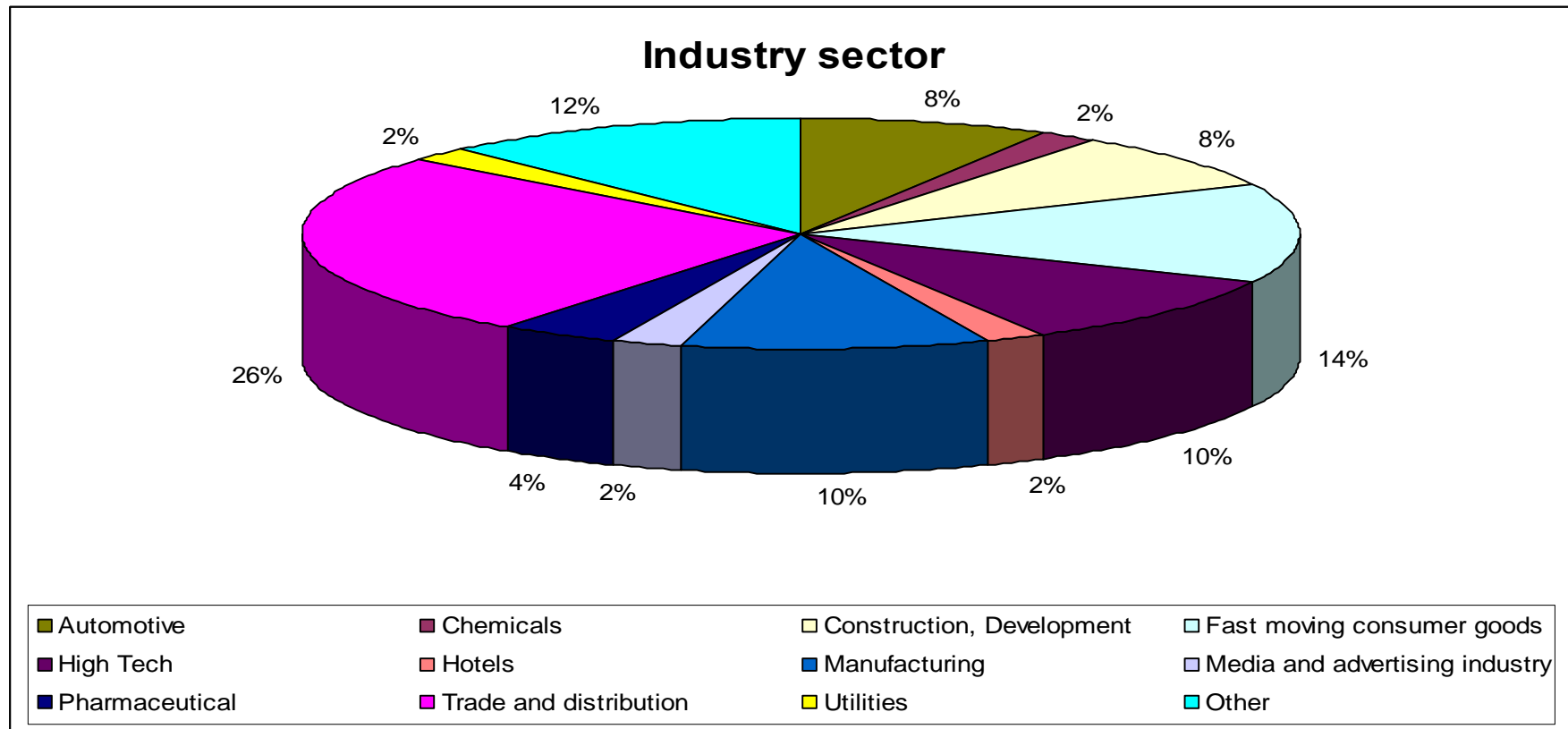
The survey report represents a practical tool with the purpose to assist you in developing competitive policies regarding recruitment, compensation and benefits, employee retention and overall reward management. The survey report gives you a sound basis for implementing an effective compensation strategy.



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Participants

50 companies from the following industries participated in the survey in 2008:



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List of participants

- Aegis media
- Airbus (ECAR)
- Amway
- Boiron
- Bunge
- Cargill
- CQG
- Dontabak
- Efes Brewery
- Eksmo
- Elkat
- Enrof
- Genser
- Golden Telecom
- Gotek
- Hines
- Integrated Electric Systems
- Kavkaz-M
- Marriott
- Mary Kay
- Megafon
- Marriott
- Mary Kay
- Megafon
- Mercedes
- Miel
- Mitsubishi Corporation
- Nestle
- Nezavisimost
- Nizhpharm
- Otkritie Investicii
- Prodo Management
- Schindler
- Sibirskiy Bereg
- Sika
- Sitronics
- Stockman
- Sukhoi Civil Aircraft
- Sveza
- Svyaznoy Far East
- Svyaznoy Groop
- Svyaznoy Kazan
- Svyaznoy Niznii Novgorod
- Svyaznoy Siberia
- Svyaznoy South
- Svyaznoy St. Pete
- Svyaznoy Ural
- Tele 2
- Topliga
- Triumph
- UK Gaz Group
- Volgadnepr
- WimmBillDann

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Geography

The data was submitted in Moscow and Moscow region, Saint-Petersburg and Leningrad region, as well as in 6 following regions:

- Central Russia
- South Russia
- Volga region
- The Urals
- Siberia
- Russian Far East

The data was provided for 74 Russian cities

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Structure and contents

The survey will consist of 3 main parts:

- Company policies
- Compensation data for Moscow
- Regional compensation data

The report includes:

- Key findings and observations both on salary practices and benefits and salary levels in Moscow and regions
- Tables with salary data for more than 100 positions
- Data on salary practices and benefits presented as graphs and tables with detailed comments

The report is provided on the CD

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Structure and contents – salary data

Complex salary data for each position is provided in the following format:

- Statistics on annual base salary, annual bonus and annual total compensation (average, median, 25th and 75th percentiles). The annual salaries and bonuses are presented as gross amounts, in US Dollars
- Information on the number of job holders and the number of companies that provided the data on each position
- Summary of main benefits offered per position (company car, mobile phone, medical insurance etc.), reported as a percentage of job holders that receive the benefit

Please, see an example on the next slide

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Salary data output – sample

Compensation data / Данные по вознаграждению

	Annual base salary Годовая базовая зарплата		Actual bonus received for 2007 Фактический бонус за 2007 г.		Target bonus for 2008 Целевой бонус на 2008 г.	Maximum bonus for 2008 Максим. бонус на 2008 г.	Total direct compensation Общее вознаграждение	
	<i>Roubles</i>	<i>USD</i>	<i>Roubles</i>	<i>USD</i>	%	%	<i>Roubles</i>	<i>USD</i>
	<i>Рубли</i>	<i>Доллары</i>	<i>Рубли</i>	<i>Доллары</i>			<i>Рубли</i>	<i>Доллары</i>
10th percentile 10-й перцентиль	340,727	12,652	17,505	650	8%	8%	376,616	13,985
25th percentile 25-й перцентиль	427,935	15,891	29,808	1,107	9%	10%	469,015	17,416
Median Медиана	483,151	17,941	50,763	1,885	11%	15%	538,600	20,000
75th percentile 75-й перцентиль	600,485	22,298	85,395	3,171	18%	26%	640,652	23,790
90th percentile 90-й перцентиль	752,877	27,957	116,877	4,340	30%	125%	779,026	28,928
Average Среднее арифметическое	522,675	19,409	62,843	2,334	16%	29%	572,107	21,244
# of companies Количество компаний	26		19		20	17	26	
# of job holders Количество работников	177		93		106	89	177	

Benefits data/ Информация о льготах

	Company cars Машина компании	Mobile phones Мобильные телефоны	Company loans Кредиты компании	Medical insurance Медицинское страхование	Life insurance Страхование жизни
# of job holders Количество работников	6	12	23	161	49

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Structure and contents – salary practices and benefits

Analysis of compensation trends:

- Salary policies
- Employment relations
- Salary review
- Salary increase
- Bonuses
- Working hours and overtime
- Outsourcing
- Holiday policy
- Sick leave, maternity leave, child care leave policy
- Retention programs of key employees

Employee benefits:

- Medical insurance
- Life insurance
- Free / Subsidised meals
- Mobile phones
- Corporate cars
- Relocation benefits

For each benefit, we will report information for:

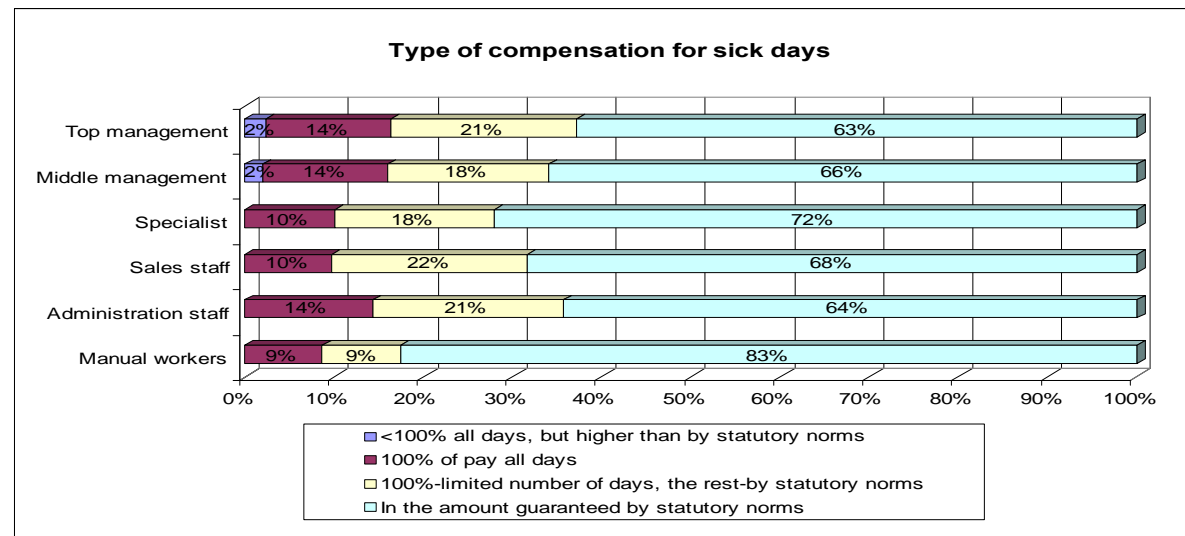
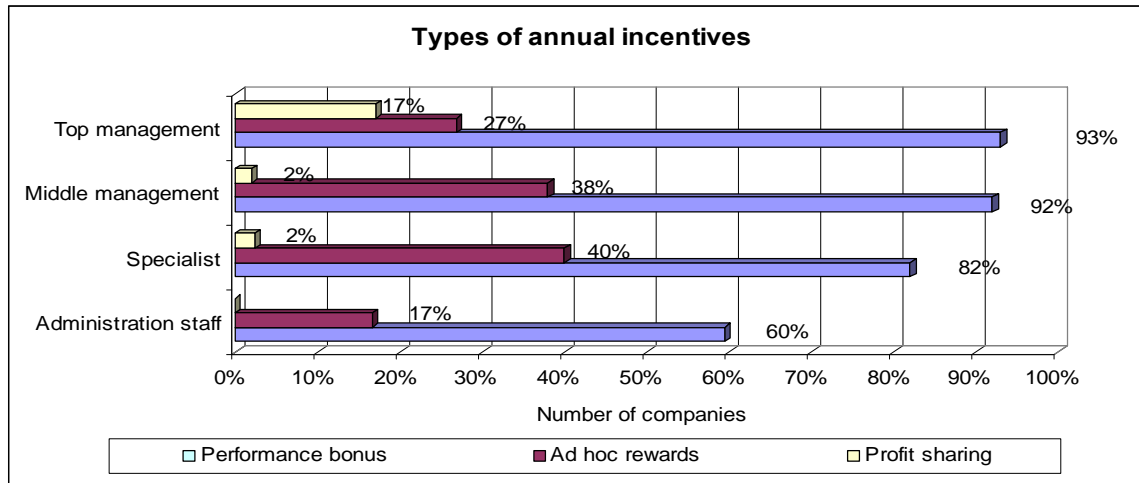
- staff categories that are entitled to it
- cost/value
- usage policy

The report analyses compensation and benefits policies for the entire sample and across staff categories.

Please find below a sample of compensation and benefits output

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Salary practices and benefits output – sample



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Why PwC

PwC Compensation Survey 2008 provides:

- Extensive volume of compensation data:
 - For more than 100 jobs in 13 job families in Moscow
 - For major Russian regions and cities
- Solid tried-and-tested matching methodology
- Reliability of data resulting from multi-stage data verification

PwC survey team

- Possesses deep knowledge of compensation structure and market situation in Russia
- Has large experience in conducting compensation surveys and consulting companies on all aspects of compensation
- Uses PwC international survey methodologies developed over many years and carefully tailored to capture compensation issues specific to Russia

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Buyers fee

Full report	<i>Fee</i>
<ul style="list-style-type: none">• Salary practices & Benefits Policies report• Salary data split on Moscow• Salary data split on Russian Regions	2 700 USD plus VAT
Standard report	<i>Fee</i>
<ul style="list-style-type: none">• Salary practices & Benefits Policies report• Salary data split on Moscow	1 700 USD plus VAT

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Contacts

We wait for your comments and questions and invite you to further discussion on this project details

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