

An aerial view of a large, complex maze constructed from light-colored wooden planks. The maze is set on a dark, paved surface. Several people are seen navigating the maze, some walking in straight lines while others appear to be lost or exploring. The maze's walls are made of vertical wooden boards, and the paths are narrow and winding. The overall scene is brightly lit, suggesting an outdoor setting during the day.

We welcome you to join  
PayWell Moldova 2008  
Salary and Benefits Survey!

# PayWell Moldova 2008 – Salary and Benefits Survey

## Introduction

PayWell Moldova 2008 – Salary and Benefits Survey provides you with information both on compensation and benefits policies practiced by companies from the Moldovan market and on salary data for the analysed positions.

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

# PayWell Moldova 2008 – Salary and Benefits Survey

## Survey structure and content

### 1. Salary data:

The salary data is presented in the following format:

- Statistics on monthly base salary, annual fixed income (includes fixed bonuses) and annual total income (includes all bonuses): mean, median, lower and upper quartiles, 5 and 95 percentiles. Salaries are presented in MDL, as gross amounts;
- Information on the number of job holders and companies that reported a job match for each position;
- Information related to main benefits offered (company car, mobile phone, subscription to medical clinic, life / accident insurance etc), calculated as a percentage of job holders that receive the benefit

Please find below a sample salary output for the accountant position

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## Survey structure and content

### Salary data output - sample:

J5	Accountant	All Sectors					
	Count	Mean	Percentile 05	Percentile 25	Median	Percentile 75	Percentile 95
Monthly total gross	101 job holders, 13 companies	4,489	2,500	3,304	4,250	5,591	6,600
Annual fix gross	71 job holders, 7 companies	56,443	30,000	40,668	54,234	70,560	86,702
Total annual gross	61 job holders, 6 companies	59,583	30,000	42,000	56,100	77,340	94,983
Benefits	Company car	Mobile phone	Meal subsidy	Company loans	Life insurance	Medical subscription	Company sports activities
	0%	24%	14%	30%	50%	70%	68%

Source: PayWell Moldova 2007 - Salary and Benefits Survey

# PayWell Moldova 2008 – Salary and Benefits Survey

## Survey structure and content

### **2. Human Resources Compensation and Benefits policies analysis:**

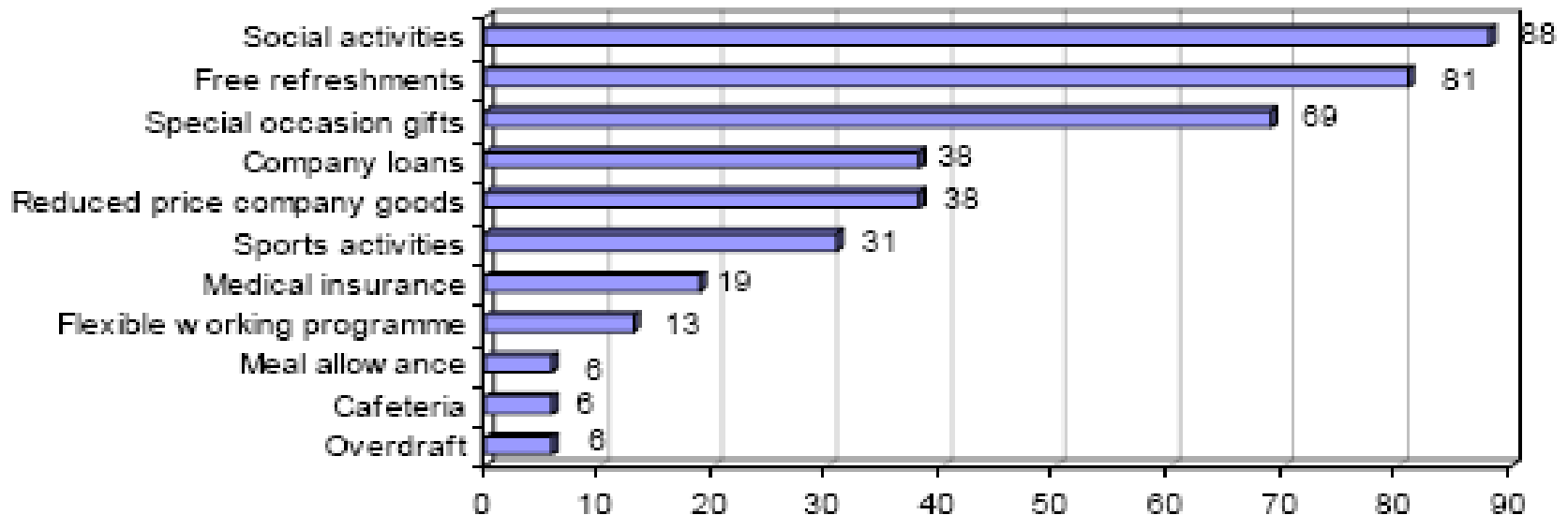
- Compensation policies section, providing information on wage policies, employment relations, salary increase policy, fix and variable compensation, holiday policy, retention programs and relocation packages.
- Benefits systems section, providing information on the benefits offered by staff category, usage policy and costs.

Please find below an output sample from PayWell 2007 - Compensations and Benefits Report:

# PayWell Moldova 2008 Salary and Benefits Survey

## Survey structure and content

### Compensations and benefits policies analysis - example



Source: PayWell Moldova 2007 - Salary and Benefits Survey

# PayWell Moldova 2008 – Salary and Benefits Survey

## Analysis tools

### 1. Interactive tool

The survey 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.

## QUICK SEARCH

Please select:

Position:  ▼

Selection:  ▼

### J6

Entire market		
General statistics		
	Gross monthly base pay	Gross total annual pay
MEAN	3,114	39,376
Percentile 5	2,160	25,920
Percentile 25	2,300	27,600
MEDIAN	3,595	46,604
Percentile 75	3,595	46,604
Percentile 95	4,075	52,067

### Cashier

Your choice: Turnover 51 to 100 mln MDL		
Selected statistics		
	Gross monthly base pay	Gross total annual pay
MEAN	2,291	27,490
Percentile 5	2,160	25,920
Percentile 25	2,160	25,920
MEDIAN	2,220	26,640
Percentile 75	2,300	27,600
Percentile 95	2,736	32,832

Comparison: Turnover 51 to 100 mln MDL		
against: Entire market		
	Gross monthly base pay	Gross total annual pay
MEAN	-26%	-30%
Percentile 5	0%	0%
Percentile 25	-6%	-6%
MEDIAN	-38%	-43%
Percentile 75	-36%	-41%
Percentile 95	-33%	-37%

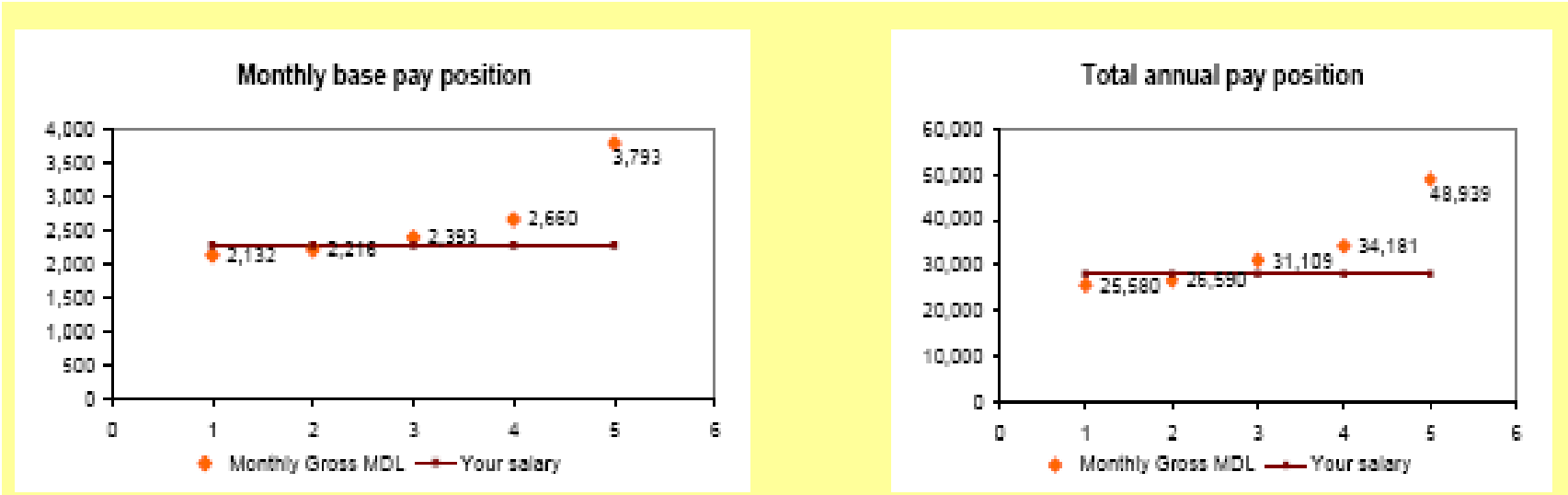
Source: PayWell Moldova 2007 - Salary and Benefits Survey

# PayWell Moldova 2008 – Salary and Benefits Survey

## Analysis tools

### 2. Market positioning tool

This tool enables you to assess and report the position of your salaries against sample statistics. The tool calculates the proportion of your salary as compared to sample statistics and generates an output that positions your salary within the range.



Source: PayWell Moldova 2007 - Salary and Benefits Survey

# PayWell Moldova 2008 – Salary and Benefits Survey

## Survey participation - details

If you are interested in participating to our survey, please send a confirmation email to [paywell.moldova@ro.pwc.com](mailto:paywell.moldova@ro.pwc.com) and our project team will contact you.

### Survey timeline

- April 2008 confirmation of participation
- May – June 2008 salary data collection
- July – August 2008 report release

### Confidentiality

The data collected during the survey will be treated as strictly confidential. Security measures include: coding data, limiting the number of consultants working on the project and presenting only summary findings in the final report.

### PwC internal approval process

Please note: If you are a PwC audit client or an affiliate of a PwC audit client, there are internal approval procedures that we are obliged to undertake before we perform services on your behalf, to ensure that we do not impair auditor independence.

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