PayWell Moldova Salary & Benefits Survey

Moldova 2021
We’re working to provide you with a unique data & benchmarking experience

At PwC…

• Insightful & intuitive dashboards in Power BI that allow customized data drill-downs
• Rapid and accurate data collection & validation enhanced by technology
• Individual market positioning report
• User friendly interface integrating multiple salary trends, correlations and other key figures

...we rule against the impossible!
Why PayWell Salary & Benefits Survey?

Comprehensive strategy to ensure data accuracy

- Swift job matching, significant time reduction in the following years
- Automated data validations, highlighting inconsistencies and possible errors
- Constant support and feedback from your dedicated consultant

Actionable insights empowered through technology

- High level overview of your market positioning, highlighting strengths and potential exposure areas
- Reports and dashboards for data correlations and trends
- Insightful & intuitive visualizations at the click of a button

Flexible approach to fit changing circumstances and expectations

- Customer centric experience including in-person support
- Customization of peer groups beyond traditional criteria (e.g. workforce demographics)
- Continuous improvement of our platform to enhance your user experience
Downloadable, table format salary statistics

<table>
<thead>
<tr>
<th>Sector</th>
<th>All</th>
<th>Job code</th>
<th>General report</th>
</tr>
</thead>
<tbody>
<tr>
<td>Overall</td>
<td>16/60</td>
<td>16,844</td>
<td>Average: 7,000</td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
<td>10th percentile: 9,640</td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
<td>25th percentile: 11,420</td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
<td>Median: 12,860</td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
<td>75th percentile: 15,100</td>
</tr>
<tr>
<td>PayWell</td>
<td>4/40</td>
<td>11,283</td>
<td>Guaranteed Pay: 7,992</td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
<td>10th percentile: 11,032</td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
<td>25th percentile: 11,542</td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
<td>Median: 12,901</td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
<td>75th percentile: 15,200</td>
</tr>
<tr>
<td>Acct</td>
<td>4/66</td>
<td>2,282</td>
<td>Variable Pay (Target): 4,998</td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
<td>10th percentile: 1,000</td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
<td>25th percentile: 1,600</td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
<td>Median: 3,000</td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
<td>75th percentile: 4,992</td>
</tr>
<tr>
<td></td>
<td>4/66</td>
<td>2,271</td>
<td>Variable Pay (Paid Out): 4,998</td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
<td>10th percentile: 1,000</td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
<td>25th percentile: 1,600</td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
<td>Median: 3,000</td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
<td>75th percentile: 4,992</td>
</tr>
<tr>
<td>Total Pay</td>
<td>16/60</td>
<td>12,568</td>
<td>Total: 12,568</td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
<td>10th percentile: 22,922</td>
</tr>
<tr>
<td>Total Reward</td>
<td>16/60</td>
<td>12,568</td>
<td>25th percentile: 12,930</td>
</tr>
</tbody>
</table>

PayWell 2020 Moldova

- Statistics reflecting market data on base pay and guaranteed pay, variable pay (target and paid out value), total pay and total rewards + benefits cost, company car acquisition price and eligibility for variable pay and company car.
- Specific data cuts based on geographical distribution (Chisinau and Other Regions), number of employees and company revenue.
- Comparison between your own data with market statistics of your choice (e.g. certain sector, region, company size).
- Customized peer samples that supports a more accurate analysis based on your needs.

Source: Salary and Benefits Survey, PayWell 2020
Additional insights

Salary increases planned for 2021

<table>
<thead>
<tr>
<th>Industry</th>
<th>FMCG &amp; Industry</th>
<th>IT</th>
<th>Pharma</th>
<th>Overall Market</th>
</tr>
</thead>
<tbody>
<tr>
<td>Salary increase</td>
<td>3.11%</td>
<td>5.86%</td>
<td>5.33%</td>
<td>4.59%</td>
</tr>
</tbody>
</table>

Example of benefits offered to all staff – Overall Market

- Team buildings: 68%
- Coffee and/or refreshments: 68%
- Entertainment: 62%
- Foreign language / lifestyle: 51%
- Mobile communication: 43%
- Medical insurance: 41%
- Discounts for company products: 41%
- Special occasion bonus: 38%
- Special occasion gift: 38%
- CSR activities: 35%
- Work from home: 35%
- Flex time: 35%
- Loans for employees at special rates: 32%
- Annual leave days: 32%
- Coaching: 30%
- Banking operations at special rates: 27%
- Meal tickets: 27%
- Sport subscription: 24%

Compensation and Benefits Report

- Salary review policies
- Fixed and variable bonuses
- Protection benefits (insurance, medical services)
- Social benefits (transportation, vouchers)
- Perks (company car, mobile phone)
- Wellbeing benefits (sport, kindergarten)

Other reports

- Workforce metrics report containing an overview of the main metrics describing human capital effectiveness related to financial impact and productivity, engagement and HR function
- PayWell Key findings for off-the-shelf presentations
- Highlights on labour market, including relevant economic and social indicators
- Quarterly surveys on hot topics in HR

Source: Salary and Benefits Survey, PayWell 2020
Interactive Click-On Dashboards (1/2)

PayWell Salary Trends

Yearly Distribution all filters selected
- Percentile 25 - Average - Percentile 50 - Percentile 75

Table view

<table>
<thead>
<tr>
<th>Year</th>
<th>#comp</th>
<th>#emp</th>
<th>Percentile 10</th>
<th>Percentile 25</th>
<th>Average</th>
<th>Percentile 50</th>
<th>Percentile 75</th>
<th>Percentile 90</th>
</tr>
</thead>
<tbody>
<tr>
<td>2020</td>
<td>23</td>
<td>9239</td>
<td>7,832 lei</td>
<td>10,045 lei</td>
<td>15,310 lei</td>
<td>20,745 lei</td>
<td>25,000 lei</td>
<td>41,954 lei</td>
</tr>
<tr>
<td>2019</td>
<td>23</td>
<td>7514</td>
<td>7,600 lei</td>
<td>9,500 lei</td>
<td>14,420 lei</td>
<td>19,396 lei</td>
<td>23,920 lei</td>
<td>39,529 lei</td>
</tr>
<tr>
<td>2018</td>
<td>23</td>
<td>8414</td>
<td>6,500 lei</td>
<td>8,500 lei</td>
<td>17,699 lei</td>
<td>21,080 lei</td>
<td>13,653 lei</td>
<td>35,906 lei</td>
</tr>
</tbody>
</table>

Please note that due to special tax regime applied by the participants from the IT sector, the remuneration data from this sector are presented in NET amounts. Thus we recommend to analyze the data for the IT sector separately from the data from other sectors.

Trends Dashboard

- Aggregates data on multiple levels (all sectors, specific sector, function, department, level, city, region, job)
- Shows year on year trend based on constant sample (3 years in total)
- Drill down option which allows you to explore various data cuts that suit your needs
- Hover over views for details and additional insights

Source: Salary and Benefits Survey, PayWell 2020
Interactive Click-On Dashboards (2/2)

**Category Dashboard**

- Aggregates data on multiple levels (all sectors, specific sector, function, department, level, city, region, job)
- Shows data on 4 different variables (gender, generation, tenure and performance)
- Drill down option which allows you to explore various data cuts that suit your needs
- Hover over views for details and additional insights

**PayWell 2020 Category Dashboard**

**Market median per category**

- Men: 16,000 lei
- Women: 12,000 lei

**Gender Distribution**

- Percentile 10: 9,000 lei
- Percentile 25: 11,000 lei
- Percentile 50: 14,000 lei
- Percentile 75: 19,000 lei
- Percentile 90: 24,000 lei

**Generation Distribution**

- Percentile 10: 9,000 lei
- Percentile 25: 11,000 lei
- Percentile 50: 14,000 lei
- Percentile 75: 19,000 lei
- Percentile 90: 24,000 lei

**Performance Distribution**

- Men: 20,000 lei
- Women: 15,000 lei

**Tenure Distribution**

- 0-2 Yrs: 10,000 lei
- 2-4 Yrs: 12,000 lei
- 4-6 Yrs: 14,000 lei
- 6-8 Yrs: 16,000 lei
- 8-10 Yrs: 18,000 lei

Source: Salary and Benefits Survey, PayWell 2020
Acquisition packages

PayWell Report content

- Salary statistics by position and by grade
- Custom processed salary statistics (for selected sample of comparators), on request
- Interactive report (i.e. benchmarking tool for market index calculation, for participants only)
- Compensation and benefits analysis report
- Key findings & Workforce metrics report
- Results presentation session, on request

Purchase Options:

**Full** - includes all analysed sectors, two custom processed salary reports
Fee: **EUR 2,600**

**Sector** - includes one analysed sector, one custom processed salary report
Fee: **EUR 1,600**

PayWell Interactive Dashboards

**Trends Dashboard**
Highlights salary trends on same sample for a 3 years period.

**Category Dashboard**
Presents data on 4 different variables (gender, generation, tenure and performance)

Purchase Options:

- Companies providing data and acquiring Full report receive **one** dashboard free of charge (Category)
- Dashboards cannot be purchased without **PayWell Report**
- **20% discount** if purchasing both dashboards
- **Compensation and benefits policies analysis report** can be purchased separately by non-participants for **EUR 480**

Each dashboard fee: **EUR 300**

**Companies participating with data benefit of 50% discount for PayWell Report.**

*The fees displayed do not include VAT.*
Timeline

**June**
- **Start PayWell Moldova 2021**

**20th of August**
- Data collection & validation

**September & October**
- Data validation & processing

**29th of October**
- Report delivery

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**Why PayWell Salary & Benefits Survey?**

**PayWell report content (table format)**

**PayWell additional insights**

**PayWell interactive dashboards (1/2)**

**PayWell interactive dashboards (2/2)**

**PayWell - Acquisition packages**

**Let's talk!**
Let’s talk!

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