

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:

- Content of PayWell report
- Fees

We would also be happy to meet you and to provide you with additional details regarding PayWell Moldova 2012 Survey.

PayWell team

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PayWell Moldova 2012

Salary & benefits survey

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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).

J3 Head of Budgeting, Controlling & Reporting Overall Market

Statistics	Count	Percentile 10	Percentile 25	Average	Median	Percentile 75	Percentile 90
Monthly base pay	10/8	16,163	21,000	26,276	24,443	27,500	43,445
Annual guaranteed cash	6/5	233,995	255,000	324,342	301,610	330,000	538,027
Annual variable pay	7/6	-	6,750	38,157	13,500	60,077	-
Variable pay (payout) %	7/6	-	2.68%	12.06%	5.36%	24.16%	-
Variable pay (target) %	4/3	-	-	15.79%	15.29%	-	-
Total annual cash	7/6	254,775	275,352	351,052	312,000	354,659	579,509

Statistics	Count		Percentile 25	Average	Median	Percentile 75	
Benefits value per year	5 / 4		-	5,676	1,380	-	
Car value	1 / 1		-	-	-	-	

Source: PayWell Moldova 2012 salary and benefits survey

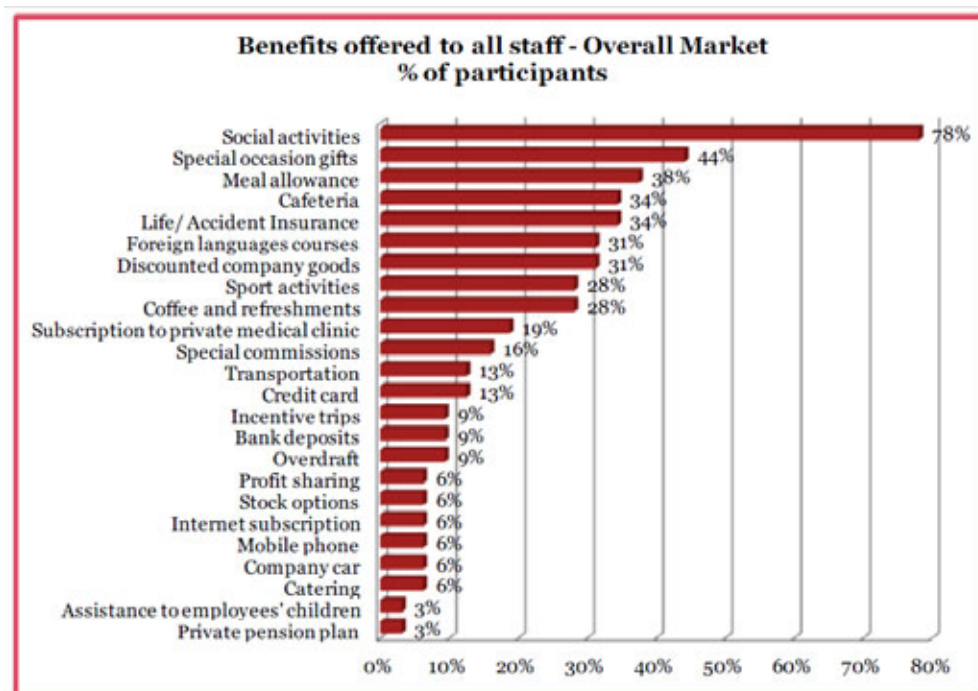
Report content

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 2012 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

Banking Sector

C2 IT Manager

Please select the position:

C2 - IT Manager

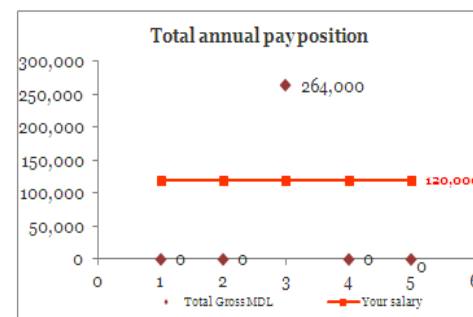
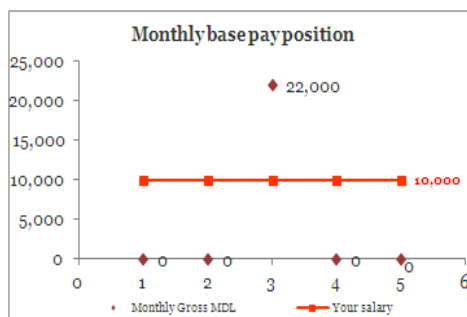
Please fill in the position salary information:

Monthly base pay: 10,000 Gross MDL

Fixed bonuses: Gross MDL

Variable pay: Gross MDL

Banking Sector		
General statistics		
Gross MDL	Monthly base pay	Total annual pay
MEAN	22,200	266,400
Percentile 10	-	-
Percentile 25	-	-
MEDIAN	22,000	264,000
Percentile 75	-	-
Percentile 90	-	-



Source: PayWell Moldova 2012 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



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	Total annual cash	Gross MDL	Monthly salary	Total annual cash	%	Monthly salary	Total annual cash	
MEAN	5,037	74,681	MEAN	4,415	61,678		-12%	-17%	
Percentile 10	2,573	34,755	Percentile 10	2,910	34,920		13%	0%	
Percentile 25	3,200	61,020	Percentile 25	3,200	42,000		0%	-31%	
MEDIAN	5,443	72,285	MEDIAN	3,200	61,440		-41%	-15%	
Percentile 75	6,900	86,834	Percentile 75	6,900	86,250		0%	-1%	
Percentile 90	7,562	122,902	Percentile 90	6,900	86,250		-9%	-30%	

Source: PayWell Moldova 2011 salary and benefits survey

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

Fees

PayWell Moldova 2012

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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* ->	EUR 2200	EUR 1600	EUR 1300	EUR 960

* The fees do not include VAT

Thank you!