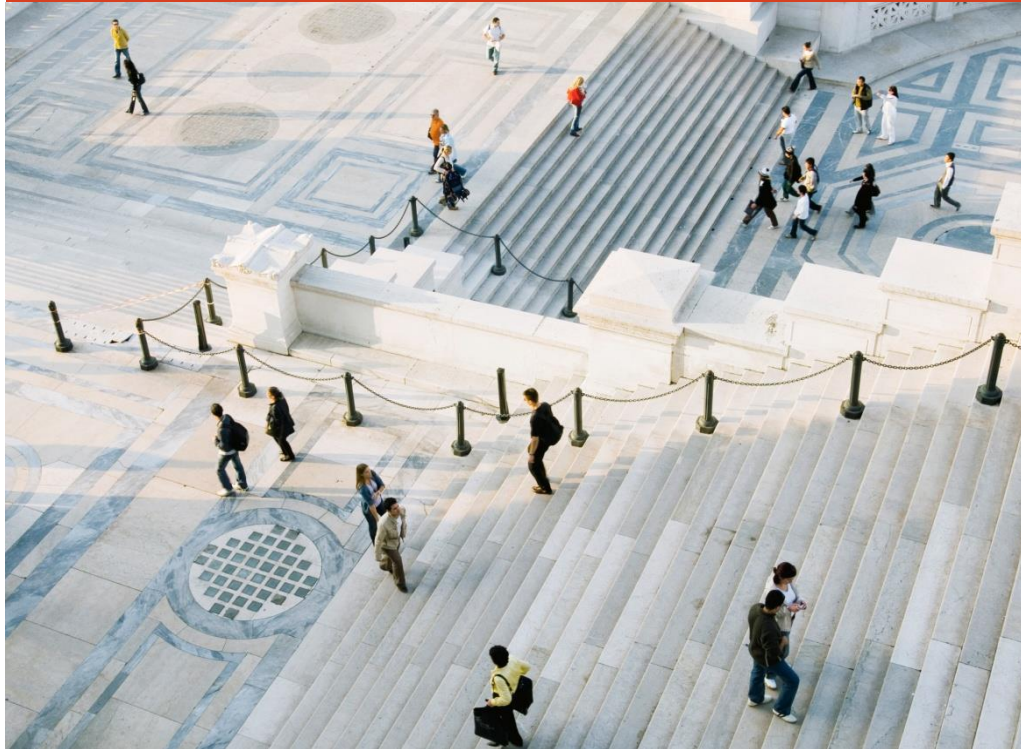


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PayWell Macedonia Salary & Benefits Survey Report 2012 edition



PayWell Salary & benefits survey

Introduction

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1. PayWell Macedonia 2012

Introduction

PricewaterhouseCoopers Macedonia conducted the survey during the period January 2013 – May 2013.

The PayWell 2012 Salary and Benefits survey report for Macedonia was released on 31 May 2013. As a result of our survey overall market data and industry sectorial reports are available. The survey covers all job positions and provides detailed information on the compensation and benefit policies used by companies active on the Macedonian market. The survey conducted had some of Macedonian's largest employers.

The depth and spread of the report, its tenure and the quality of organisations involved make PayWell 2012 a unique and valuable instrument aiming to aid overall remuneration and retention planning.

A total of 16 companies submitted information on their job positions, providing the qualitative and quantitative data necessary when considering changes to the 2013 compensation and reward offering for all key individuals.

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List of participants

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2. PayWell Macedonia 2012 - Participants

The 2012 edition of PayWell Macedonia Salary & Benefits Survey analysed the following 16 organizations:

No	Company	Sector
1	European Bank for Reconstruction and Development	Financial Services
2	Alpha Bank	Financial Services
3	NLB Tutunska Bank	Financial Services
4	Saving House Moznosti	Financial Services
5	Sparkasse Bank	Financial Services
6	Arcelor Mittal CRM	Industrial Products
7	DMM Draxelmaier	Industrial Products
8	Johnson Matthey	Industrial Products
9	OKTA	Industrial Products
10	Schenker	Industrial Products
11	Feni Industries	Industrial Products
12	Wabtec MZT	Industrial Products
13	Kromberg and Schubert	Industrial Products
14	Pivara	Industrial Products
15	Zito Luks	Industrial Products
16	One	Telecommunications

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Report Structure

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3. PayWell Macedonia 2012 - Report structure

PayWell report is a tool created to assist the HR professionals and companies' decision makers to develop competitive HR policies that attract, motivate and retain talents that support the business strategy.

PayWell report is structured in three different sections:

- Introduction, consisting of information on the survey methodology and data confidentiality;
- Compensation and benefits analysis report, providing information on the compensation and benefits systems and trends on the Macedonian market;
- Salary data report, providing salary statistics for each analyzed job.



PayWell Macedonia 2012 - Report structure

PayWell Macedonia 2012 data collection package included:

Benchmark jobs catalogue comprising 803 benchmark jobs, grouped in 3 categories:

- general jobs, common to all companies (351 jobs);
- specific jobs for Manufacturing (60 jobs);
- specific jobs for Financial services (392 jobs).

Salary data collection sheet, gathering information on:

- Gross monthly salary, as per December 2012 payroll;
- Annual bonuses: fixed (independent of performance, e.g. thirteenth month salary, Christmas bonus etc.) and variable (sales commissions and/or performance bonus).

PayWell Macedonia 2012 - Report structure

- Annual value of benefits granted, as per December 2012 policy;
- Company car acquisition price.

Compensation & benefits policy questionnaire, gathering:

Organisational data: sector, turnover, headcount;

Compensation policies data: salary negotiations and reviews, salary increases, fixed and variable bonuses, holiday and leave policies etc.;

Employees' benefits data: staff categories entitled, cost and usage policies.

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Salary sample output

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4. PayWell Macedonia 2012 - Salary sample (General Data)

IT Manager I

Manages the IT function in a company or a division including systems development, operations, infrastructure and technical support in accordance with the needs of the business.			
Sector	Overall	Job code	GEN-IT-G-4a
Job catalogue	General	PwC Grade	12
		PwC Level	4. Managers
Function	Information Technologies	Period	Monthly
		Currency	MKD
Department	IT Systems & Infrastructure	Adjustment	0.00 %

PayWell 2012 Macedonia

General report							
All	#Comp/ #Emp	Average	10th percentile	25th percentile	Median	75th percentile	90th percentile
Base Pay	5/5		N/A	N/A	95,278	N/A	N/A
Guaranteed Pay	1/1		N/A	N/A	95,278	N/A	N/A
Variable Pay (Target)	0/0	N/A	N/A	N/A	N/A	N/A	N/A
Variable Pay (Paid Out)	1/1	N/A	N/A	N/A	N/A	N/A	N/A
Total Pay	5/5		N/A	N/A	101,456	N/A	N/A
Total Reward	3/3		N/A	N/A	101,456	N/A	N/A

Section - Job Variation							
+	#Comp/ #Emp	Average	10th percentile	25th percentile	Median	75th percentile	90th percentile
Base Pay	0/0	N/A	N/A	N/A	N/A	N/A	N/A
Guaranteed Pay	0/0	N/A	N/A	N/A	N/A	N/A	N/A
Variable Pay (Target)	0/0	N/A	N/A	N/A	N/A	N/A	N/A
Variable Pay (Paid Out)	0/0	N/A	N/A	N/A	N/A	N/A	N/A
Total Pay	0/0	N/A	N/A	N/A	N/A	N/A	N/A
Total Reward	0/0	N/A	N/A	N/A	N/A	N/A	N/A

General report				
	#Comp/ #Emp	25th percentile	Median	75th percentile
Benefits cost	3/3	N/A	N/A	N/A
Car acquisition price	2/2	N/A	N/A	N/A
	#comp./ #empl.	%comp.	%empl.	
Variable pay eligibility	1/1	20%	20%	
Company car eligibility	2/2	40%	40%	

Section - Job Variation				
	#Comp/ #Emp	25th percentile	Median	75th percentile
Benefits cost	0/0	N/A	N/A	N/A
Car acquisition price	0/0	N/A	N/A	N/A
	#comp./ #empl.	%comp.	%empl.	
Variable pay eligibility	0/0	0%	0%	
Company car eligibility	0/0	0%	0%	

PayWell Macedonia 2012 - Salary sample (Job Variation)

Section - Job Variation								Section - Job Variation				
-	#Comp/ #Emp	Average	10th percentile	25th percentile	Median	75th percentile	90th percentile		#Comp/ #Emp	25th percentile	Median	75th percentile
Base Pay	1 / 1	N/A	N/A	N/A	N/A	N/A	N/A	Benefits cost	0 / 0	N/A	N/A	N/A
Guaranteed Pay	0 / 0	N/A	N/A	N/A	N/A	N/A	N/A		Car acquisition price	1 / 1	N/A	N/A
Variable Pay (Target)	0 / 0	N/A	N/A	N/A	N/A	N/A	N/A					
Variable Pay (Paid Out)	0 / 0	N/A	N/A	N/A	N/A	N/A	N/A	#comp./ #empl.				
Total Pay	1 / 1	N/A	N/A	N/A	N/A	N/A	N/A	Variable pay eligibility		0 / 0	0%	0%
Total Reward	0 / 0	N/A	N/A	N/A	N/A	N/A	N/A	Company car eligibility		1 / 1	100%	100%
Section - Job Variation								Section - Job Variation				
=	#Comp/ #Emp	Average	10th percentile	25th percentile	Median	75th percentile	90th percentile		#Comp/ #Emp	25th percentile	Median	75th percentile
Base Pay	4 / 4	97,105	N/A	N/A	83,731	N/A	N/A	Benefits cost	3 / 3	N/A	N/A	N/A
Guaranteed Pay	1 / 1	98,093	N/A	N/A	85,705	N/A	N/A		Car acquisition price	1 / 1	N/A	N/A
Variable Pay (Target)	0 / 0	N/A	N/A	N/A	N/A	N/A	N/A					
Variable Pay (Paid Out)	1 / 1	N/A	N/A	N/A	N/A	N/A	N/A	#comp./ #empl.				
Total Pay	4 / 4	99,637	N/A	N/A	88,795	N/A	N/A	Variable pay eligibility		1 / 1	25%	25%
Total Reward	3 / 3	102,205	N/A	N/A	92,680	N/A	N/A	Company car eligibility		1 / 1	25%	25%

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Fees

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5. PayWell Macedonia 2012 - Fees

Package	Full package, comprising:	Sector package, comprising:	Market package, comprising:
Content	PayWell full report <ul style="list-style-type: none"> ➤ Compensation and benefits analysis report; ➤ Salary data Report – Overall Market ➤ Salary data Report – Industry or Financial Services 	PayWell sector report <ul style="list-style-type: none"> ➤ Compensation and benefits analysis report; and <ul style="list-style-type: none"> ➤ Salary data Report – Industry or Financial Services 	PayWell market report <ul style="list-style-type: none"> ➤ Compensation and benefits analysis report; and <ul style="list-style-type: none"> ➤ Salary data Report – Overall Market.
Fee	EUR 4,000 (VAT exclusive)	EUR 2,500 (VAT exclusive)	EUR 2,500 (VAT exclusive)

**** Discounts from the above prices are available in case you commit to participate in the PayWell Survey for 2013***

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Contact details

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***With the kindest regards,
Your PayWell team***

Thank you!