

PayWell Executive Management 2010

Salary and Benefits Survey
9 February 2011



Introduction

PayWell Bulgaria 2010 – Executive Management Salary and Benefits Survey

- Aimed exclusively at Top and Middle Management positions
- Conducted in Bulgaria between 1 October and 1 December 2010
- The report for Bulgaria published on 17 December 2010
- Some of Bulgaria's largest employers took part
- Over 15 years in conducting similar surveys in CEE and CIS regions:
 - systematic approach
 - robust set of tools
 - analytical expertise
 - cross-network collaboration

Main aspects

The survey provided specific information on:

- Salary ranges for general and specific jobs for analysed industry sectors in the survey
- Benefits breakdown and analysis per position for industry sectors in the survey
- Future trends of salary levels and benefits policies



PayWell EM Bulgaria 2010 report structure

1. Salary data – Output sample

J11		Accountant						General Market	
	Count	Mean	Percentile 05	Percentile 25	Median	Percentile 75	Percentile 95		
Monthly Total Gross	998 / 115	3,142	1,623	1,999	3,000	3,805	5,858		
Monthly Total Net	998 / 115	2,213	1,168	1,423	2,104	2,669	4,109		
Annual Fix Gross	600 / 52	40,428	20,450	26,504	37,232	48,360	78,170		
Annual Total Gross	461 / 70	42,492	20,916	27,153	38,559	52,117	88,331		
Target Bonus	as % of annual salary	12%		12%	13%	13%			
Benefits	Company car	Mobile phone	Lunch tickets	Company loans	Life insurance	Medical services	Sports activities		

Variation factor		Variation	Count	Mean	Percentile 25	Median	Percentile 75
		+	23 / 12	3,965	3,300	4,000	4,742
Monthly Total Gross	=	931 / 111	3,165	2,000	3,000	3,818	
	-	44 / 13	2,223	1,600	1,922	2,972	
	+	6 / 4	51,885	47,050	52,800	57,204	
Annual Total Gross	=	449 / 67	42,945	27,188	38,976	52,401	
	-	6 / 6	27,997	19,200	23,585	36,257	

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Source: PayWell Romania 2010 salary and benefits survey, Salary data

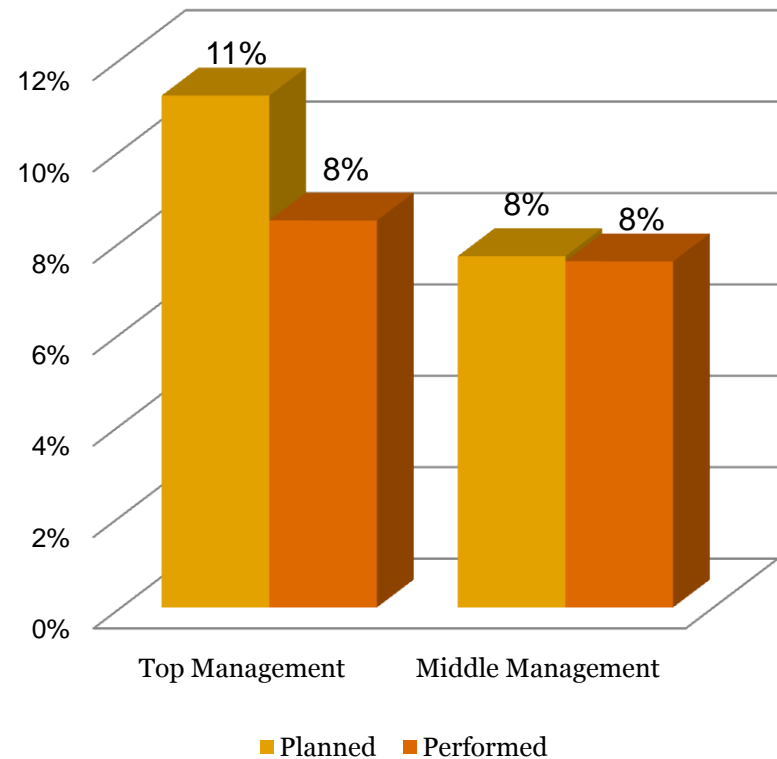
Key findings

Annual salary increase 2010

Average wage increase in 2010 for Top and Middle Management

8%

Annual salary increase 2010
(Planned versus Performed)

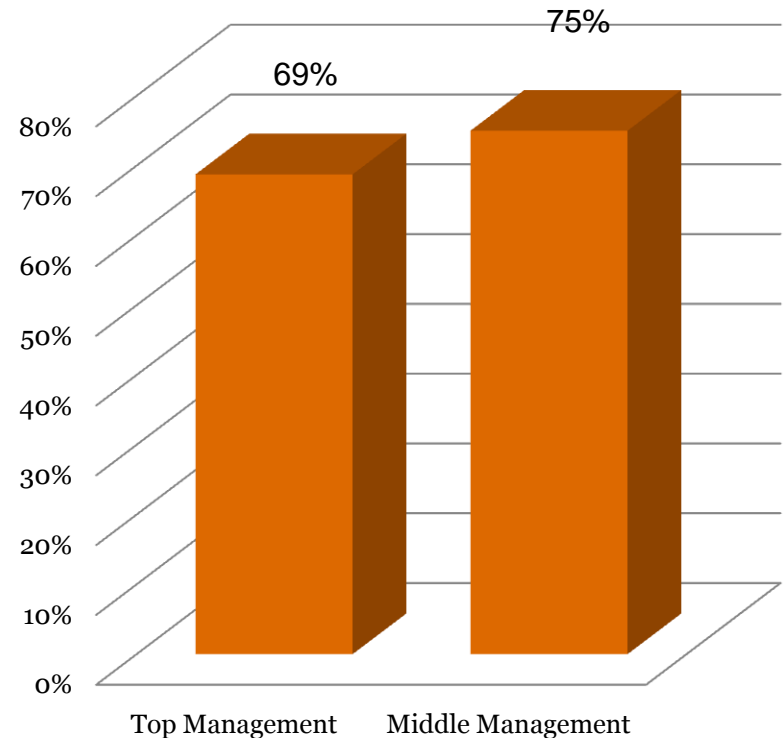


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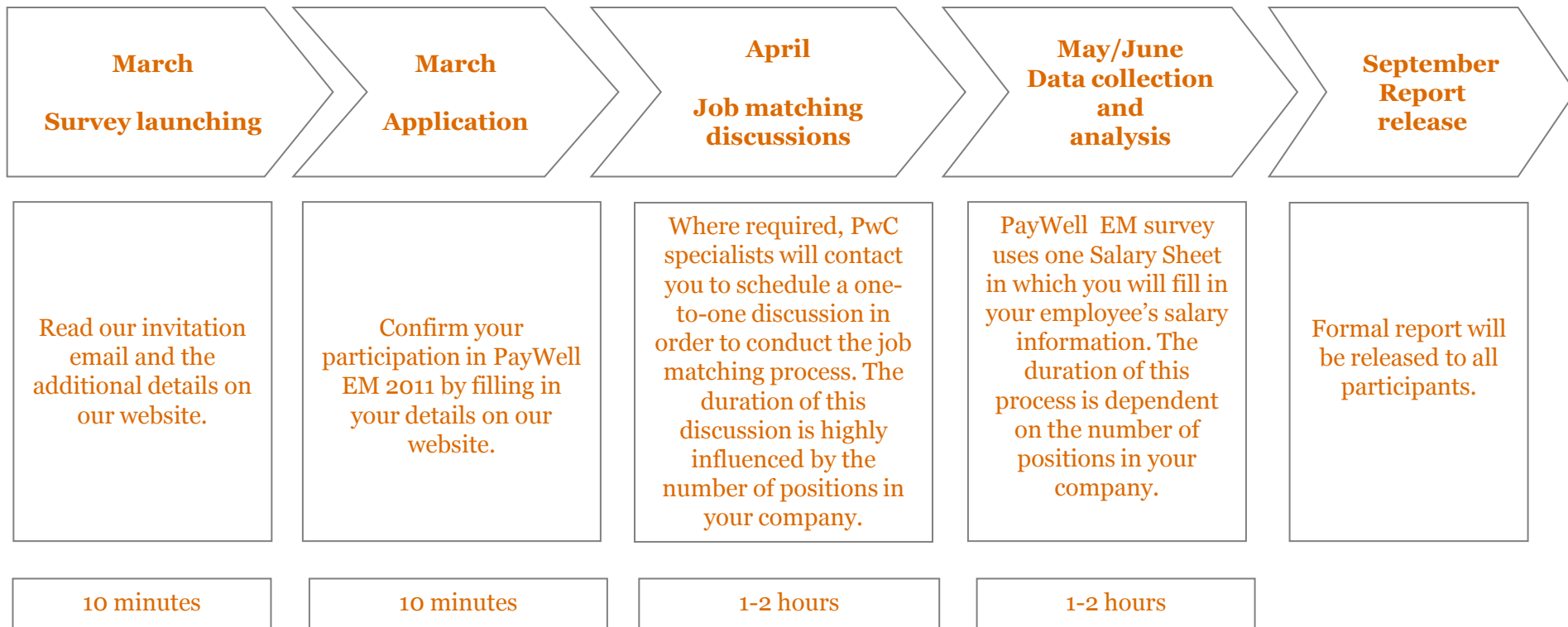
Performance bonuses 2010

Performance bonus
is a common
incentive for
Middle (75%)
and
Top (69%)
Management

**Performance Bonus Entitlement
(% of companies)**



PayWell EM 2011 Salary and Benefits survey Timeline and involvement



Fee for full and sector report for participants will be communicated in March 2011

PwC Bulgaria Human Resource Services



HR
Management



Reward



International
Assignments



PwC's Human Resource Services

- HR effectiveness
- Organizational development
- Performance management
- Due diligence
- Saratoga – Human Capital benchmarking survey

HR Management



- Job evaluation
- Base pay design
- Pay for performance design
- Benefits system design
- PayWell - Salary and Benefits survey

Reward



- Immigrations services (visas, residency permits, work permits)
- Expatriate planning and compliance

International Assignments



Thank you

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