

AIMS Compensation and Benefits Survey



9 February 2011

1. Analysing the Bulgarian market since 1995
2. The most representative Salary Survey
3. Designed to reflect the local characteristics of the labour market
4. User friendly

Training

What?
How often?
What kind?
At what cost?
Where?

Compensation

How much?
Salary?
Bonuses?
Premiums?
Commissions?

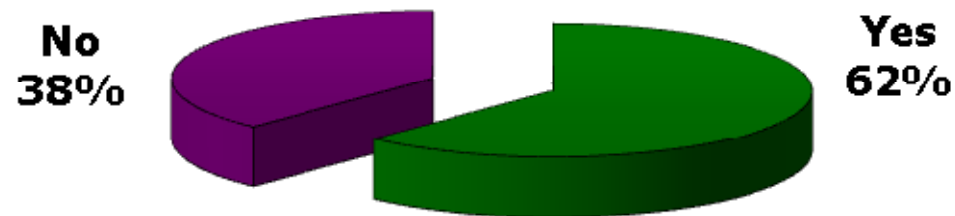
Career Development

Planning?
Financing of education?
Challenges?

Benefits

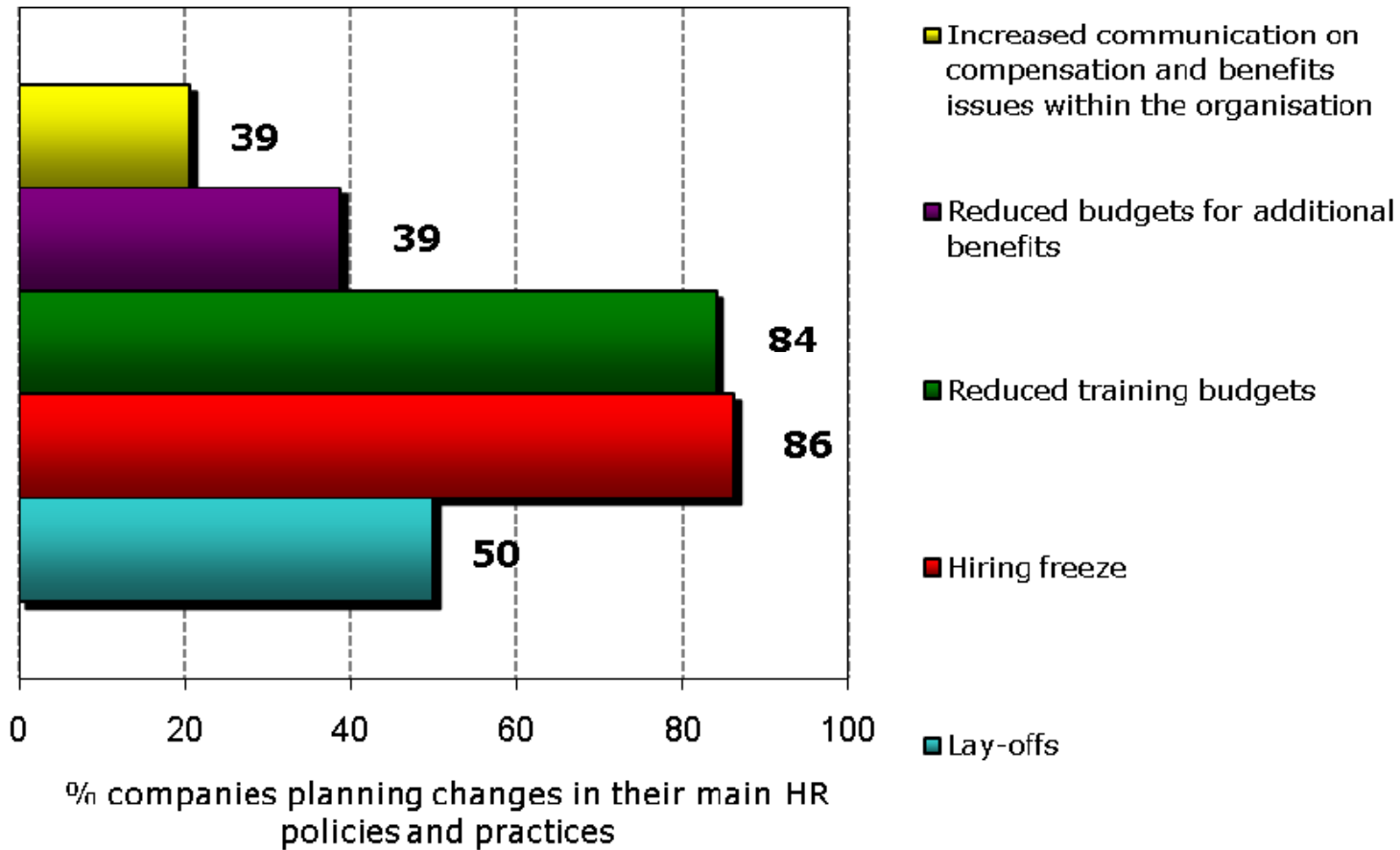
Should we?
What kind?
How much?
Flexible?
How?

Have you implemented changes in the main HR policies and practices in your company for 2009 (hiring, compensation and benefits, others)?

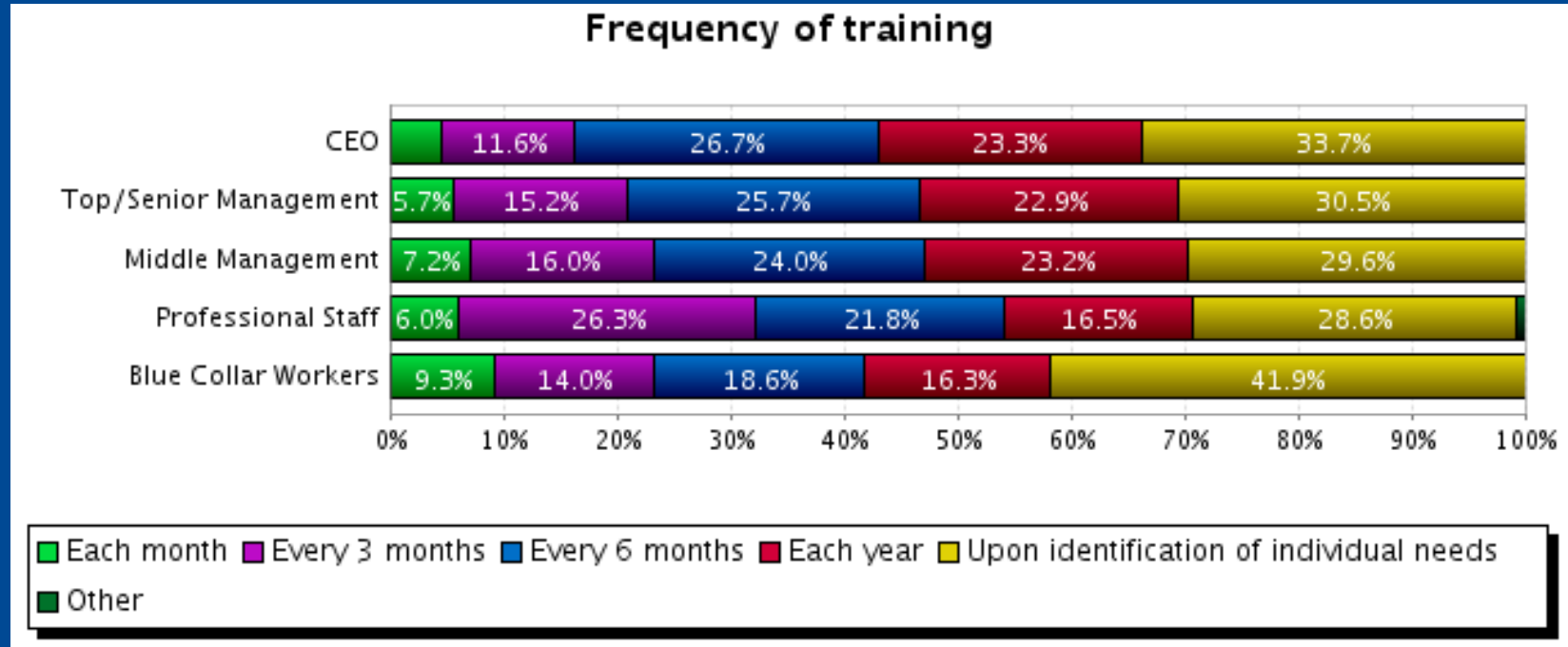


Source: AIMS Interim Report, 2009

How do you plan to implement changes in your HR policies and practices?



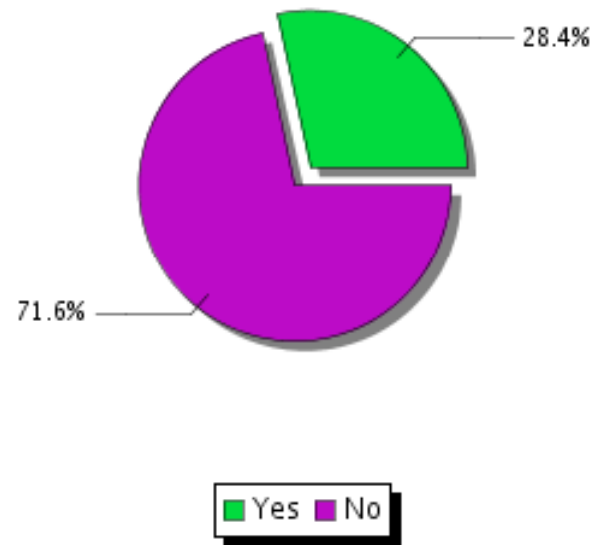
Source: AIMS Interim Report, 2009



100% = all companies which have reported they provide training to the respective level.

Source: AIMS Compensation and Benefits Survey, 2010

Provision of company sponsored education



100 % = all participants in the Survey

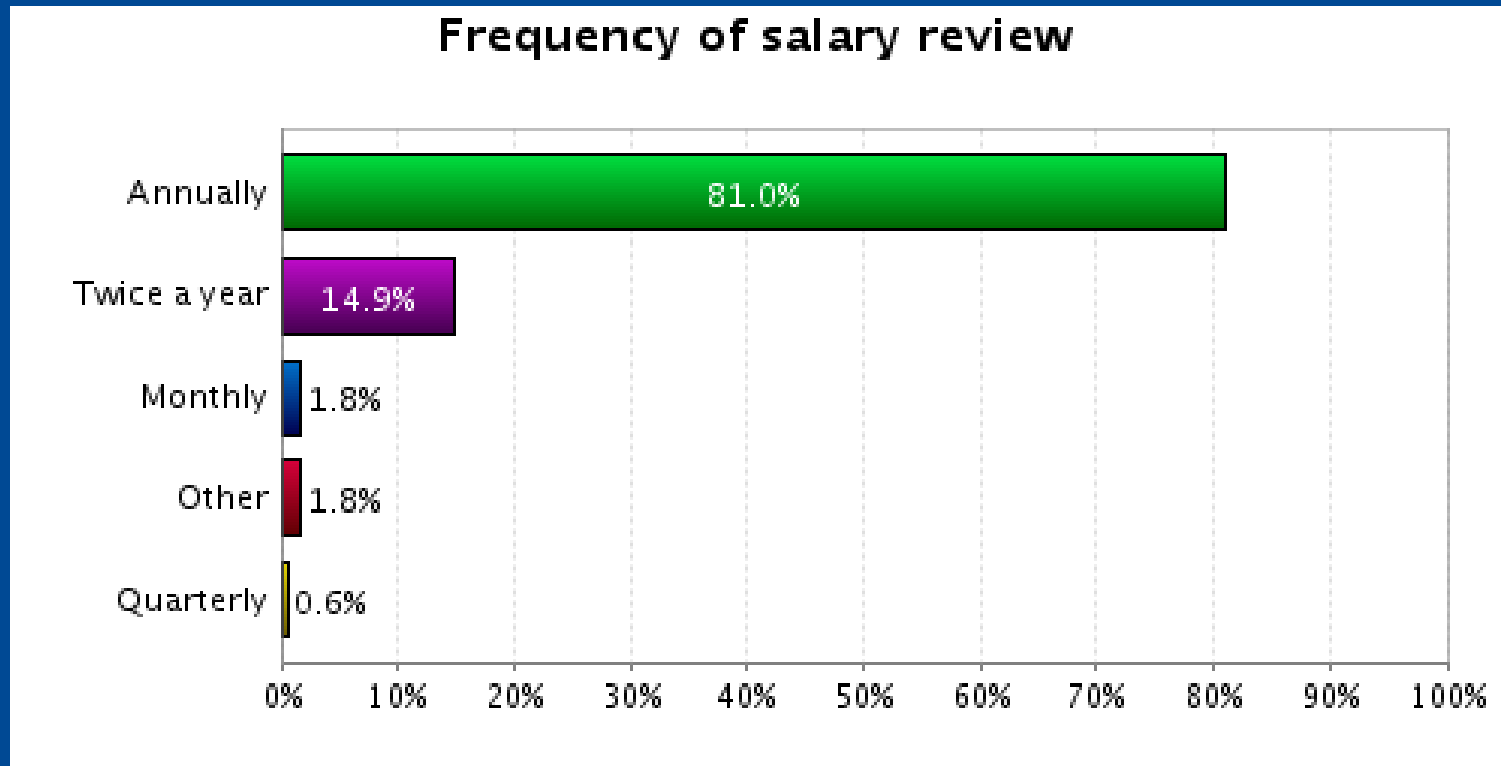
Source: AIMS Compensation and Benefits Survey, 2010

- What kind? – diversity
- To whom? – all employees?
- In what form?
- How much? – how can we tell?
- Flexible benefits

- Frequency of Salary Payment
- Remuneration Structure - Variable %
- Provision of 13th and 14th Salary
- Frequency of Salary Review



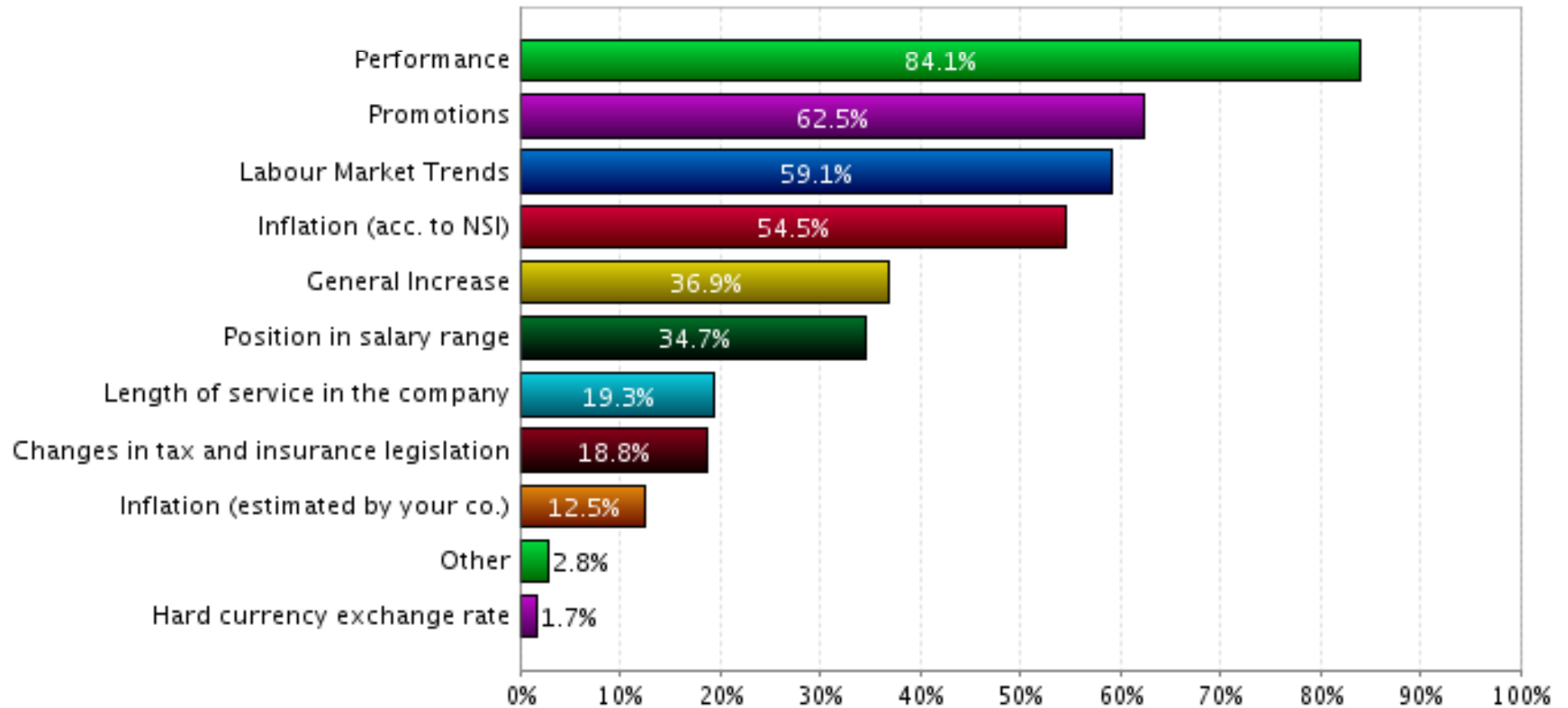
Source: AIMS Compensation and Benefits Survey, 2010



100 % = all participants in the Survey

Source: AIMS Compensation and Benefits Survey, 2010

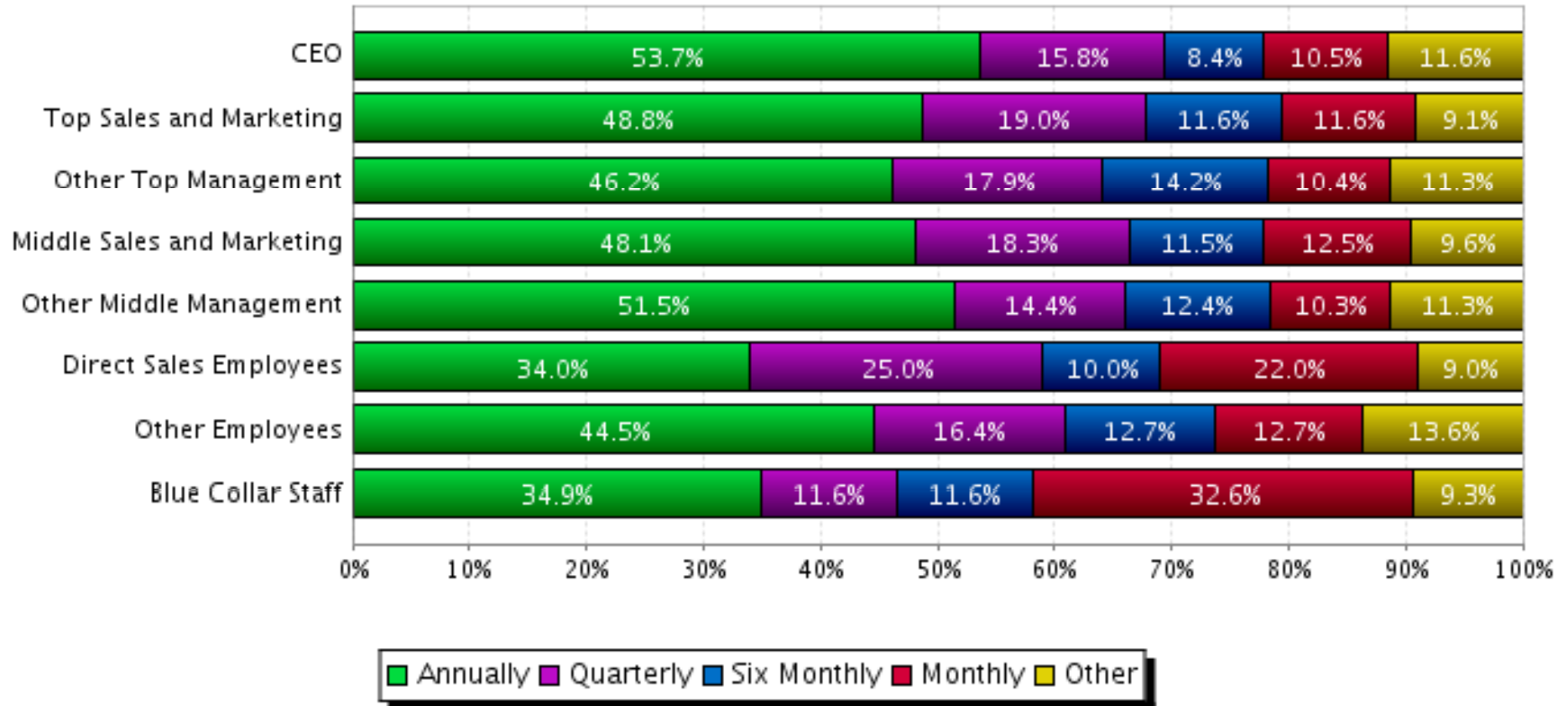
Factors considered for salary increase



100 % = all participants in the Survey

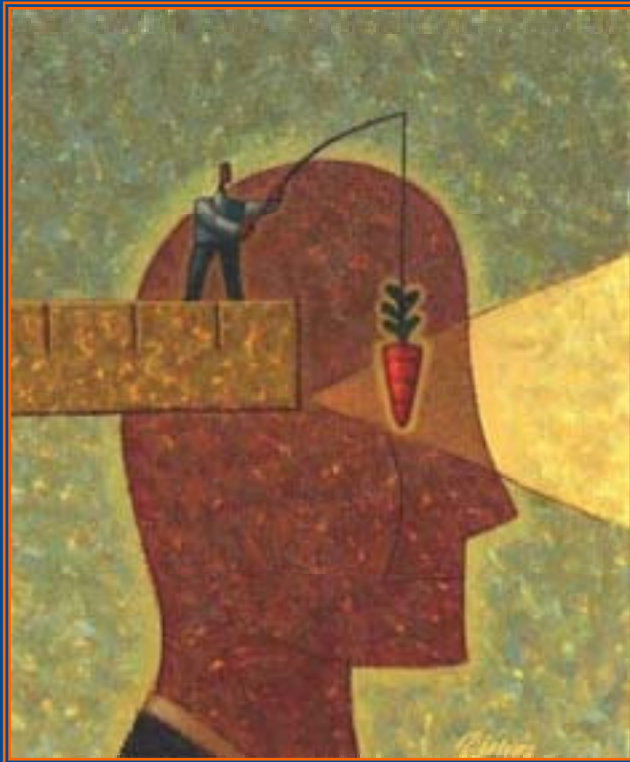
Source: AIMS Compensation and Benefits Survey, 2010

Frequency of bonus payment



100% = all companies which have reported they give bonuses to the respective level.

Source: AIMS Compensation and Benefits Survey, 2010



Competitive Policies and Remuneration Levels

“Collecting data is a lot like collecting rubbish – you should know what you need it for, before you begin”

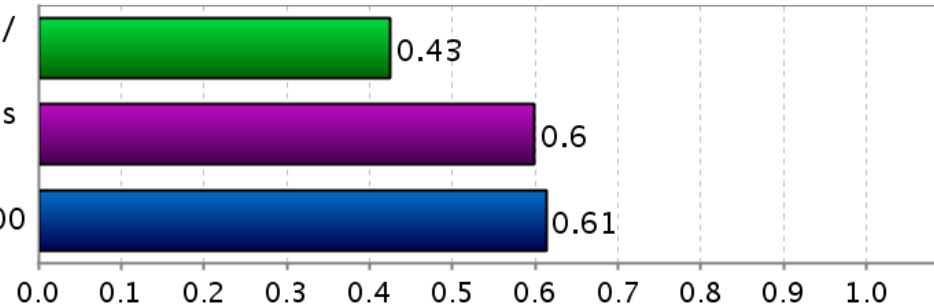
(Mark Twain)

- Market sector / share / industry
- Ownership
- Number of Employees
- Business Results (Turnover)
- Location
- General View / Detailed Market Extract

Chief Executive/ General Manager/ Country Manager/ Director/
President of the company - 6000
Head of Sales/ Director of Sales/ Commercial Director/Sales
Manager - 4000

General Report

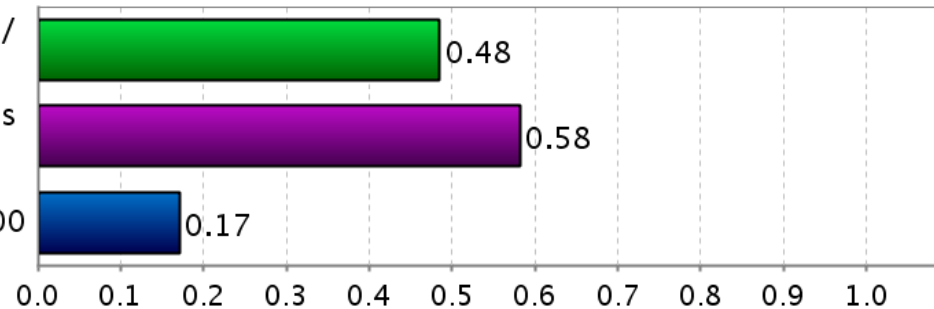
Accountant - 1000



Chief Executive/ General Manager/ Country Manager/ Director/
President of the company - 6000
Head of Sales/ Director of Sales/ Commercial Director/Sales
Manager - 4000

IT/Telecom

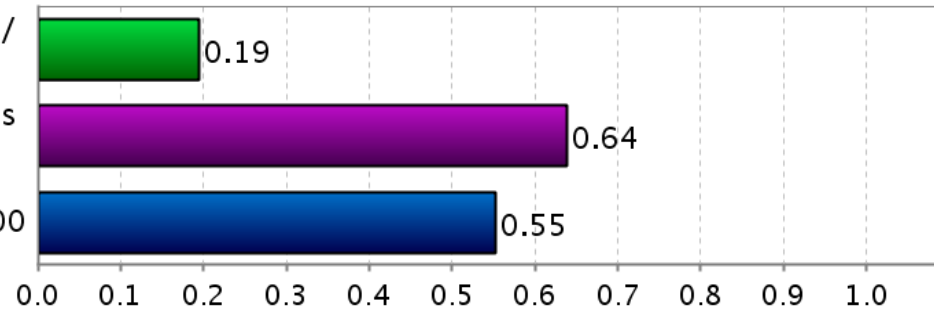
Accountant - 1000



Chief Executive/ General Manager/ Country Manager/ Director/
President of the company - 6000
Head of Sales/ Director of Sales/ Commercial Director/Sales
Manager - 4000

Product Distributors

Accountant - 1000



AIMS Human Capital Compensation and Benefits Survey

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“To guess is cheap. To guess wrong is expensive”.

- Old Chinese Proverb