

Recent changes in companies in FMCG, Banking and IT industries

Association of European Businesses

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Quality In Everything We Do

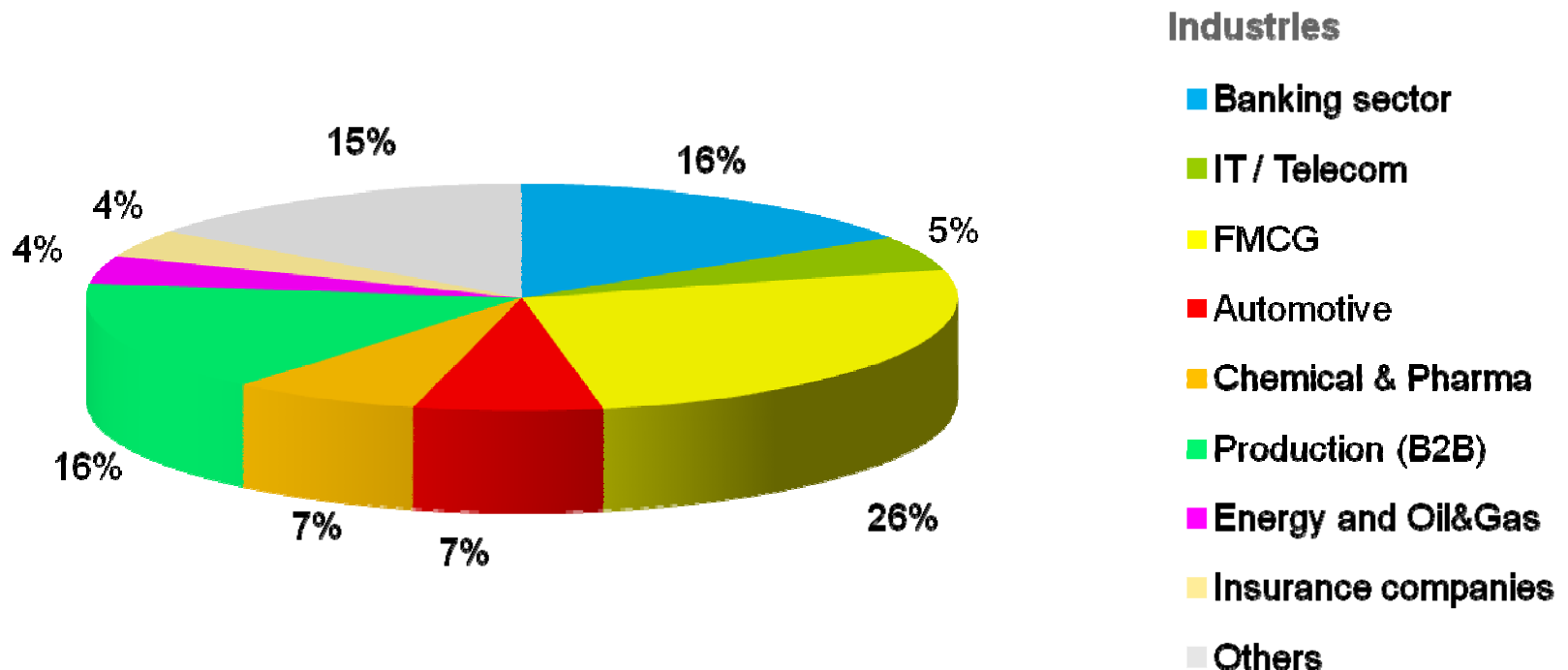
Data source. Ernst & Young compensation & benefits survey

Information is based on the results of the General Industry Compensation & Benefits survey 2009/2010:

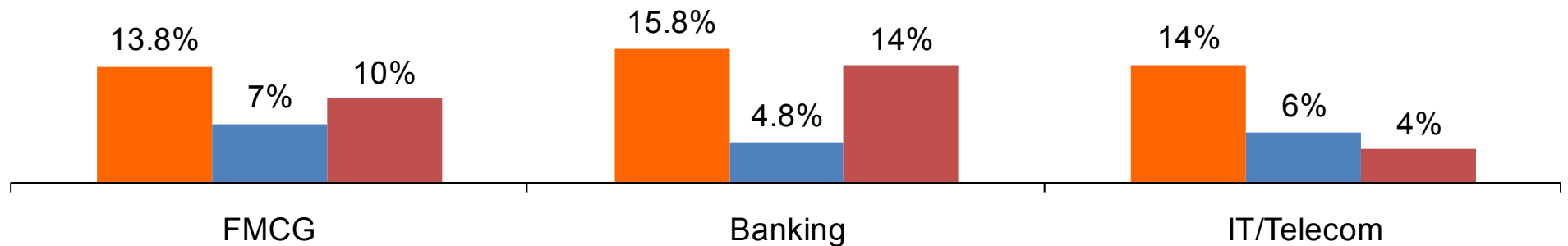
184 companies took part in the survey

- ▶ 27% of respondents with annual sales volume of more than USD 1 billion
- ▶ 11% of respondents with headcount of more than 5 000 employees in Russia

Characteristics of the participants



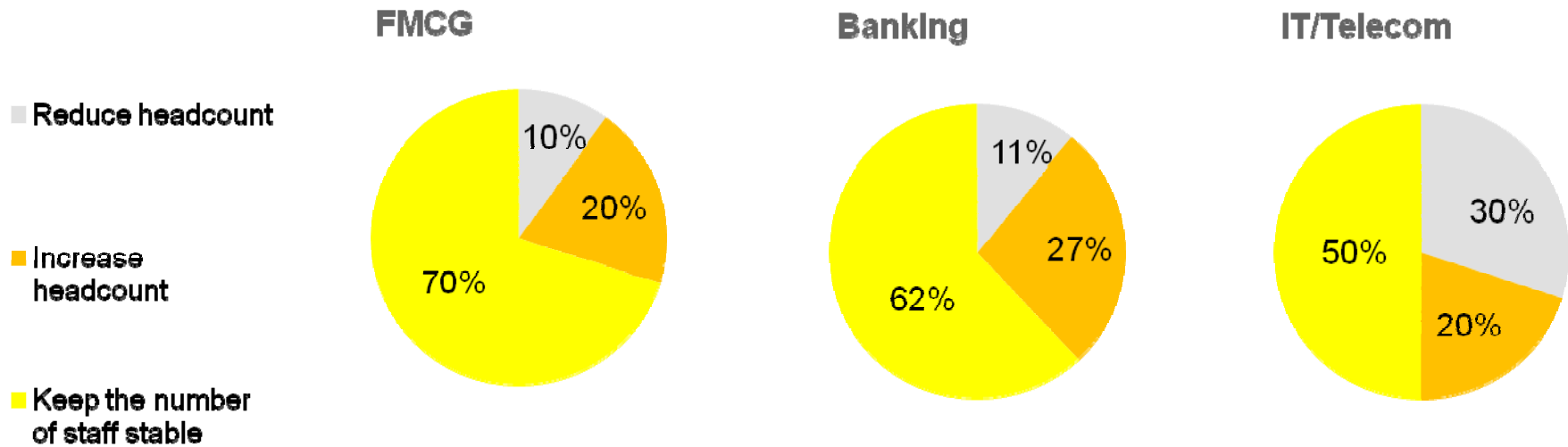
Salary changes



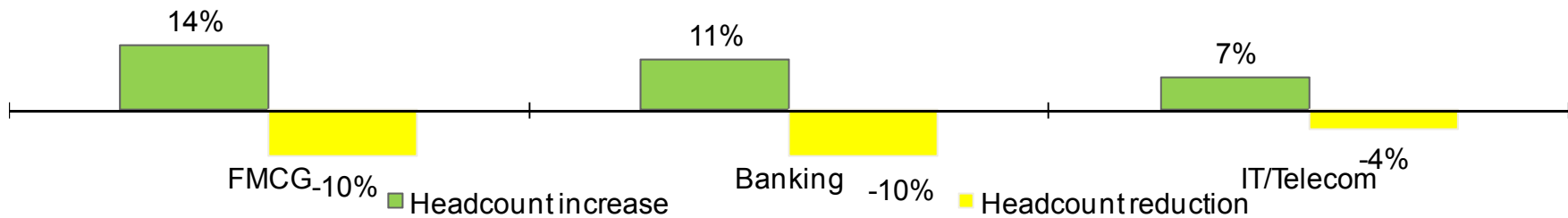
■ Planned salary changes for 2009 ■ Actual salary changes in 2009 ■ Planned salary changes for 2010

- The lowest level of salary growth was reported for manual workers/support staff –3%
- The highest level of salary growth was reported for senior management – 8%

Plans on headcount optimization



Average planned changes in the headcount



Benefits

Regardless of the economic downturn, the number of companies offering different types of benefits has not changed significantly

% of companies offering following types of benefits

■ Corporate mobile phones ■ Medical insurance ■ Pension plans

