



Managing personnel cost

Chaired by Anne Ramsay, Chairman, Compensation and Benefits subcommittee, HR
Director,
Cushman&Wakefield, Stiles&Riabokobytko

Tuesday, March 3, 2009
09:30-11:30 (registration starts from 09:00)
Hotel Holiday Inn Lesnaya, hall Moskva
Lesnaya str, 15, Moscow

Open meeting

Reviewing Compensation Packages In The Downturn

HR teams are being required to make savings in total compensation costs. One way of doing this is to freeze salaries for all employees. Another way is to reduce/eliminate bonuses for 2008 and/or 2009. But are there smarter ways to cut the compensation costs of your employees? The purpose of this round-table is to discuss and explore different strategies for making economies in your total compensation spend. It will be an inter-active session in which all attendees will be asked to participate.

The following questions will be used as a basis for discussion at the round table. Please consider your responses to these questions in advance of the round-table.

- 1 Base pay
 - how are you changing base pay - increase/freeze/cut?
 - how are you determining how much to increase/cut base salaries?
 - are different approaches being taken for different staff groups? If so, how are these approaches determined?
- 2 Bonus
 - how is this structured at the moment? What needs to be achieved to receive payment - are targets set, or is it discretionary (at the decision of line manager)?
 - will the bonus change as a result of the crisis, if so how? Have you considered a deferred bonus?
 - will the balance between base pay and bonus be changed?
- 3 Long-term incentive plan
 - what are challenges you face with your LTIP? For example, do employees still see value in it?
 - are you making any changes to it? If so, what changes?
- 4 Benefits
 - have you cut any benefits?
 - have you made any other changes to benefits, such as changing provider?
 - have you considered changing the benefits you offer?
- 5 Total compensation
 - have you consider making changes to the total compensation package, for example:
 - mix of salary and bonus
 - mix of bonus and LTIP
 - mix of cash and benefits
 - any other changes?

Please give details.