

# Hay Group Compensation Survey Russia 2008

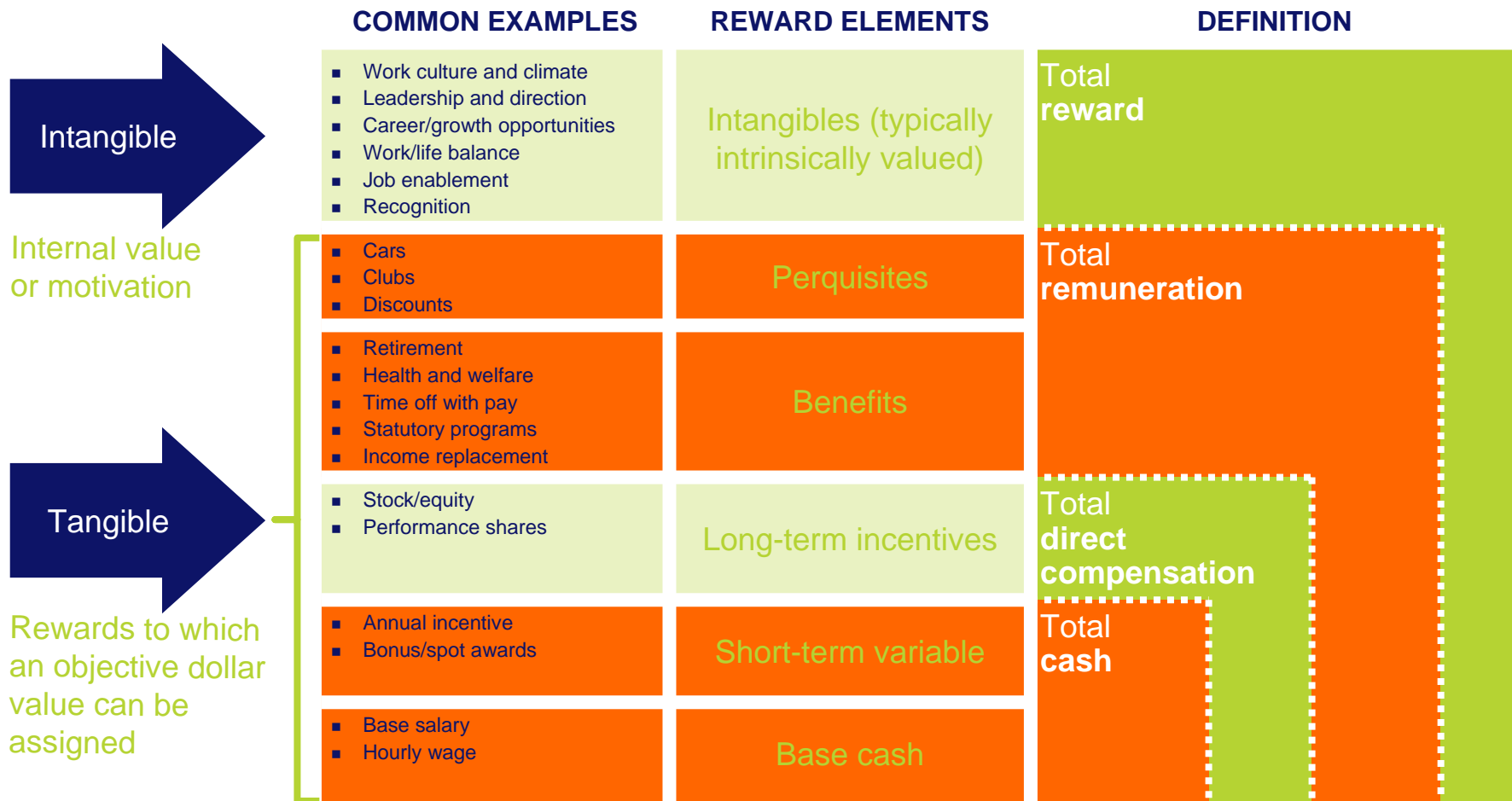
Prepared for AEB meeting

*Irina Chernozubova*

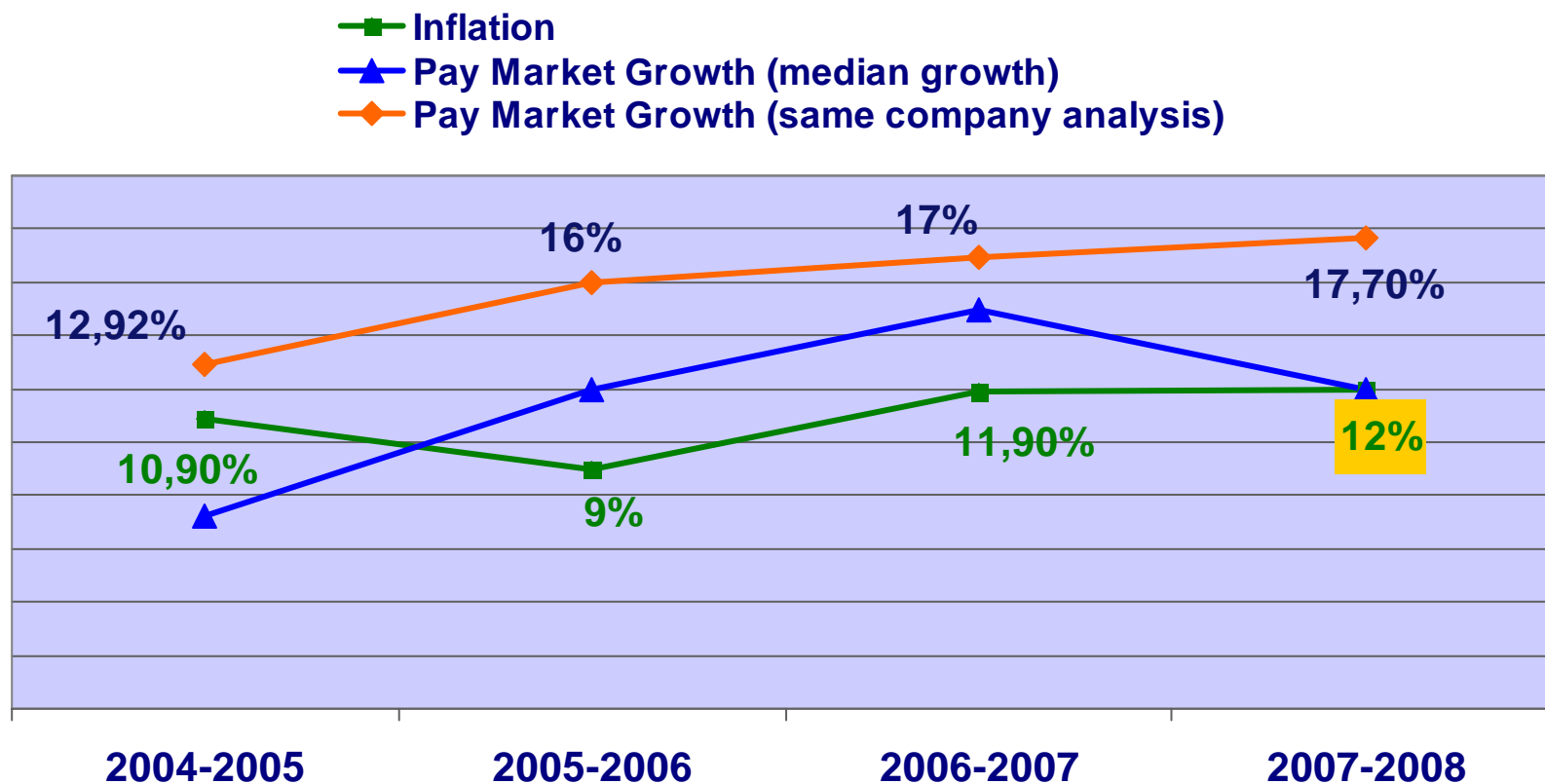
*November 11, 2008*



# Total reward and total remuneration

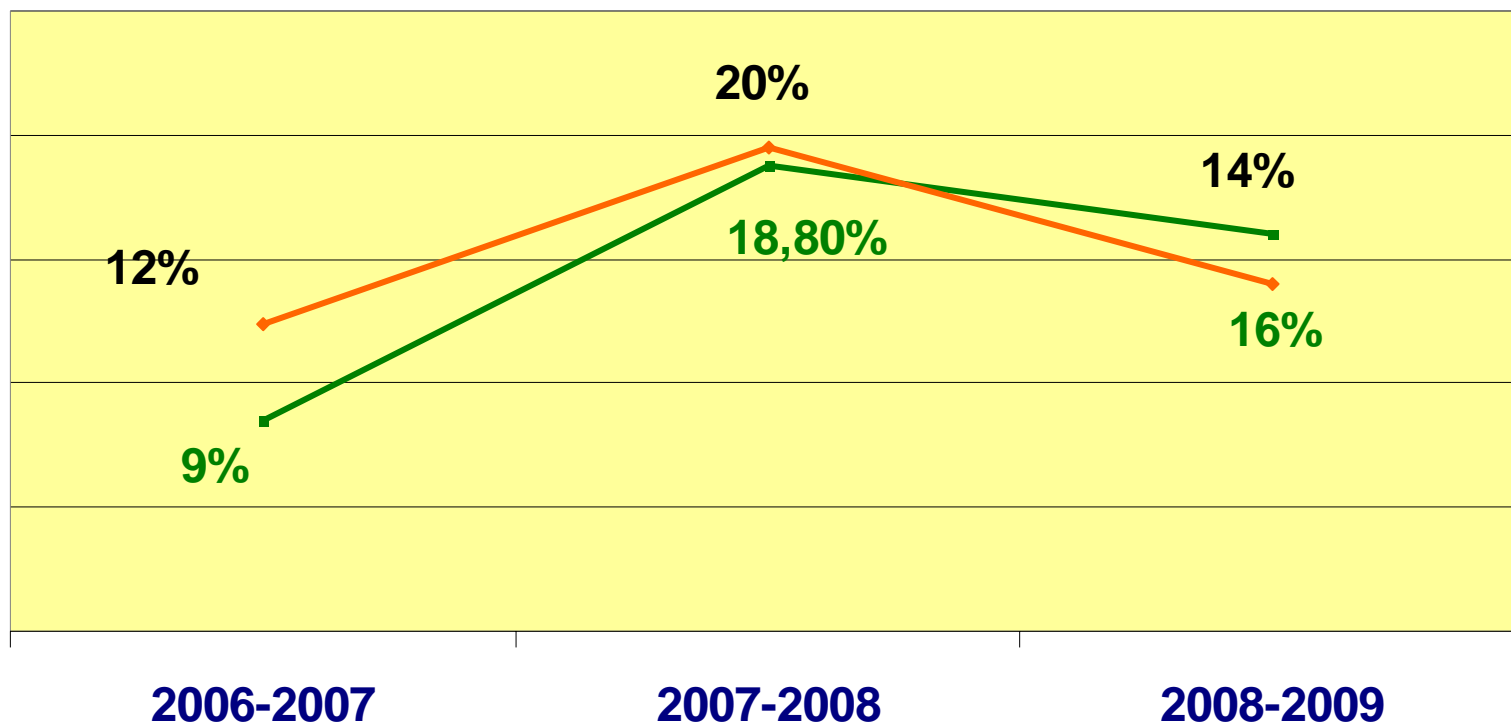


# Dynamics of Moscow Pay Market growth



# Dynamics of Almaty Pay Market growth: Analysis based on questionnaires

— Inflation — Pay Market Growth



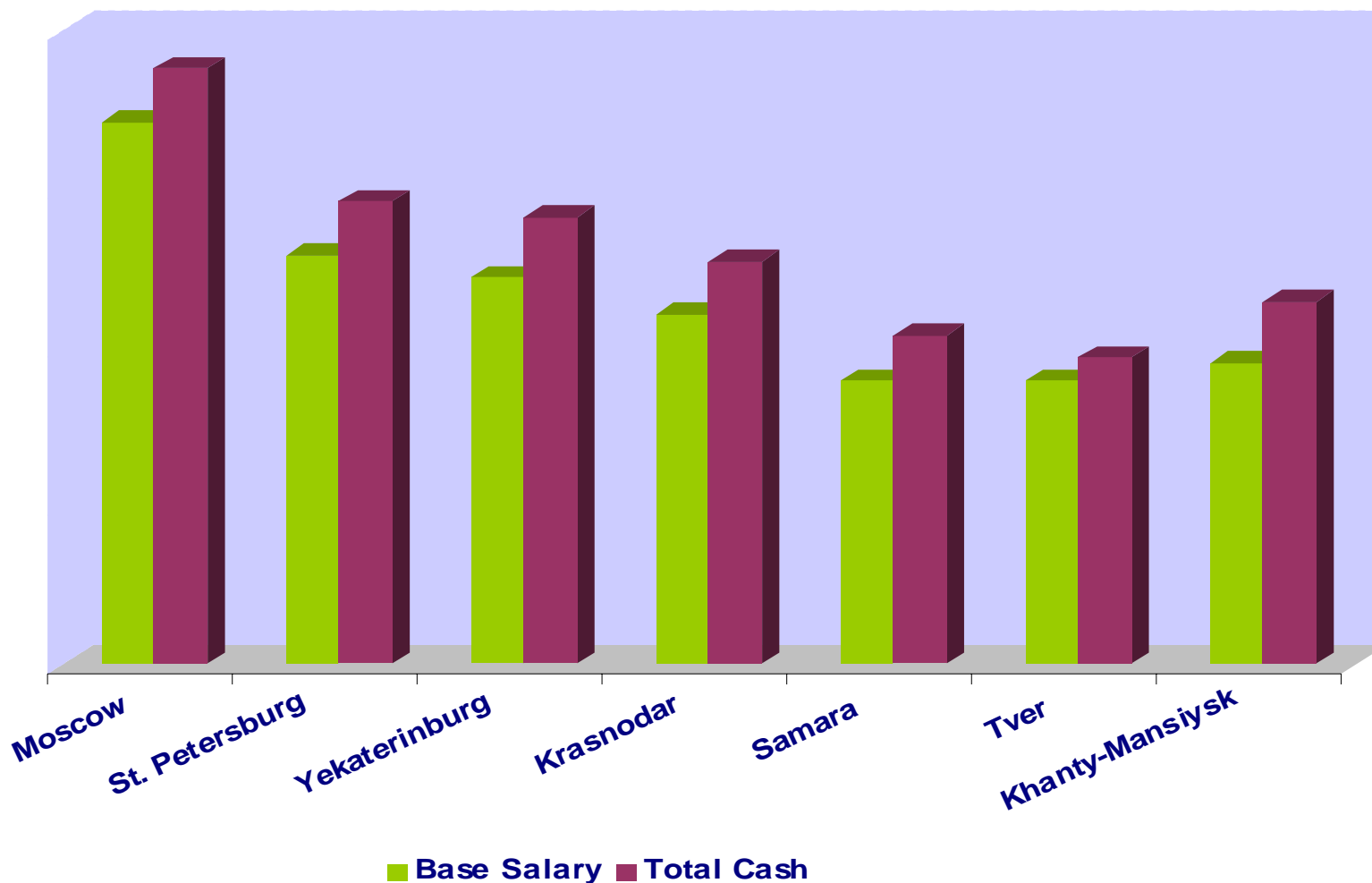
# Moscow and big cities of Russia

## Junior Specialist market



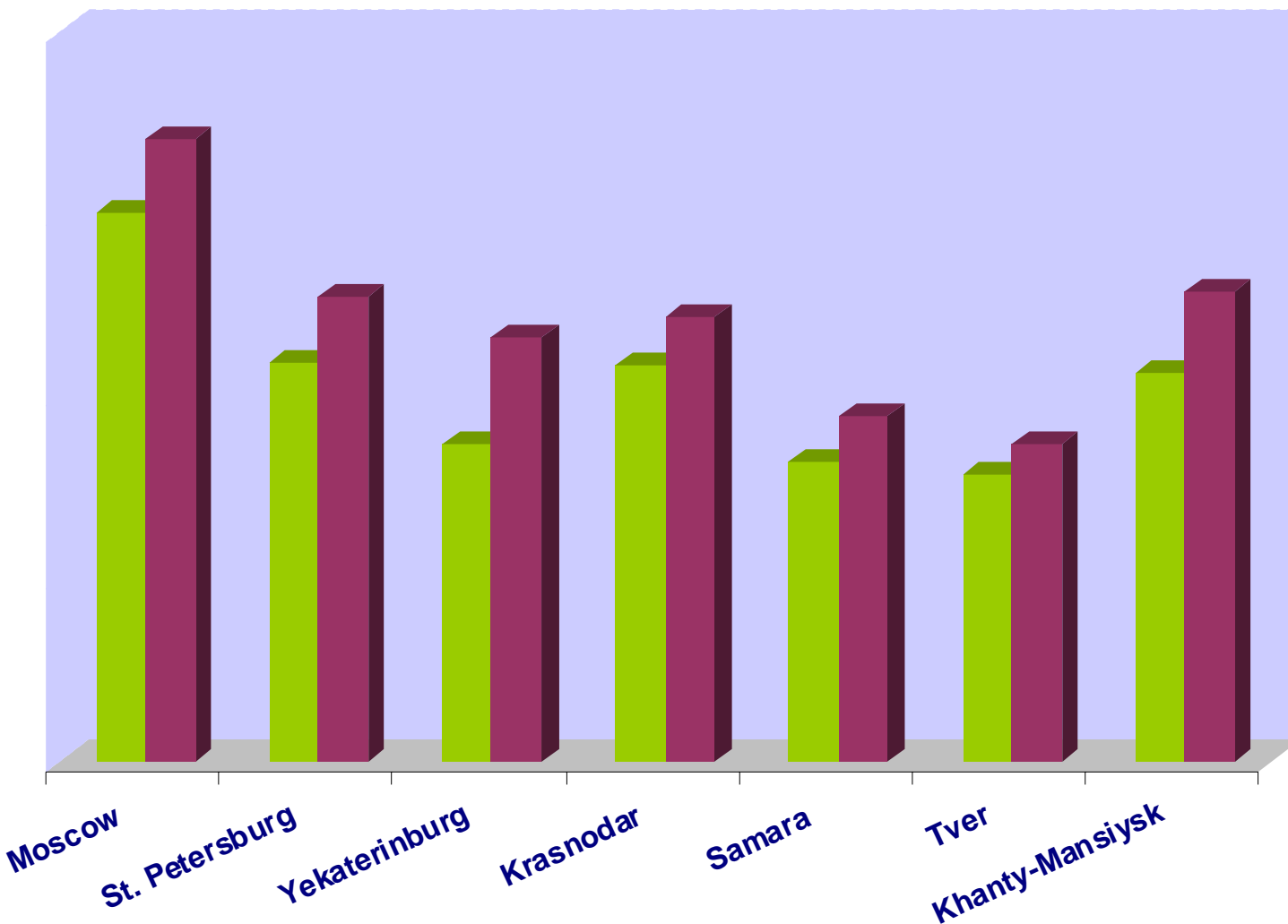
# Moscow and big cities of Russia

## Specialist market

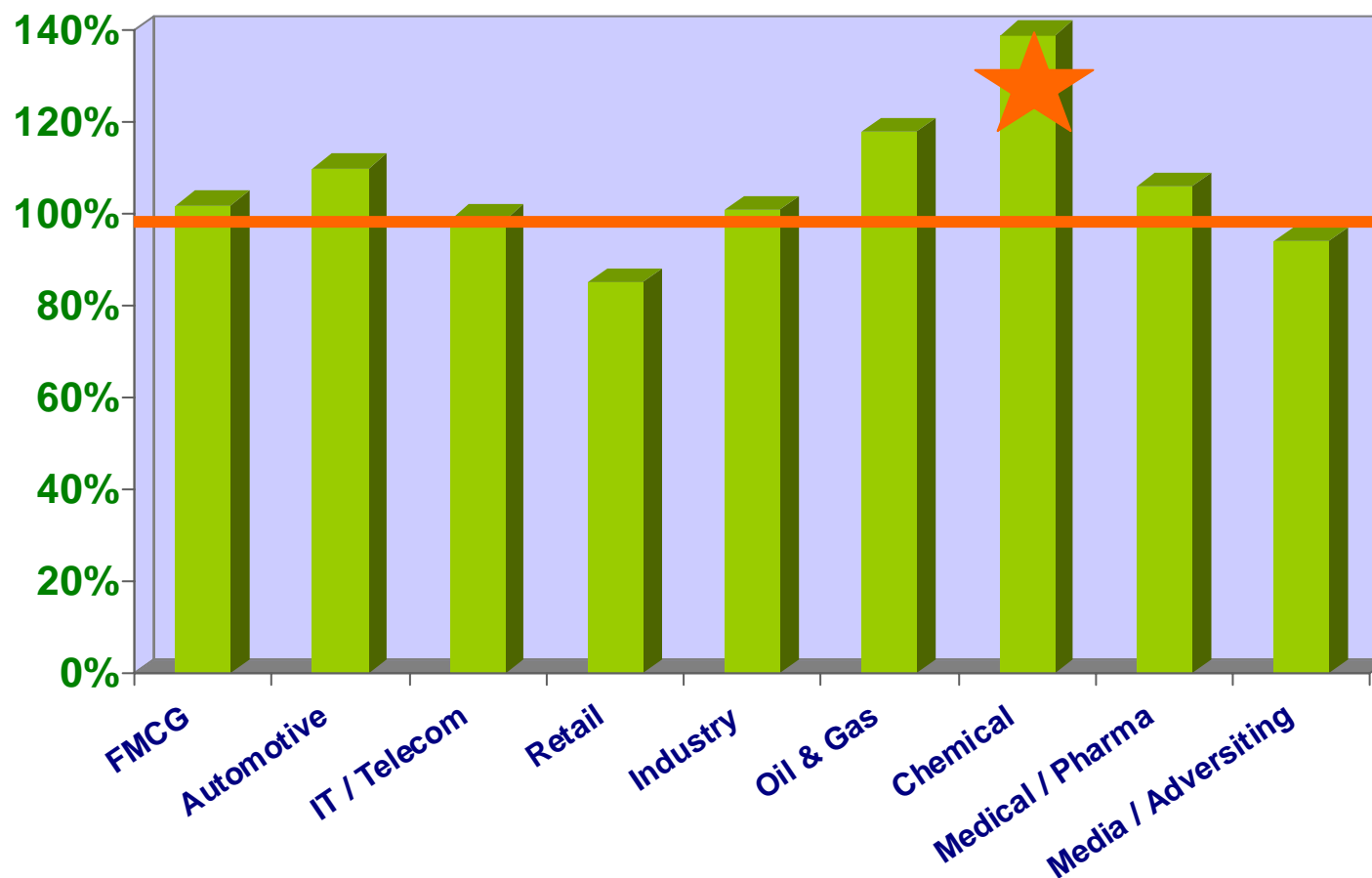


# Moscow and big cities of Russia

## Professionals / Mid. Management market

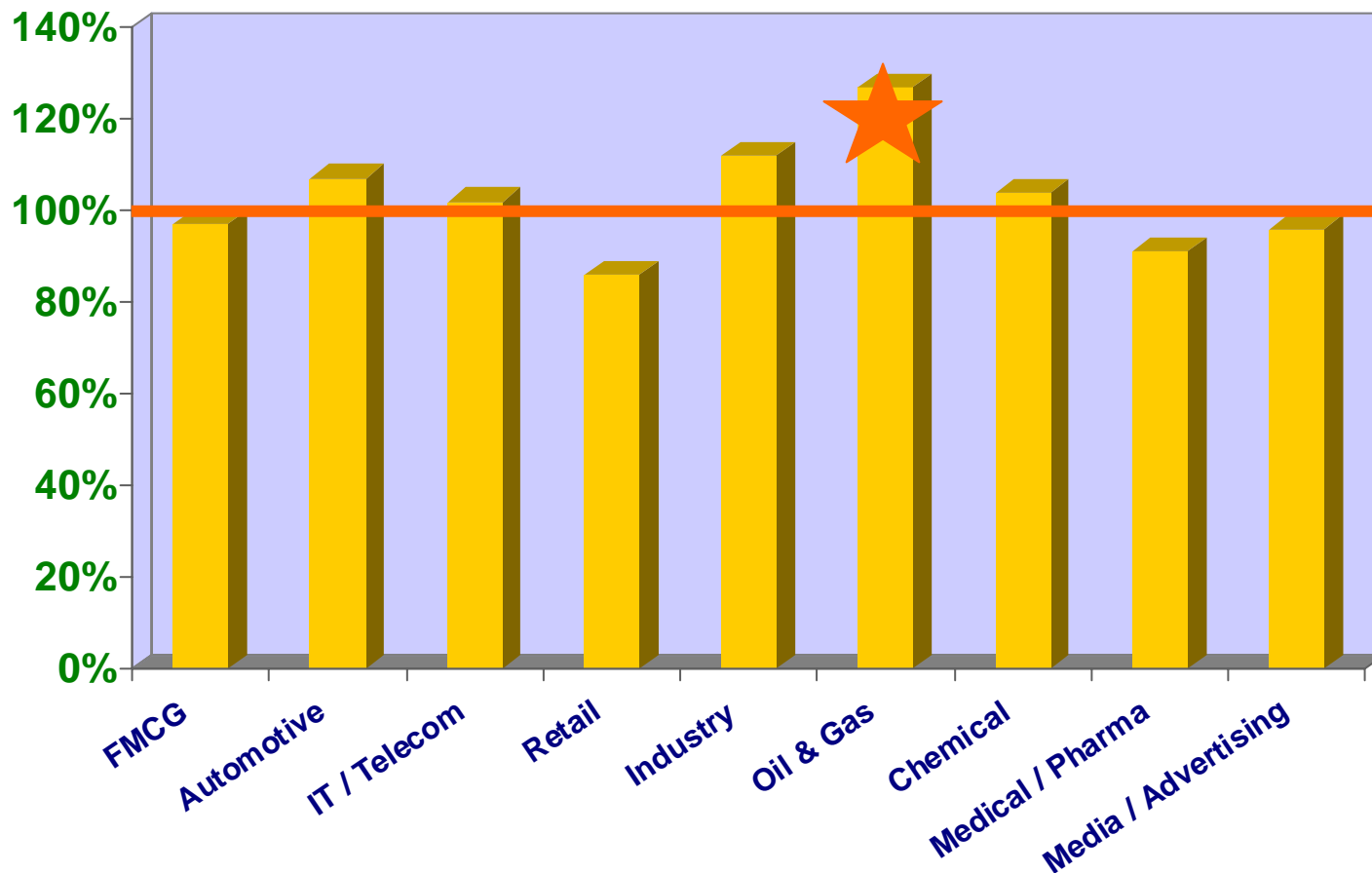


# Sector deviations: Junior Specialists

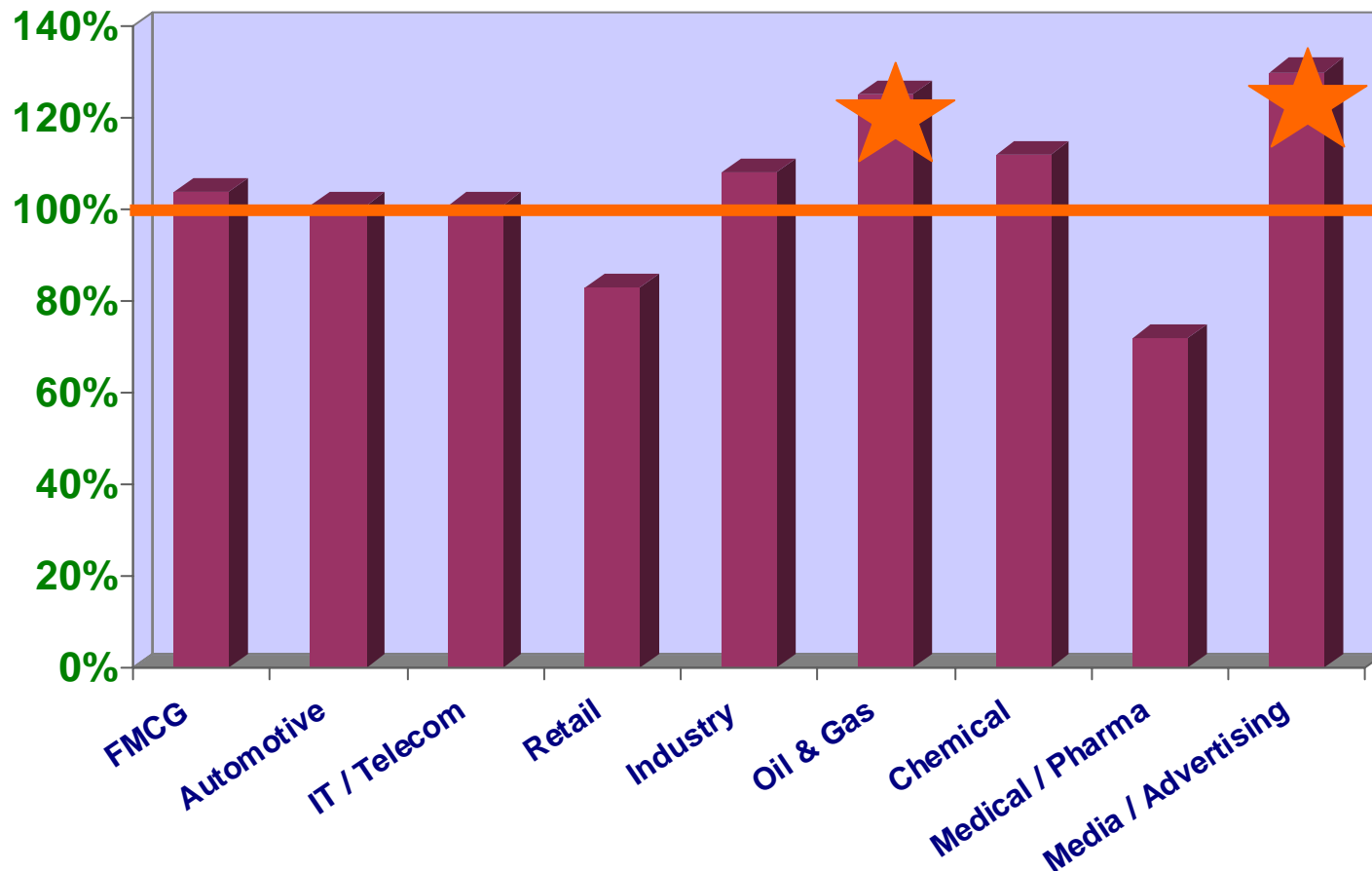




# Sector deviations: Specialists



## Sector Deviations: Professionals / Middle Management



# On-target bonus for different employee categories



# Benefit Rating 2008



**Healthcare / Medical**  
**93%**



**Lunch Allowance**  
**44%**



**Daily Allowance for business trips**  
**78%**



**Additional vacation days**  
**42%**



**Mobile Phone**  
**71%**



**Fitness Club**  
**20%**



**Company Car**  
**55%**

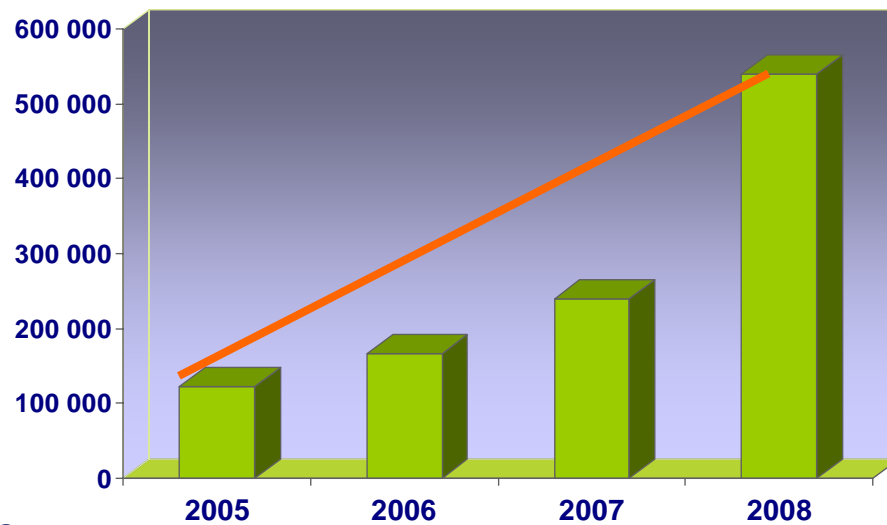


**Pension Plans**  
**17%**

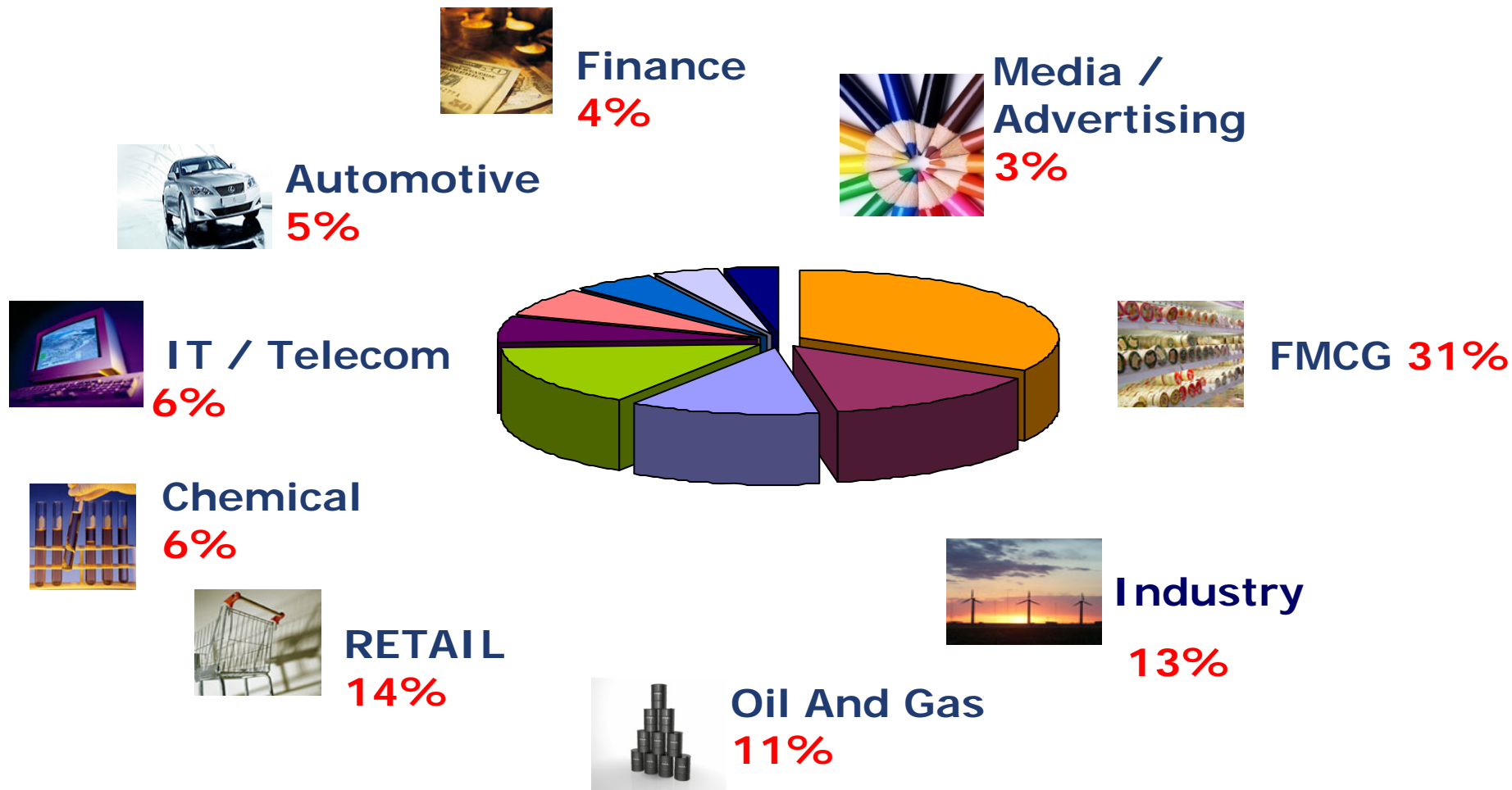
# Reward Info Services in Russia: dynamics of growth



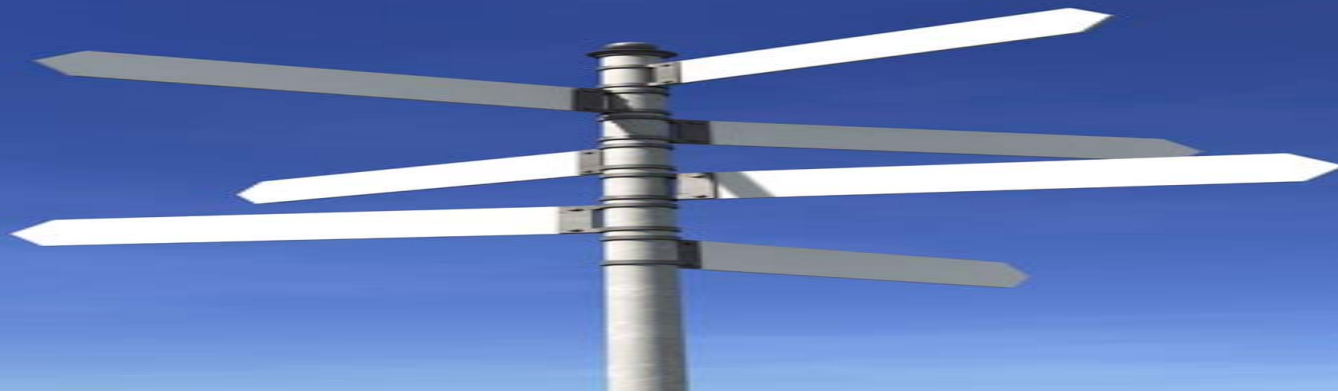
- 220 participating companies
- 540 000 of incumbents in our database
- 8 business sectors
- Data available for Moscow, St. Petersburg and 12 macro regions of Russia
- We conduct regular, regional, sector and club surveys



# Sector Coverage



# CONTACT US



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