

Results of the Chamber HR Committee Survey on Potential Salary Review due to the Tax Code Changes for 2016

Questions of the Survey

1. Please identify sphere of your company:

- Agricultural;
- Banking and Finance;
- Energy sector;
- Consumer goods;
- Pharmaceutical industry;
- ICT;
- Manufacturing;
- Trade;
- Other, please specify.

2. Does your company plan an additional salary increasing due to the tax savings?

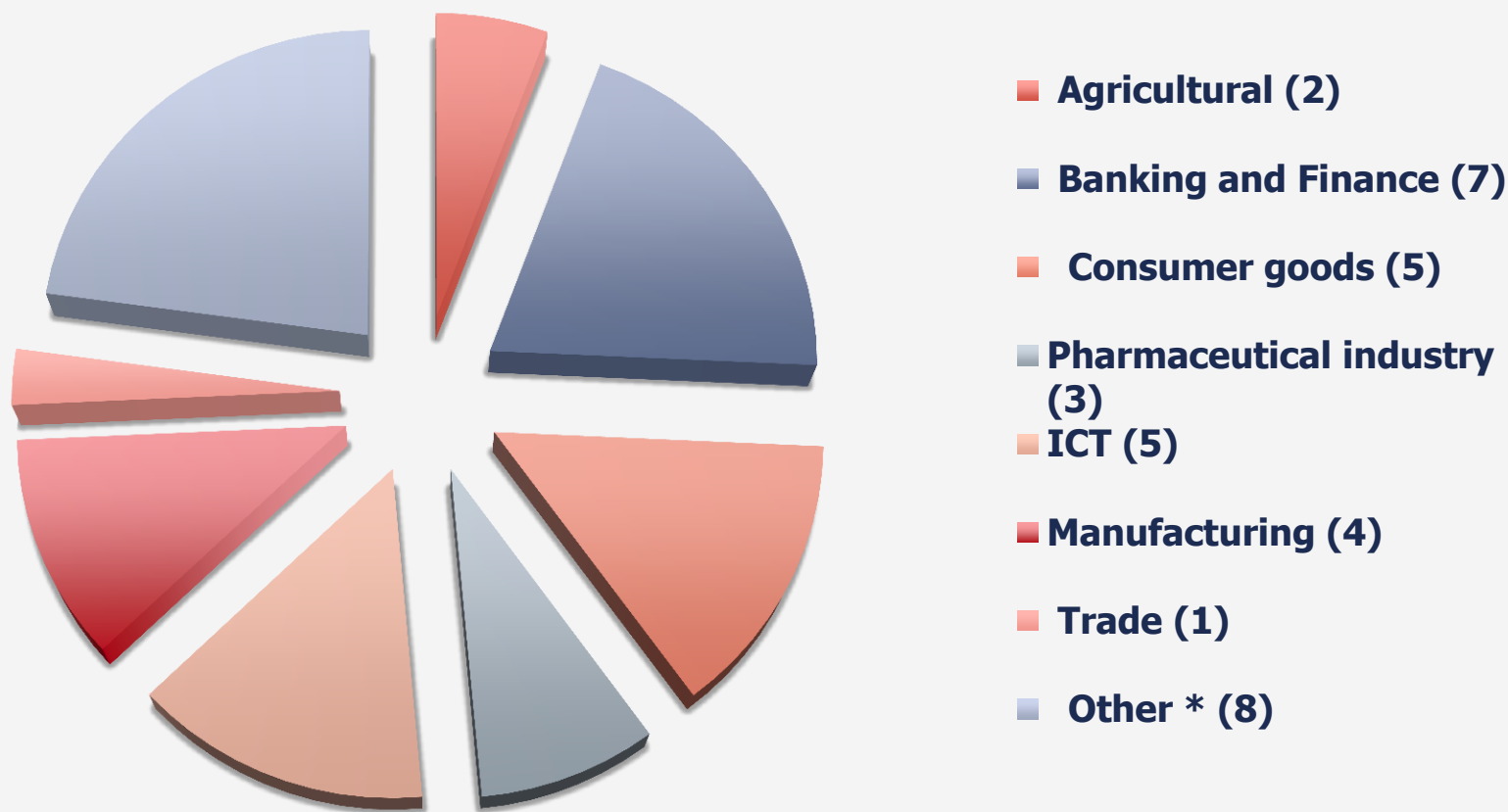
- There will be no additional salary increasing. The budget will be reduced according to the difference in tax savings.
- The budget will be the same. Difference from the tax savings will be spent on salary increasing.
- Only exact part from economy will be spent on salary increasing. If yes, please specify in percent.
- Your answer.

3. Does your company plan an additional salary increasing (in terms of tax savings) for the current year (2016)?

- If yes, please specify in percent.
- Please, specify when additional salary increasing is planned (month).

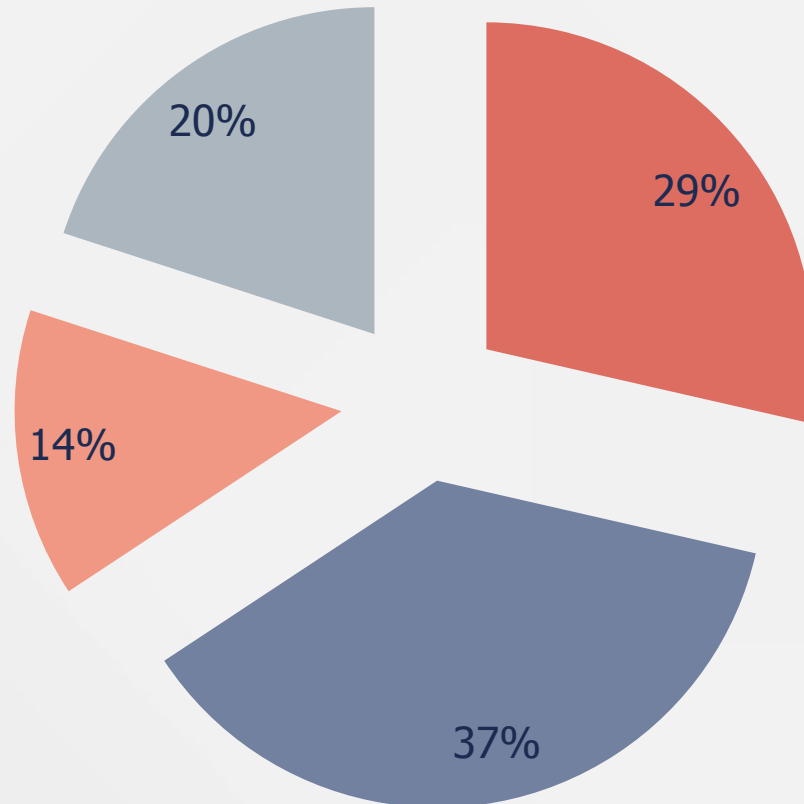
1. Participants of the Survey – 35 companies

Industries



* **Other:** Retail/Restaurants, NGOs, Legal consulting, Hospitality, Industrial (process) automation, Logistics, Marketing.

2. Does your company plan an additional salary increasing due to the tax savings?



- There will be no additional salary increasing. The budget will be reduced according to the difference in tax savings (10)
- The budget will be the same. Difference from the tax savings will be spent on salary increasing (13)
- Only exact part from economy will be spent on salary increasing. If yes, please specify in percent (5)
- Another answer (7)

* **39%** of tax savings will be spent on salary increasing, in average

2. Does your company plan an additional salary increasing due to the tax savings?

**** Some of another answers:**

- **Tax savings were spent on costs of newly created departments according to New Business Strategies for 2016;**
- **Plan on additional salary is not confirmed yet;**
- **Tax savings will be considered as budget savings.**

3. Does your company plan an additional salary increasing (in terms of tax savings) for the current year (2016)?

51%

Companies plan an additional salary increasing (due to the tax savings)

61% of them

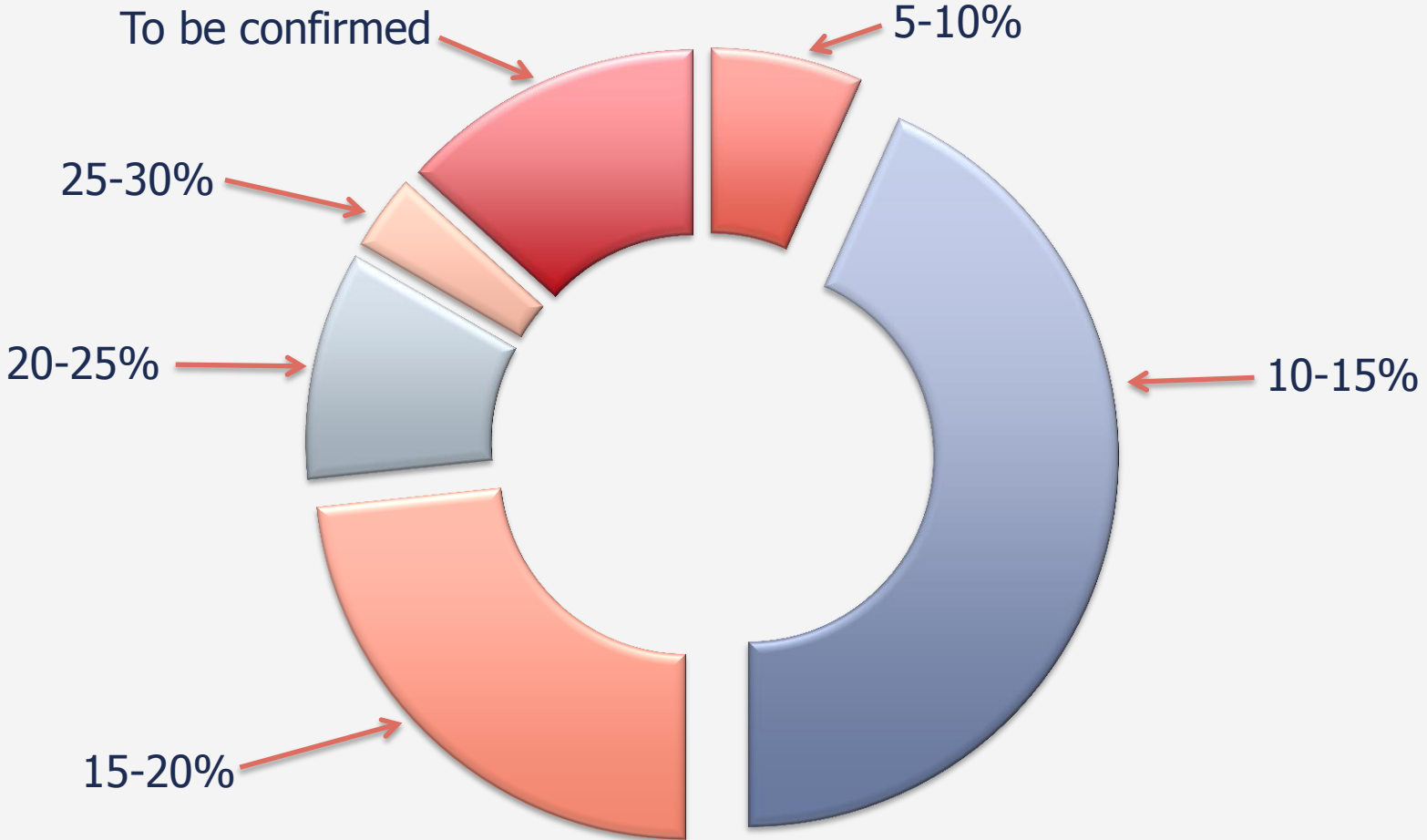
will implement increasing in
January-June 2016

39% of them

will implement increasing in
July-December 2016

3. Does your company plan an additional salary increasing (in terms of tax savings) for the current year (2016)?

Rate of increasing



3. Does your company plan an additional salary increasing (in terms of tax savings) for the current year (2016)?

Average rate of additional salary increasing (in terms of tax savings) by Industries

Spheres	Average rate of increasing
Pharmaceutical industry	18%
Other Industries	17%
Banking and Finance	15%
ICT	14%
Manufacturing	14%
Consumer goods	12%
Trade	11%



THANK YOU!