

Results of the Chamber Survey on Potential Salary Increase

February 2017

Questions of the Survey

1. Please indicate sphere of your company:

- Agricultural;
- Banking and Finance;
- Energy;
- FMCG;
- Pharmaceutical industry;
- ICT;
- Legal;
- Manufacturing;
- Trade;
- Other, please specify.

2. Does your company plan salary review in 2017?

- Yes, salaries will be reviewed and increased.
- There will be no additional salary increasing this year.
- To be decided.
- Your answer

3. If you company plans to increase salaries, please specify when:

- January - February 2017
- March – April 2017
- May - June 2017
- July – August 2017
- September – October 2017
- November – December 2017
- Comments

Questions of the Survey

4. If you company plans to increase salaries, please specify in percent:

- Up to 5;
- 5-10%
- 11-12%
- 13-15%
- 15-20%
- Your answer:

5. Did your company review salaries in 2016?

- Yes;
- No;
- Your answer

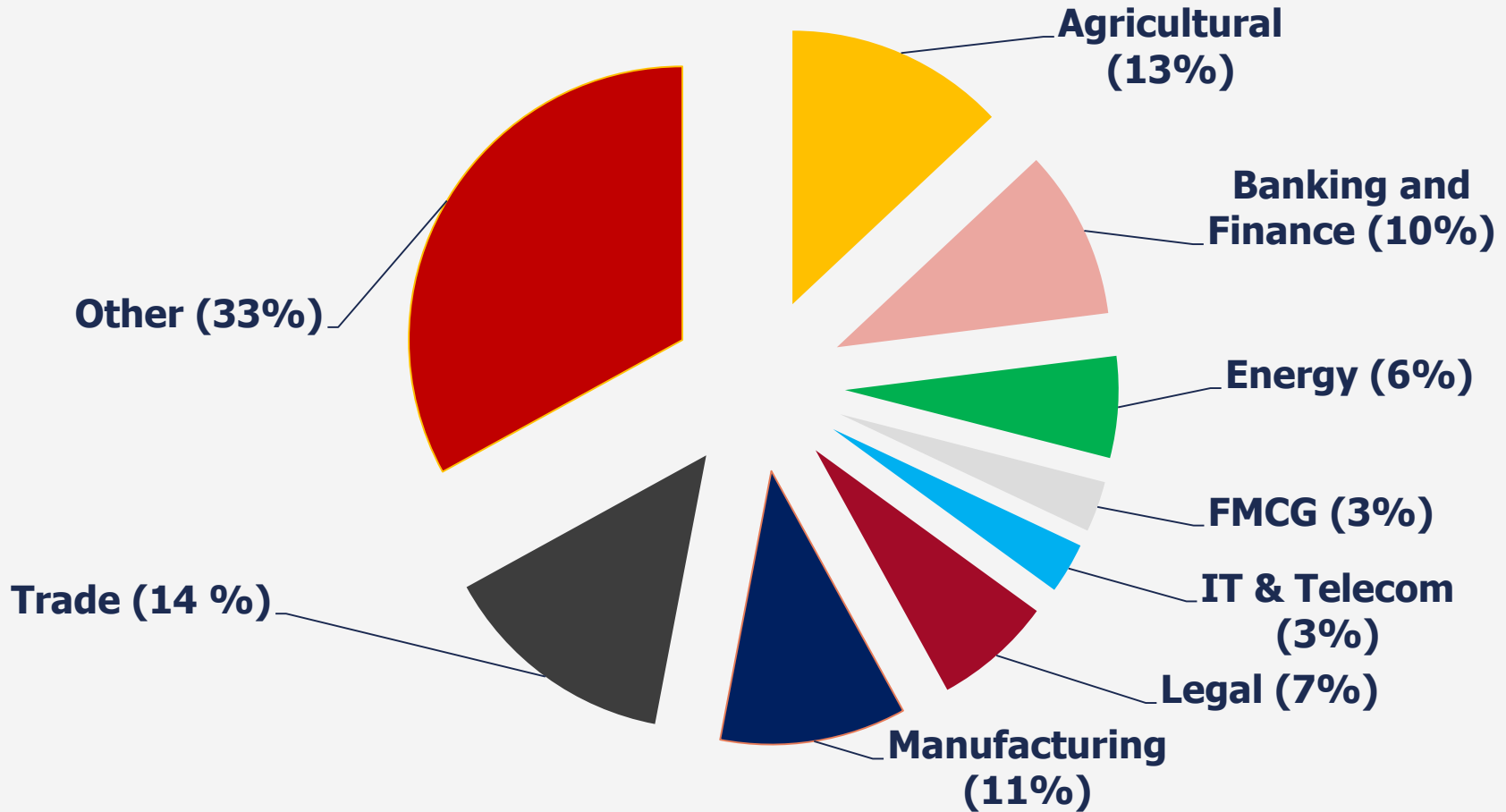
6. If you company increased salaries in 2016, please specify when:

- January - February 2016
- March – April 2016
- May - June 2016
- July – August 2016
- September – October 2016
- November – December 2016
- Comments

7. If you company increased salaries in 2016, please specify in percent:

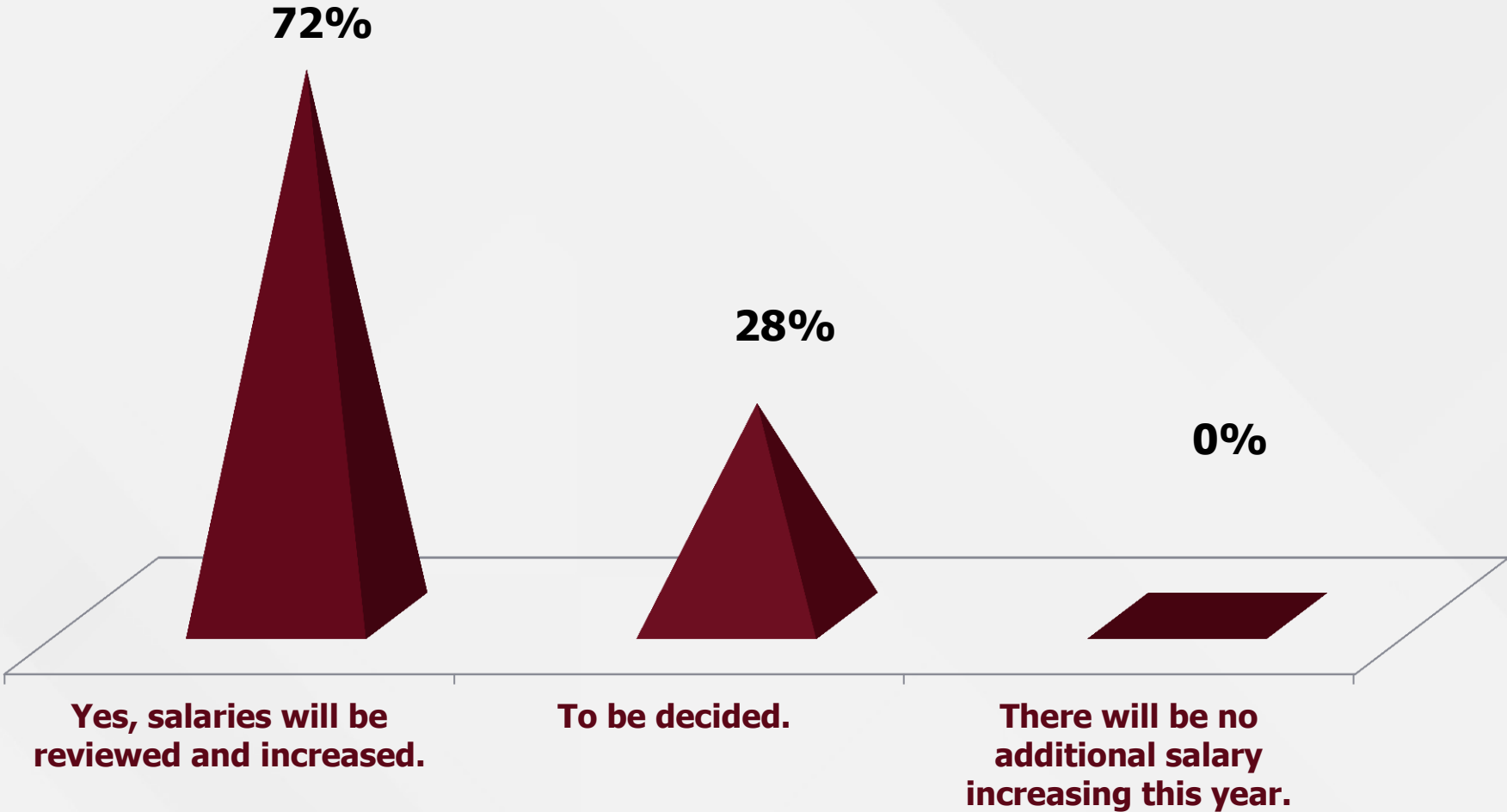
- Up to 5;
- 5-10%
- 11-13%
- 12-15%
- 15-20%
- Your answer:

1. Participants of the Survey by Spheres

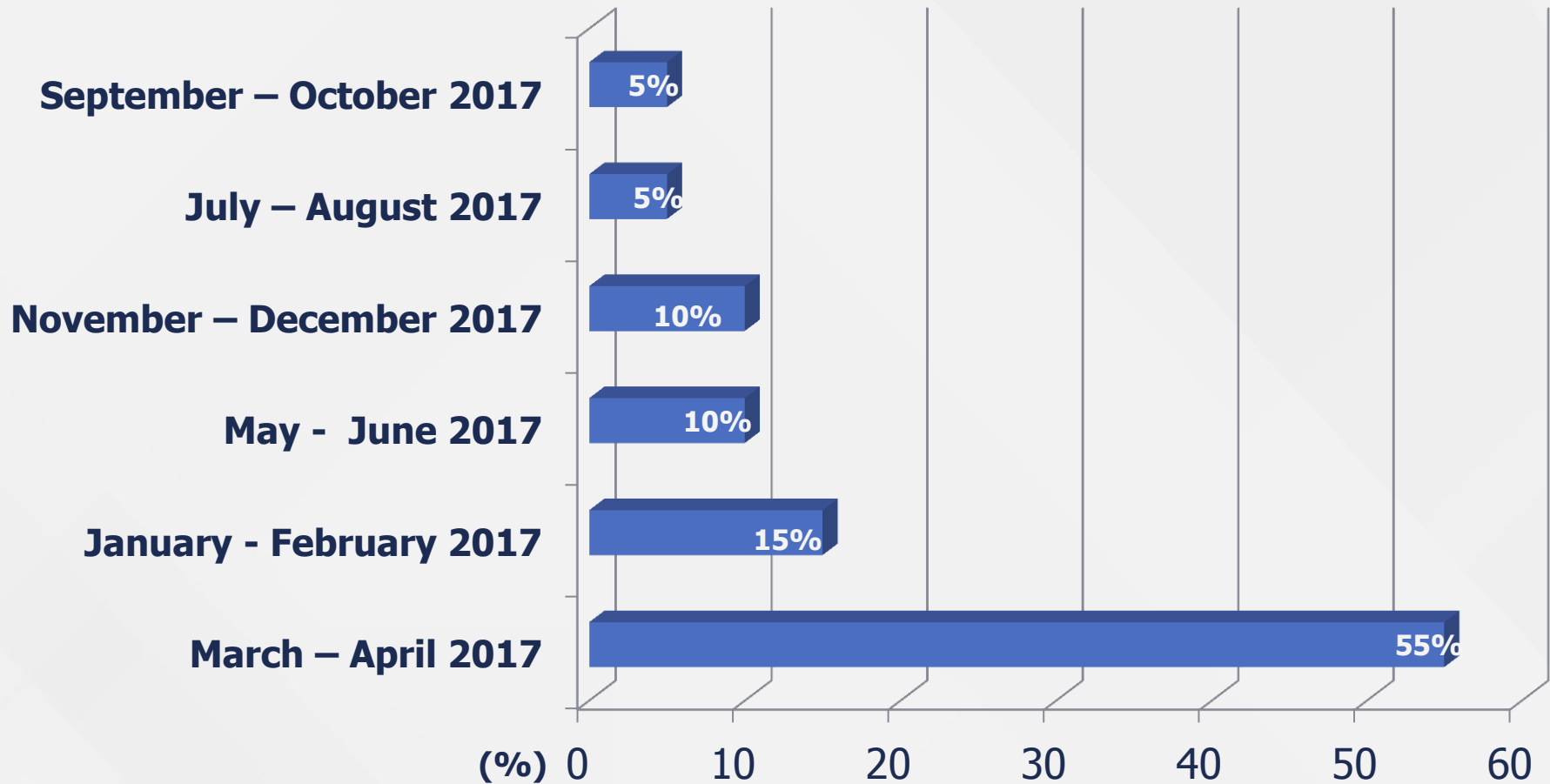


* **Other:** Real Estate Services, Insurance, Education, Government, Automotive sector.

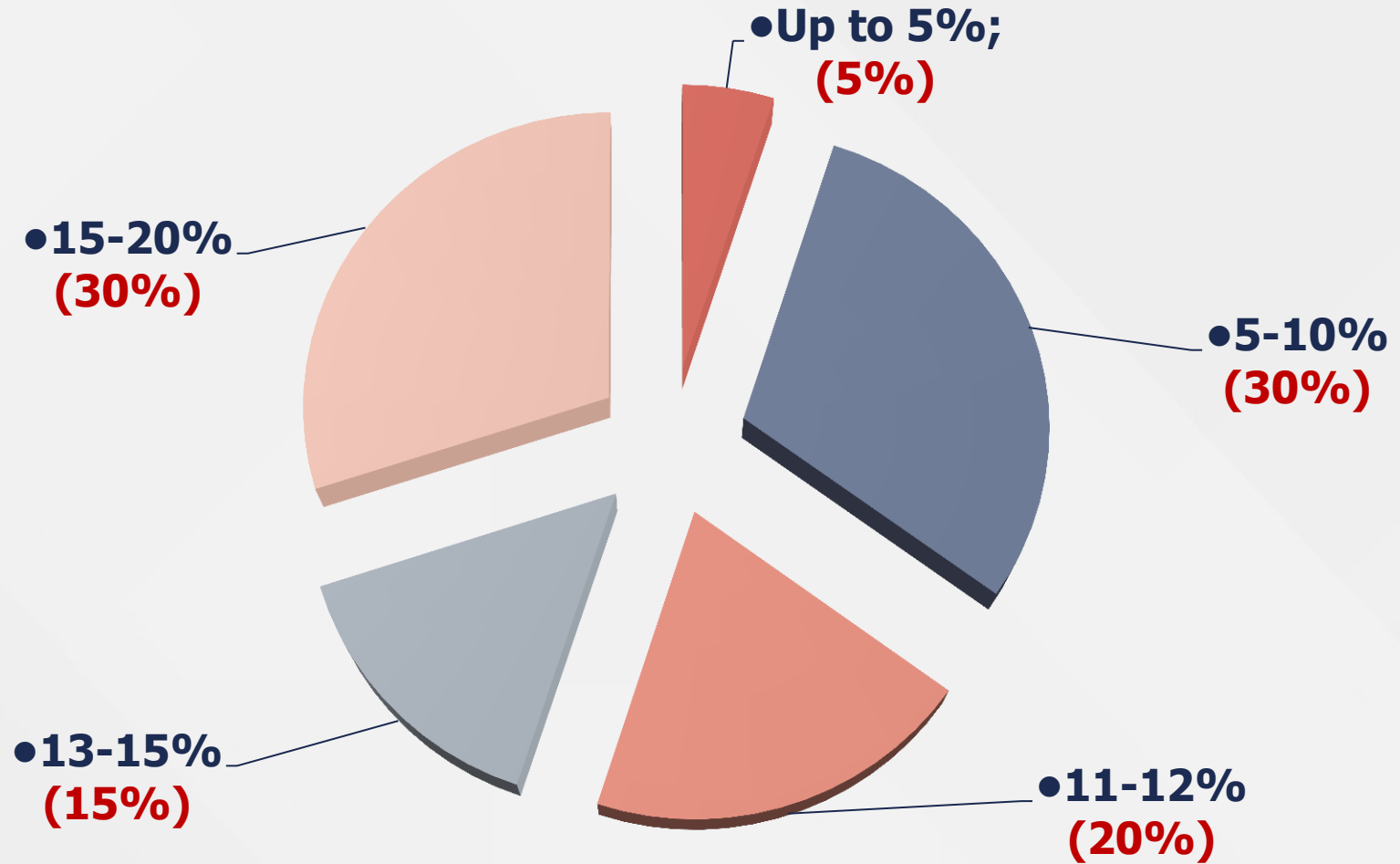
2. Plans on salaries' review in 2017



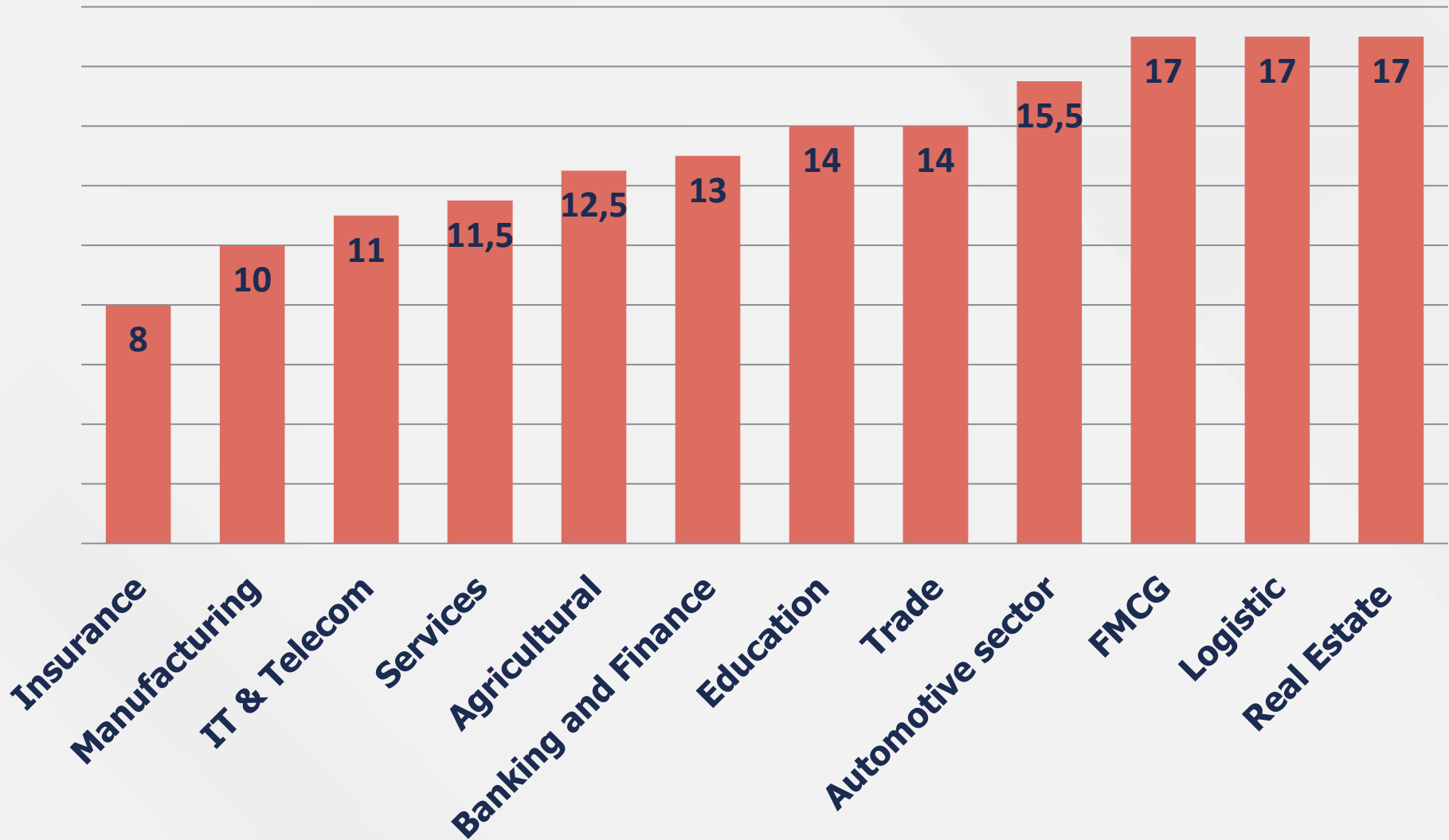
3. When the increase will be implemented:



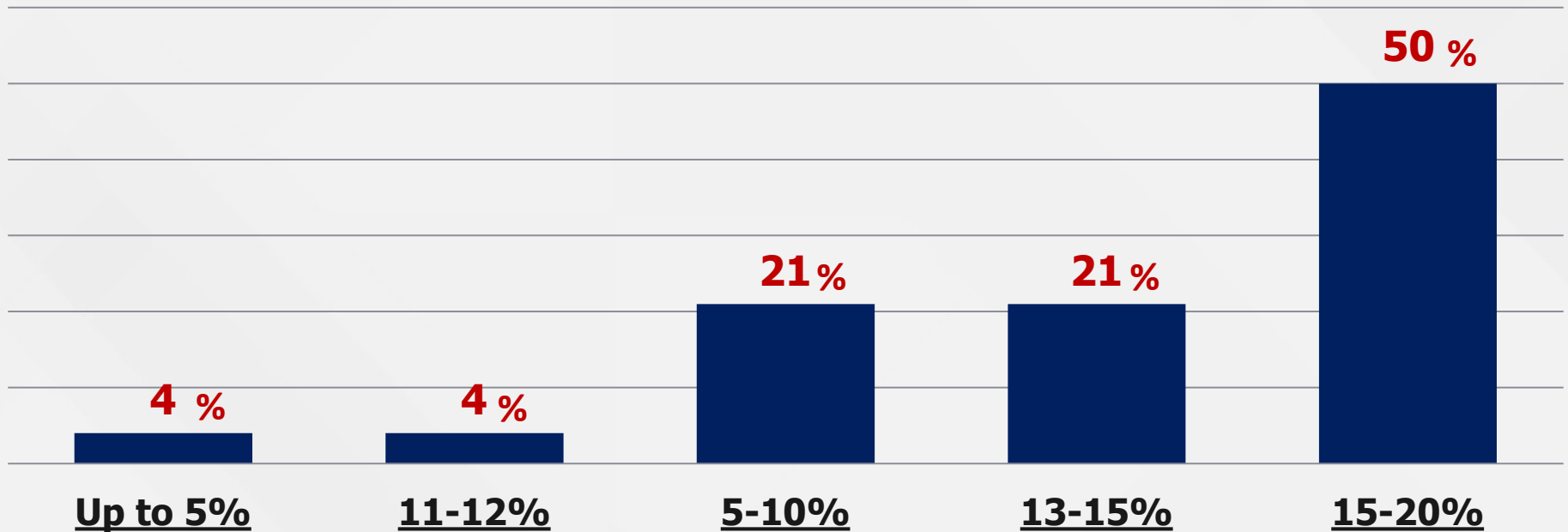
4. Percentage of increase in 2017:



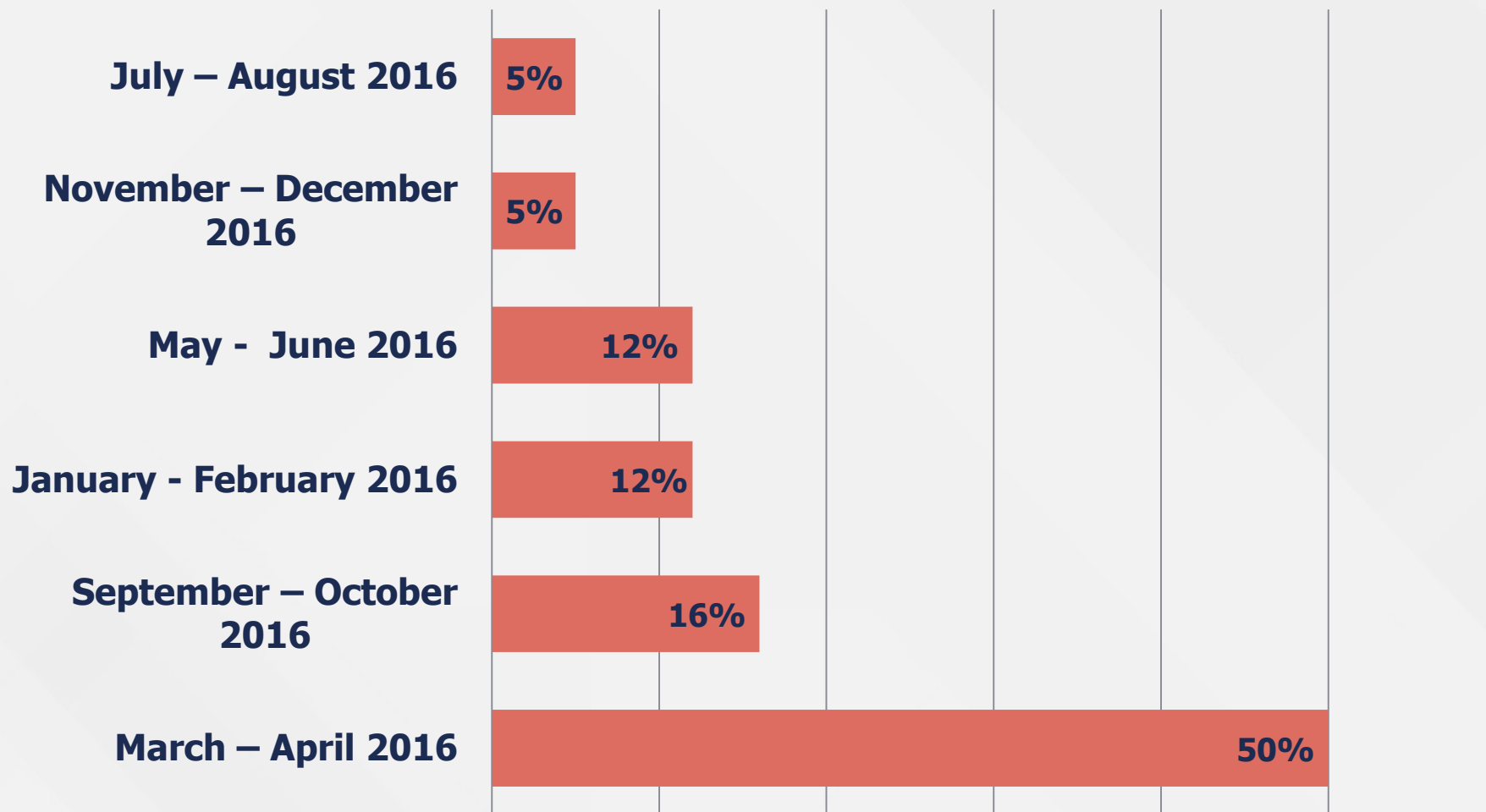
5. Salaries increase in 2017 by spheres (in %):



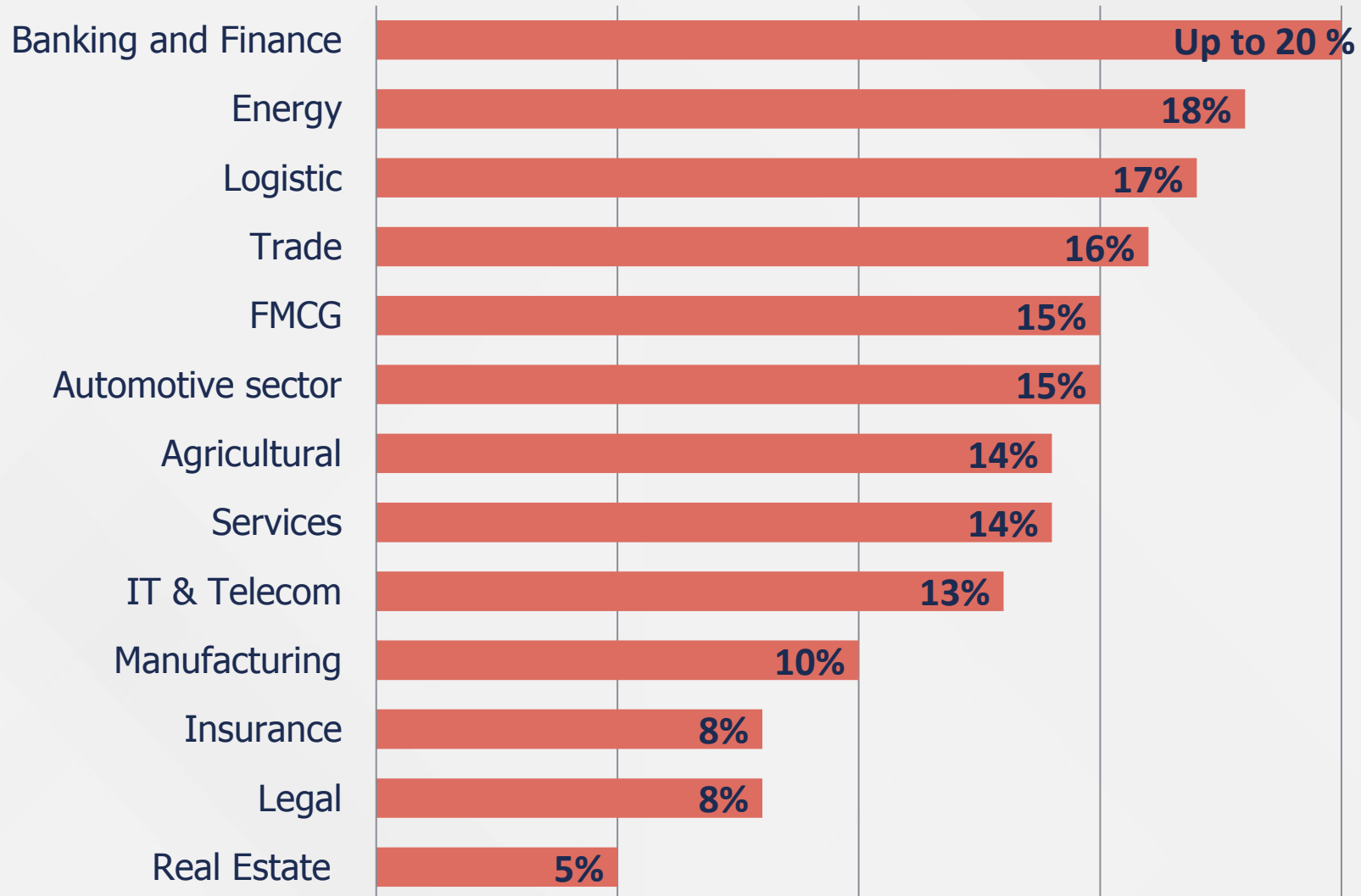
6. Salaries increase in 2016 (in %):



7. Month of implementation of the increase in 2016:



8. Salaries increase in 2016 by spheres (in %):



9. Comparison between 2016 to 2017 by spheres:

Spheres	2016	2017
Agricultural	14 %	12,5 %
Automotive sector	15 %	15,5 %
Banking and Finance	up to 20 %	13 %
FMCG	15 %	17 %
Insurance	8 %	8 %
IT & Telecom	13 %	11 %
Logistic	17 %	17 %
Manufacturing	10 %	10 %
Real Estate	5 %	17 %
Services	14 %	11,5 %
Trade	16 %	14 %



THANK YOU!