



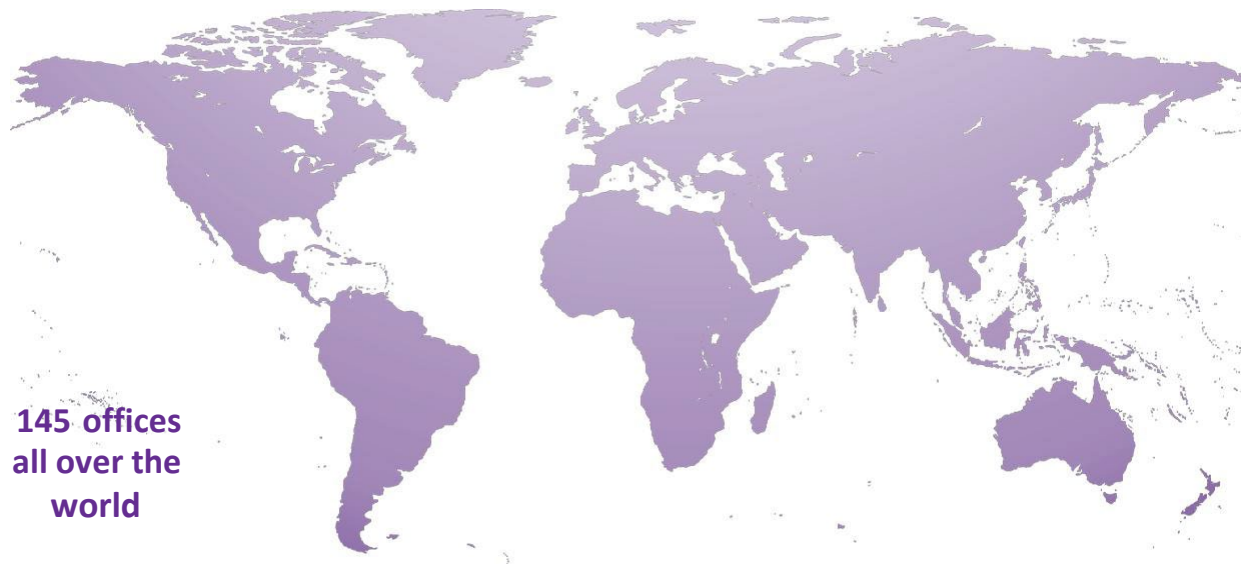
Customised Labour Market Survey

Our Unique Solution





About Antal



145 offices
all over the
world

Antal Services in ROMANIA / EEU /SEE:

- Executive recruitment
- Management selection
- Assessment /
Development Centres
- Personality analysis
- Outplacement
- Outstaffing (payrolling),
Outsourcing
- **Labour Market
Surveys**
- Mass recruitment
- HR consulting

We are also working with
clients in such sectors as:



FMCG



Pharmaceutical
& Medical



Machinery



Logistics



Agribusiness /
Fishery



Finance & IT



Retail

Salary & Benefits Survey (C&B)



<p>Our Competitive Advantages:</p>	<ul style="list-style-type: none"> ➤ Real Time information (unique methodology) ➤ Global analysed locations / coverage, if required ➤ Fast and easy to double check. ➤ Customisable upon request ➤ Efficient selection of the roles to be analysed. ➤ Very vast are of analysed companies or spheres. ➤ Working till Client fully accepts ➤ Leads for best possible candidates. ➤ Lots of valuable additional business information provided.
<p>Analysed period:</p>	<p>Always current year</p>
<p>Deliverables Schedule:</p>	<p>Very prompt, usually max. 4 weeks</p>
<p>Main issues (fixed salary, bonuses, monthly Income):</p>	<p>Gross data - median, average, 80% percentile and maximum - for fixed salary and total monthly income for each position in each location.</p>
	<p>%% of the bonuses from fixed monthly salary for each position with a breakdown by type of bonus (for example, quarterly bonus makes 200% of the fixed monthly salary, annual - 100% of the fixed monthly salary).</p>
<p>Other Requirements (benefits: medical insurance, corporate car, etc.):</p>	<p>Medical insurance, Life/Health insurance/Pension schemes</p>
	<p>Sports reimbursement/Flexible hours/WFH schemes</p>
	<p>Meal reimbursement/TAX Allowances /All other possible benefits</p>



Salary / C&B Survey Example

Job Title	Median	Average	80% Percentile	Maximum
Fixed Salary				
Total Monthly Income				
Monthly bonus from fixed monthly salary, %				
Quarterly bonus from fixed monthly salary, %				
Half-a-year bonus from fixed monthly salary, %				
Annual bonus from fixed monthly salary, %				

+ A comprehensive list of Benefits / Other incentives as identified and analysis Pros, Cons, Tax implications etc.



Organisational Survey Sample

Departments	Description	Number of employees
Front office	Description of all front office departments in general	180
Technical department	Precise functional description + department costs if possible	20
HR	Precise functional description + department costs if possible	20
Supply department	Precise functional description + department costs if possible	20
Operational department	Precise functional description + department costs if possible	20
Commercial department	Precise functional description + department costs if possible	20
Logistics department	Precise functional description + department costs if possible	20
Production department	Precise functional description + department costs if possible	20
PR	Precise functional description + department costs if possible	20
GR	Precise functional description + department costs if possible	19
Back office	Description of all back-office departments in general	100
Financial Department	Precise functional description + department costs if possible	20
Administrative department	Precise functional description + department costs if possible	20
IT department	Precise functional description + department costs if possible	20
Security department	Precise functional description + department costs if possible	20
Legal department	Precise functional description + department costs if possible	20
TOTAL employees		280



Organisational Survey

One Industry Selected	Official and un-official sources checked match and correlated in various tables	
Various Geographical areas	According to the companies' locations and focus	
High Accuracy of information	100% for the official sources; ~80% for the rest	
Type of info provided	<ul style="list-style-type: none"> - salary cost / division - payroll simulators for all categories - deeper analysis of a min one front office ad one back-office division of the analyzed companies 	<ul style="list-style-type: none"> estimation of overheads / division in real time - organizational scheme, description of roles and info fluxes, costs as much as possible and recent news /change)
Comparison and business advice		



For further information feel free to contact:

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