



BALTIC SALARY SURVEY

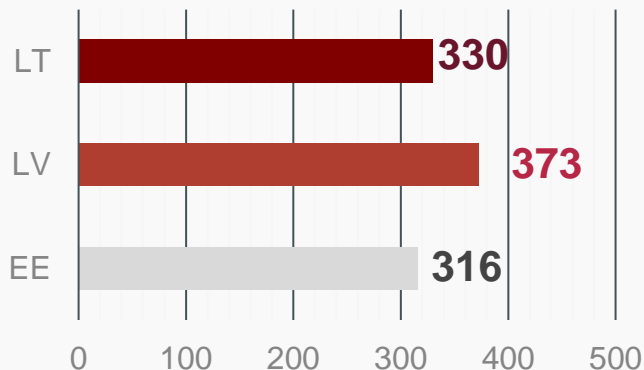
LITHUANIA, 2021



WHO WE ARE

We are the main compensation and benefits partners in the Baltics, trusted by over **1 thousand** companies in the region.

Survey participants per country in 2020



We are affiliates of the biggest HR consulting agency in the world – **LCC Mercer**, providing HR solutions for more than 140 countries worldwide.



AREAS OF EXPERTISE

HUMAN RESOURCE CONSULTING

COMPENSATION AND BENEFITS SURVEYS

DEVELOPING COMPENSATION SYSTEMS

JOB EVALUATION

FREE OF CHARGE VS PAID PARTICIPATION



FREE

PAID

BUYER

Job description catalogue	✓	✓	✓
Job classification with consultant	✓	✓	✓
Full survey results (market data)	✗	✓	✓
Compensation Analysis Tool (includes graphs for salary comparison with the labour market, numerical salary comparison for each employee)	✗	✓	✓
Invitation to our compensation survey conference	✓	✓	○
Presentation materials with the main survey conclusions	✓	✓	○
Support in data interpretation	✓	✓	✓
Summary of survey results and individual graphical comparison of organization's compensation to the market	✓	○	○

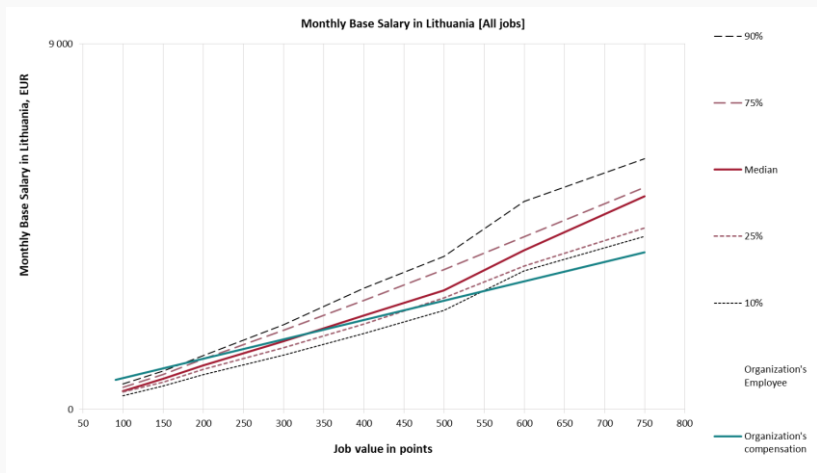
FREE SURVEY PARTICIPATION

RESULTS CONSIST OF TWO SEPARATE REPORTS AND ONE COMMON PRESENTATION:

1. INDIVIDUAL COMPENSATION TRENDLINE

- Reveals **general tendency** for salary level in your organization against the market by points
- First indication standing as a passport photo for your **salary and bonuses condition**

Example (illustrative)



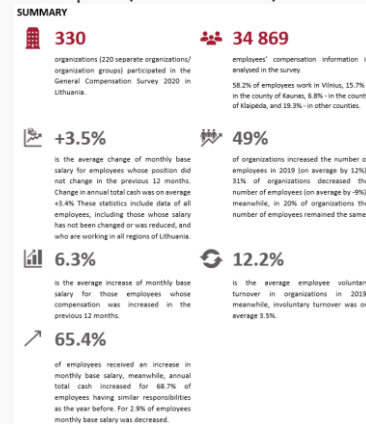
2. KEY SURVEY FINDINGS

- Provides a concise summary of **main survey findings**

3. PRESENTATION

- Presentation of survey results for **general sector and industry participants**

Example (illustrative)





WHY US? GREAT QUESTION!

 BALTIC-BASED JOB EVALAUTION METHOD

 AFFORDABLE AND RELIABLE SERVICE

 MOST USER-FRIENDLY SURVEY RESULTS IN THE REGION

 TIMELY HELP AND SUPPORT IN COMPENSATION AND BENEFITS



COMPENSATION AND BENEFITS SURVEYS PARTICIPATION SCHEDULE

START OF DATA COLLECTION

9th of March 2021

JOB MAPPING WITH A CONSULTANT

March - May 2021

DEADLINE TO SUBMIT DATA FOR THE SURVEY

21st of May 2021

DELIVERY OF THE RESULTS

July – October 2021

LET'S
STAY IN
TOUCH!



Baltic Salary Survey



Baltic Salary Survey

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