



BALTIC SALARY SURVEY

BASIC PACKAGE

2021

IN COOPERATION WITH

 **MERCER** **Fontes.**



PACKAGE BENEFITS



	BASIC	STANDARD	PREMIUM
Unlimited job classification sessions with the consultant	✓	✓	✓
Detailed market data on rewards & benefits	X	✓	✓
Salary data in Compensation Analysis Tool	X	✓	✓
Invitation to survey results conferences	✓	✓	✓
Key survey findings in the presentation and the summary	✓	✓	✓
Graphical assessment of an organization's salary competitiveness	✓	✓	✓
Consultant's knowledge and support in data interpretation	✓	✓	✓
Top Executive & Board Members data	X	X	✓
Peer group analysis and Board presentation	X	X	✓

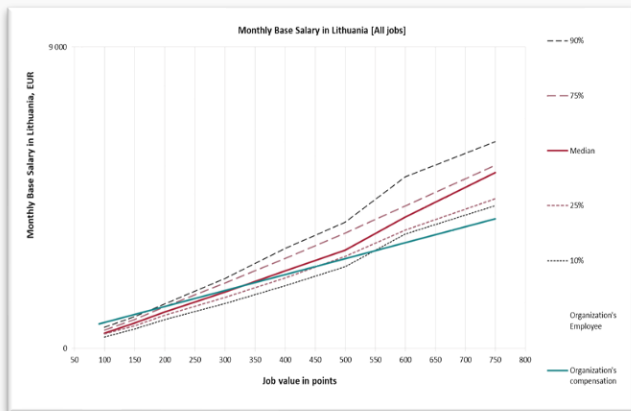
In case you did not have resources or time to provide data, **you have an option** to buy the results of General Compensation and Benefits Survey for double the price.

BASIC PACKAGE

This package is designed to provide the essentials for building and maintaining salary structures

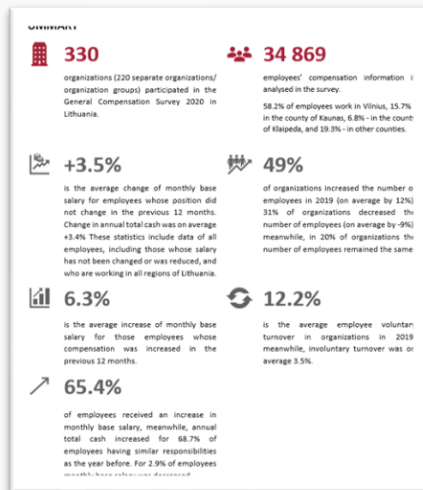
I. SALARY BENCHMARK WITH THE MARKET

Comparison of the organization's compensation level with the labor market in the form of trendlines. **Job evaluation is included!**



II. KEY MARKET TRENDS

The main findings of the research, that show market dynamics and help to plan salary budgets, benefits, etc.



III. CONSULTATIONS AND EVENTS

Support from consultants and invitation to our events.



BASIC PACKAGE is *free of charge* and can be upgraded at any point within one calendar year

REWARDS AND BENEFITS SURVEYS PARTICIPATION DEADLINES

DEADLINE

IT AND TELECOMMUNICATIONS SECTOR SURVEY

9th of July 2021

FINANCE SECTOR SURVEY

16th of July 2021

GENERAL MARKET AND OTHER SECTOR SURVEYS

12th of August 2021



2 hours

is the average time it takes to participate in these studies that provide you with market salary database and other essential details



Individual

level of salary analysis is the most accurate way to compare, our tools allow all three levels of benchmarking - organization, function, individual

WHY US?



INTERNATIONAL METHODOLOGY MADE FOR BALTICS

We acknowledge market differences between countries, small market specifics – our internationally recognized methodology is made specifically for Baltic region and requires no training to use.

AFFORDABLE SERVICES

Our prices are also oriented to the local markets. This and the free participation option allow us to collect rich data that is reflective of the real market, not just the top paying companies.

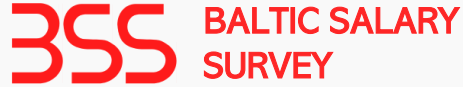
BIGGEST SAMPLE AND RENEWED DATABASE

Big and diverse sample provides detailed insights. The salary database for specific sectors in 2021 will be renewed twice.

TIMELY SUPPORT

Sometimes data may be tricky to interpret, quick ad-hoc calculations and special analysis might be needed - we are there to support through the year.

WHO WE ARE



We are the main Total Remuneration partners in the Baltics, trusted by over **1 thousand** organizations in the region.

We also work with the biggest HR consulting agency in the world – **LLC Mercer**, conducting their studies and providing the global perspective.

Fontes.



AREAS OF EXPERTISE

-  **HR AND MANAGEMENT CONSULTING**
-  **TOTAL REMUNERATION SURVEYS**
-  **DEVELOPING COMPENSATION SYSTEMS**
-  **JOB EVALUATION**
-  **BENEFITS AUDIT**

20 YEARS OF RESEARCH

LABOUR MARKET SURVEYS

- **Data** on compensation and benefits
- **Market competitiveness assessment** of your rewards package
- **Analytical base** for rewards decision-making
- **Adaptation to sector needs** through our sector surveys

CONSULTING

- **Trainings and presentations** for the Management
- Expertise in labour market **trends and forecasts**
- Aligning organization's **fair pay** policies and practise
- **Engagement and satisfaction** surveys

SYSTEMS

- Developing fair and objective **reward & benefits systems**
- **Methodical approach** to job evaluation
- Review of **performance management** systems
- Setting **skills & competences**
- **KPI & Target** framework



**IEVA
PECUKEVIČIŪTĒ**



**POVILAS
BLUSIUS**



**IRMA
BUČINSKAITĒ**



**LET'S
STAY IN
TOUCH!**



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