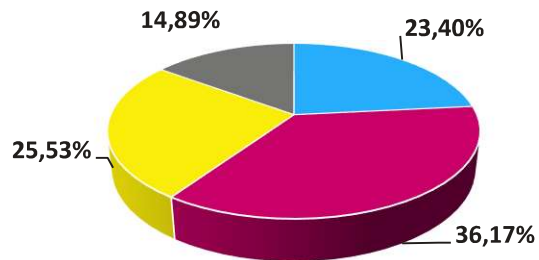




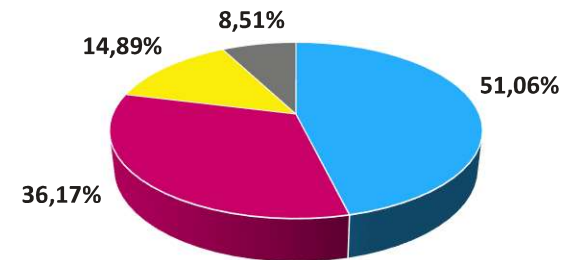
## Target Group

### The size of the company



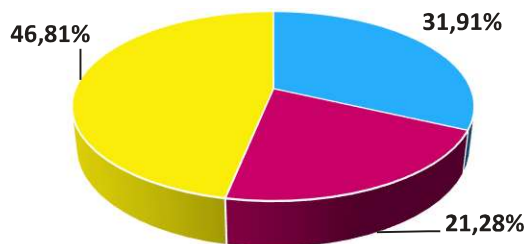
- 1 - 20 employees
- 20 - 100 employees
- 100 - 500 employees
- 500 plus employees

### Functional



- Commercial
- Manufacturing / Operations
- SSC / BPO / COE
- Other

### Location



- Small or Medium City
- Big City
- Warsaw

### Majority:



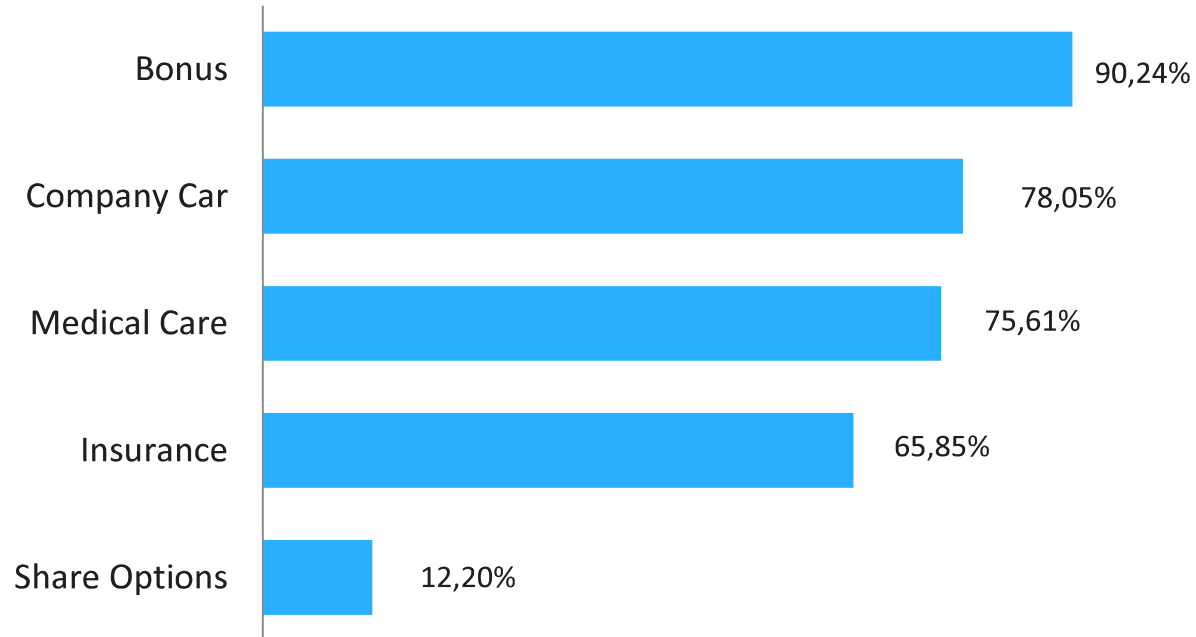
Commercial / Industrial Companies (87%)



Companies headquartered in big cities, especially Warsaw (68%)



## Usual Benefits



**Bonus:**  
Percentage of Annual Salary (63%)  
& paid Annually (76%)



**Company Car:**  
dedicated to Top & Middle Management  
(68%-51%), sometimes Specialists (32%)

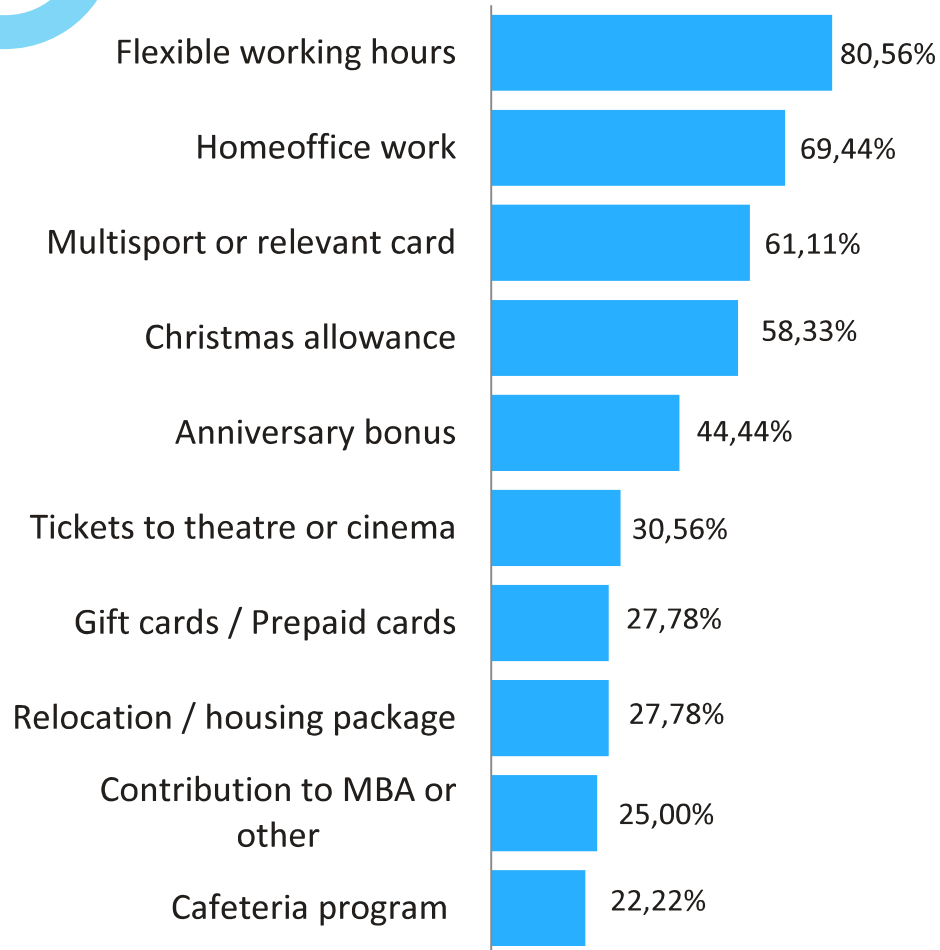


**Medical Care:**  
popular, but applied only by 75% Companies

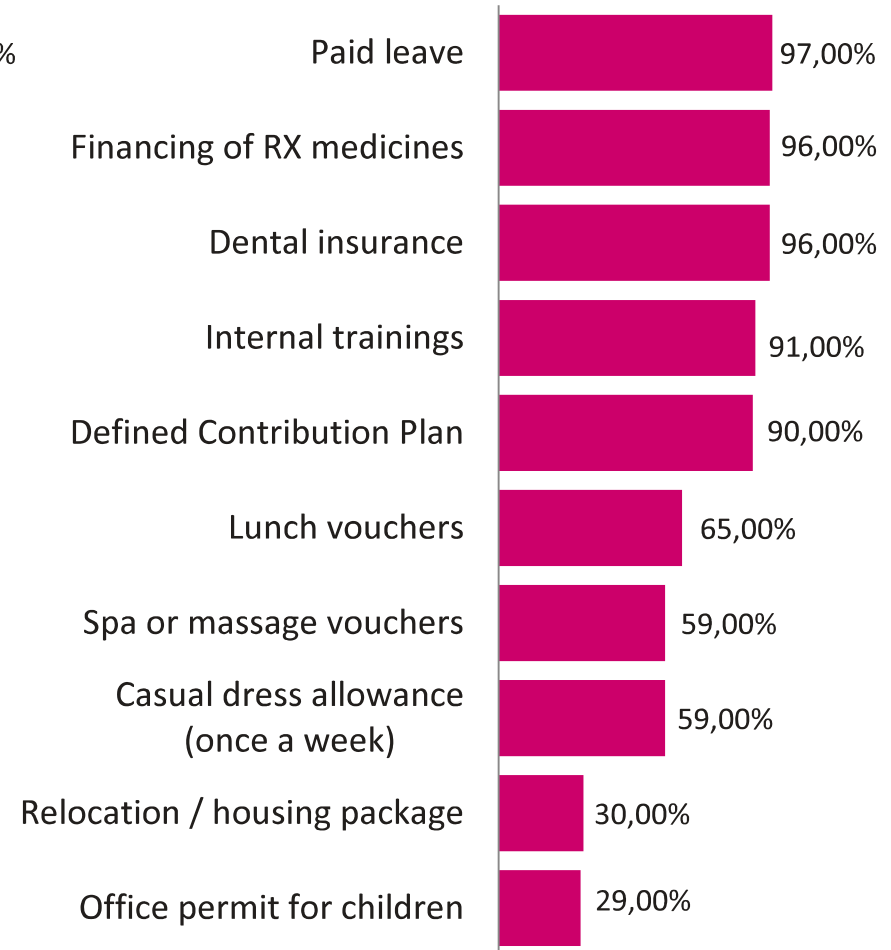


## Incentives

### Poland



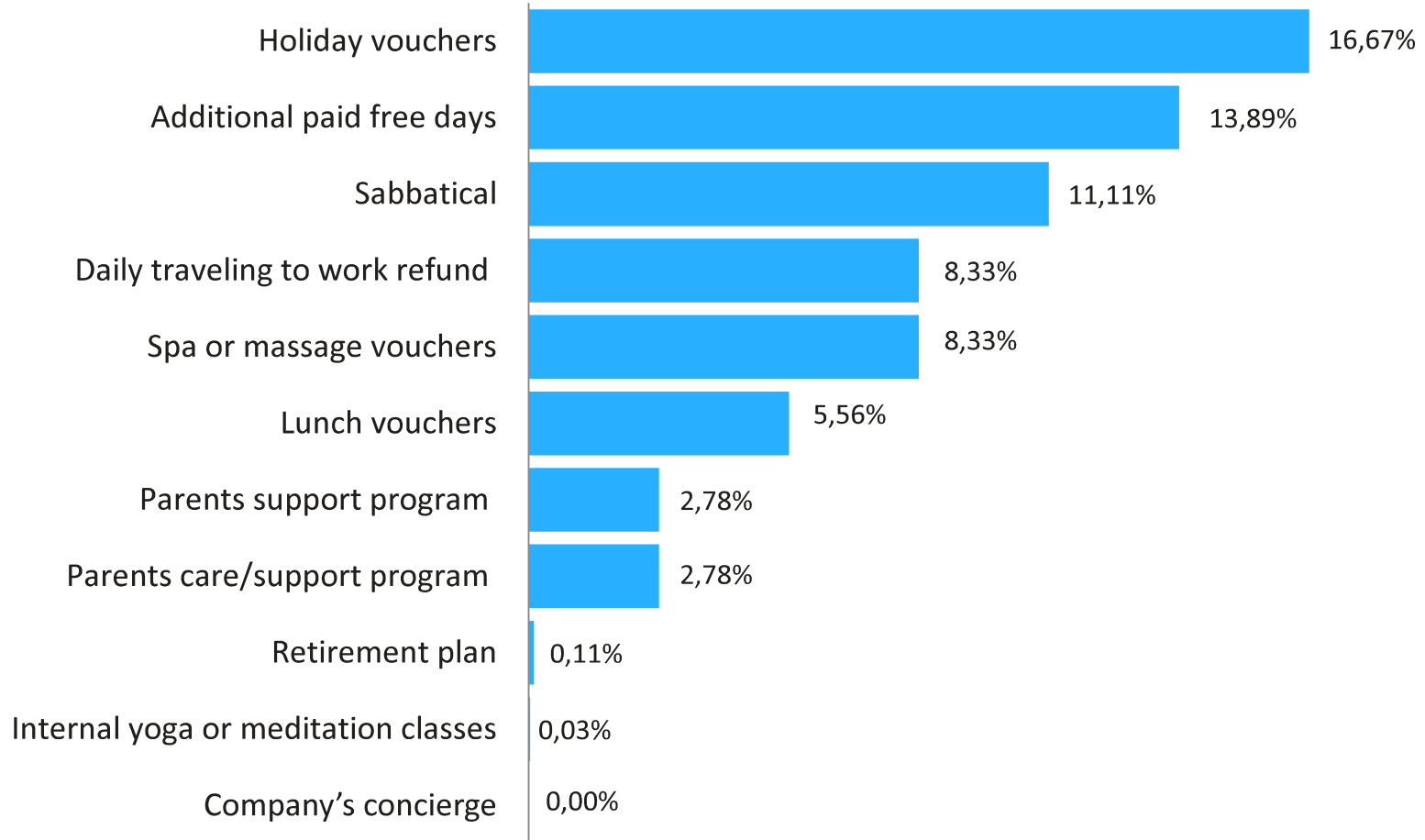
### USA





## Incentives

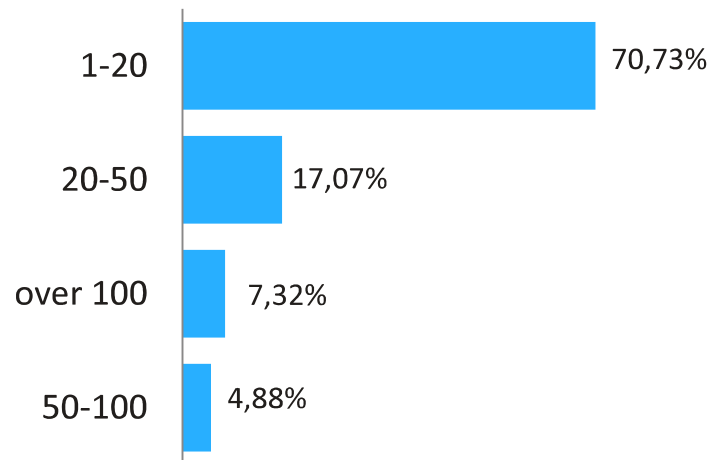
### Poland





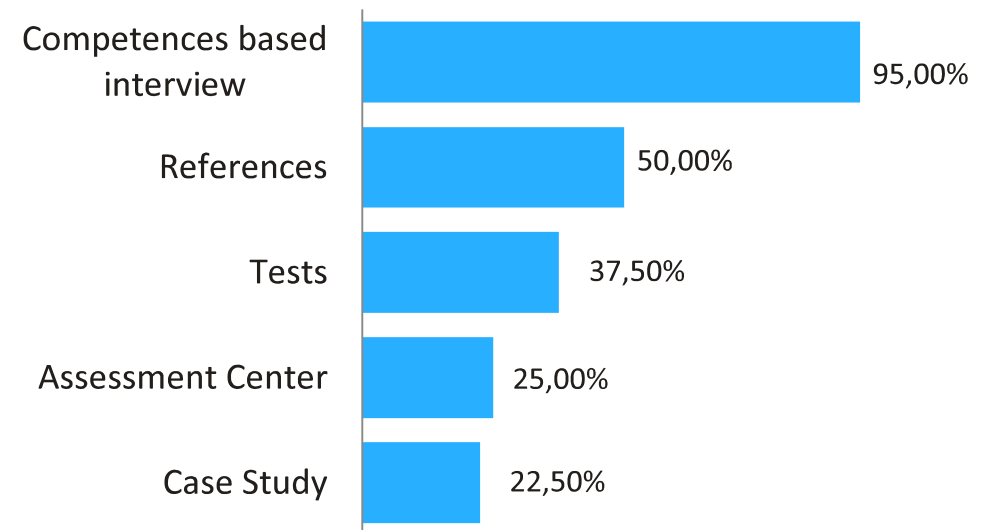
## Recruitment

### Open recruitments over the last 12 months



70% of Companies ran average 1-20 recruitments in 2017

### Selection Practices

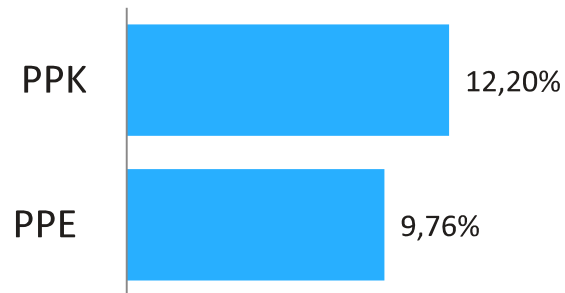


5% of Companies do not use Competence based interview as a selection practice



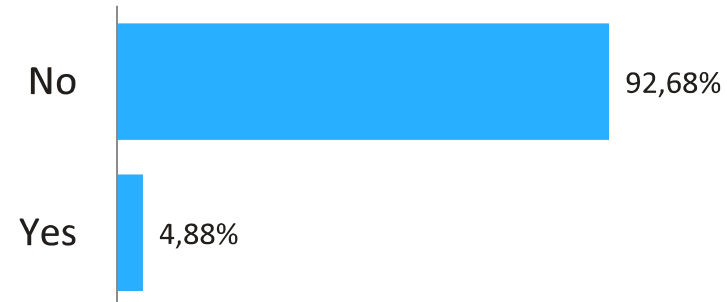
## Pension Fund / Social Security Fund Practices

### Decision regarding pension investments



Almost 22% of Companies propose pension investments programs for their employees

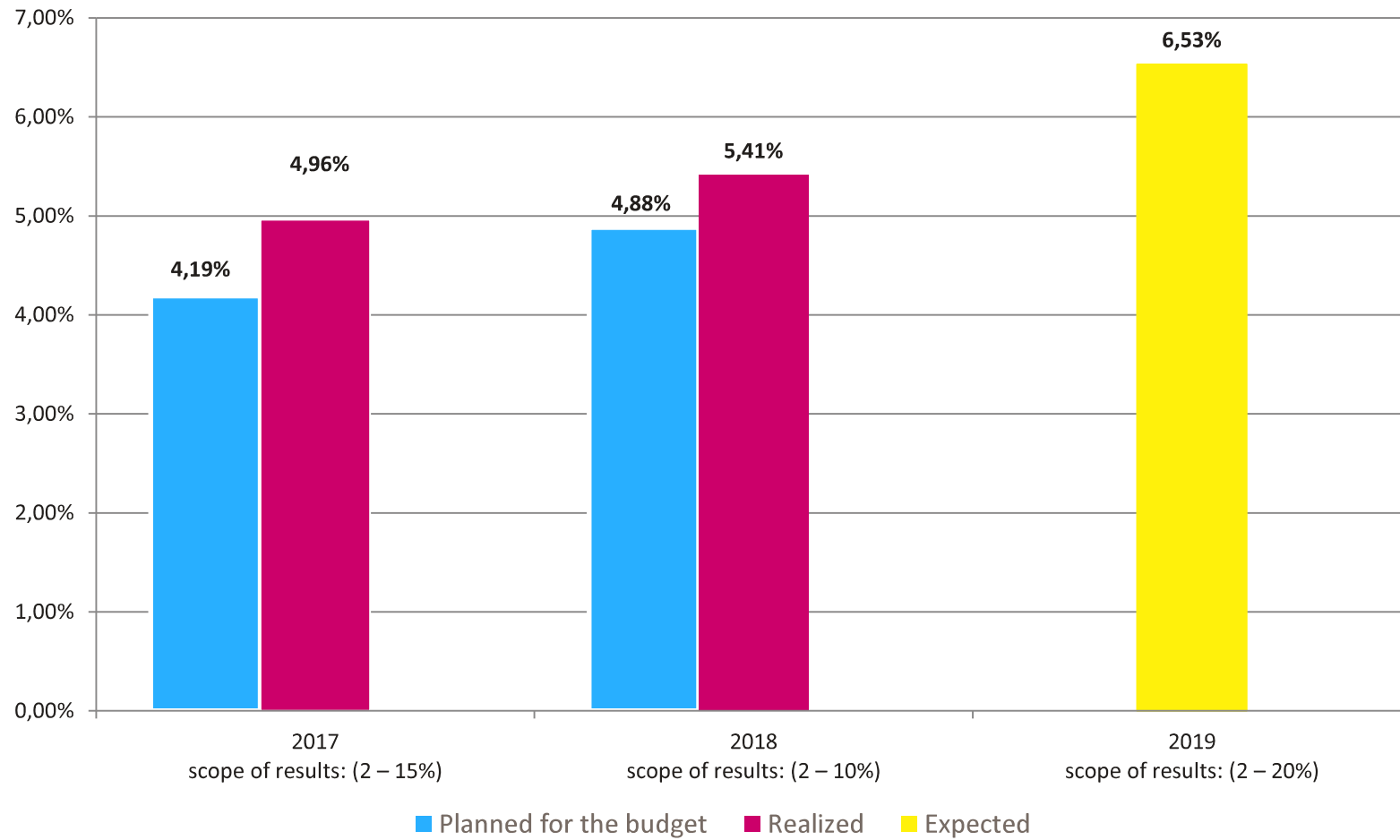
### Decision regarding employer's contribution to Social Security Fund



Only 5% of Companies decided to contribute to Social Security Fund

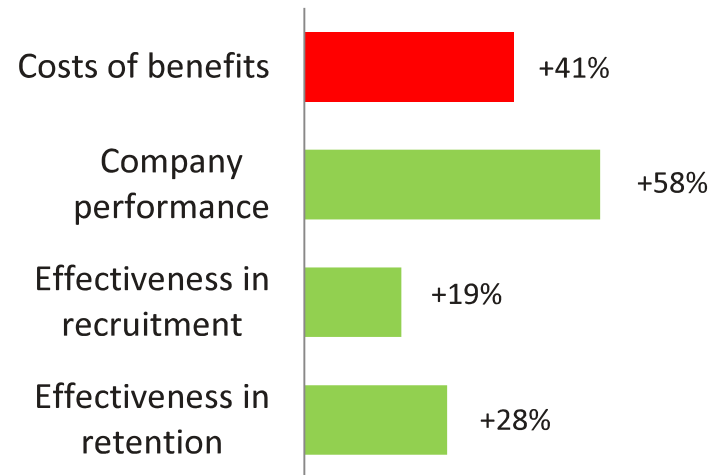


## Average salary increase in % (without bonus payments)





## US Market



In the past 12 months costs of benefits increased to 41% overall in USA.



Company performance increased to 58% vs. 34% year before in companies that use benefits as a strategic tool for recruiting and retaining talents.



Effectiveness in recruitment increased to 19% (vs. 8%) and in retention to 28% (vs. 11%).

Source: 2017 / 2018 Employee Benefits (SHRM)