



# Kazakhstan: 2009/2010 Compensation and Benefits Survey

## Prices for non-participants

| Report                                       | In tenge (excl. VAT) |
|--|----------------------|
| General Industry                             | 350,000              |
| Specific Industry (as listed in the leaflet) | 500,000              |

If you are interested in purchasing the 2009/2010 Compensation and Benefits Survey or if you have any questions, please contact Aigerim Zhanabayeva or Laila Seidakhmetova at +7 (727) 258 5588 (direct line) or +7 (727) 258 5960 (ext. 1234 or 1284), or by email at [Salary.Survey@kz.ey.com](mailto:Salary.Survey@kz.ey.com).

For purposes of comparison, we will be glad to offer previous years surveys.

Ernst & Young Kazakhstan is offering final reports on the results of the 2009/2010 Compensation and Benefits Survey for the following industries:

- ▶ Oil and gas
- ▶ Mining
- ▶ FMCG
- ▶ Banking and investment companies
- ▶ IT and telecommunications
- ▶ Transport and logistics
- ▶ Real estate and construction
- ▶ General industry report.

## Content of the final survey report

- ▶ Salary and compensation levels for over 400 positions in Astana, Almaty and 14 regions of Kazakhstan
- ▶ Level of salary increase in 2009 and forecast for 2010
- ▶ Current structure of benefits package and trend forecast
- ▶ Compensation structure and types of benefits most widely used in Kazakhstan
- ▶ Short-term and long-term incentive programs used to retain and motivate key personnel and raise employee productivity

- ▶ HR policy trends in Kazakhstan
- ▶ HR Management trends in Kazakhstan in 2009/2010
- ▶ Other useful information.

## New!

### Electronic Benchmarking Tool

Shows how salaries vary by:

- ▶ Region
- ▶ Industry
- ▶ Ownership structure
- ▶ Revenue size
- ▶ Number of employees.

### Prices for non-participants

| Electronic Benchmarking Tool                 | In tenge (excl. VAT) |
|--|----------------------|
| All industries (as listed in the leaflet)    | 800,000              |
| Specific industry (as listed in the leaflet) | 500,000              |