

PRICEWATERHOUSECOOPERS 

Agenda

1. History of the Company
2. Administration
3. Selection & Recruitment process
4. Learning and development
5. Performance appraisal
6. Bonus & Benefits



History of Price Waterhouse

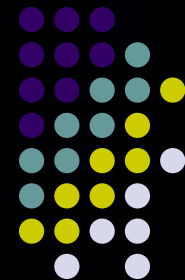


- Price Waterhouse started as a small accounting practice in 1849 by Samuel Lowell Price.
- was joined by Edwin Waterhouse in 1865.
- The company took the name Price, Waterhouse and Company in 1874.
- opened its first branch in the United States in 1890.

History of Coopers & Lybrand



- Coopers & Lybrand can trace its history back to 1854.
- The Lybrand branch started as Lybrand, Ross Brothers & Montgomery in 1898. The two firms merged in 1957.
- The Coopers & Lybrand and Price Waterhouse merged in 1998 to grow in scale and more effectively compete for large clients.



Company Today

- It has offices in 757 cities across 151 countries and employs over 163,000 people.
- It had total revenues of \$26 billion in 2009
- PwC serves in over 28 industries

Services and fields of operating



Audit and assurance
Tax and legal services

Consulting and advisory
Corporate services

Private company services
Government services

Human resource services
Deals

Company structure

1. A network of member firms
2. PwC member firms operate locally
3. Headquartered in London, United Kingdom



Governance structures



Global Board is to:

- **ensure accountability**
- **protect the PwC International Limited network**
- ensure effective governance.

Governance structures



Network Leadership Team

This team sets the strategy and standards that the PwC network will follow.

Strategy Council

is made up of the senior partners of some of the largest PwC firms, agrees on strategic direction and ensures alignment in the execution of strategy.

Network Executive Team

This team, which reports to the Network Leadership Team, is responsible for key service line and functional areas across the PwC network.

Firm's accounting essentials

- Members of staff required to complete their timesheets
- Your timesheet = Your responsibility
- All overtime worked by members of the fee-earning staff and others submitting time summaries should be charged to the job on which overtime is incurred and be entered to the timesheet.



Qualities appreciated



Independence -> Independence Rules

Punctuality

Strong ability to a detailed analysis

Working Days



Open-ended working day

8 hours per day (9:00am to 6:00pm or 8:00am to 5:00pm)

Reception is open from 8am to 8pm

One hour lunch break (normally between 12pm-2pm)

“Keep in touch” if you are working out of the office

Travelling as a part of the job (home-office; office-clients' premises etc)

Selection process:

1. I-grasp
2. Writing test for all candidates
3. 1st interview: HR Manager
4. 2nd interview: LoS Manager
5. 3rd interview: Partner
6. Offer



Recruitment process (types):



Students and graduate recruitment;
Experienced hire recruitment;
Referrals.

Recruitment process:

- **Document completion**
 - **Job contract**
 - **Banking card documents**
 - **Life insurance**
 - **Personal Information**
 - **Policies confirmation**
 - **Induction for newcomers**



Career growth in PwC

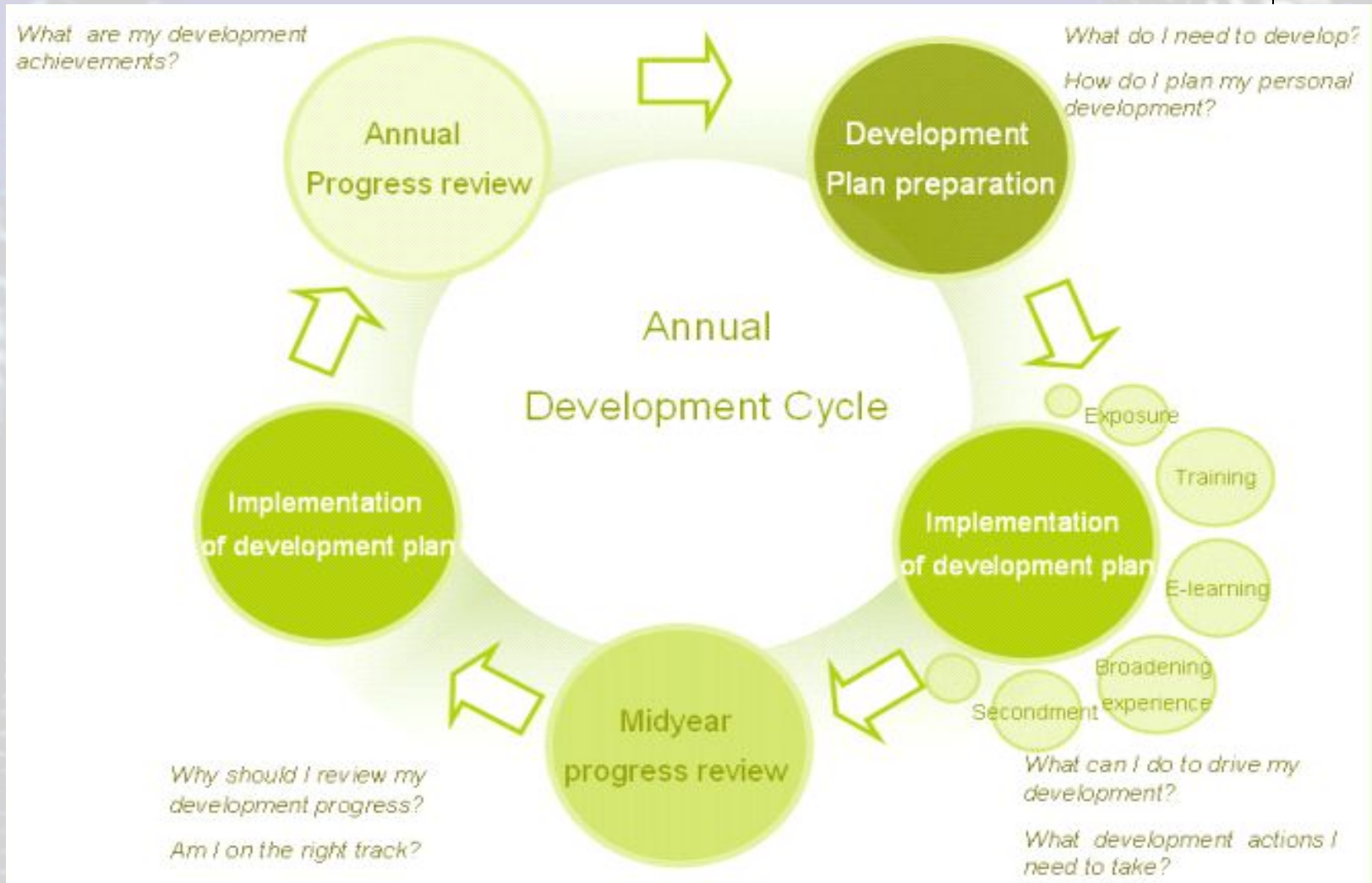


**Partner
Director**

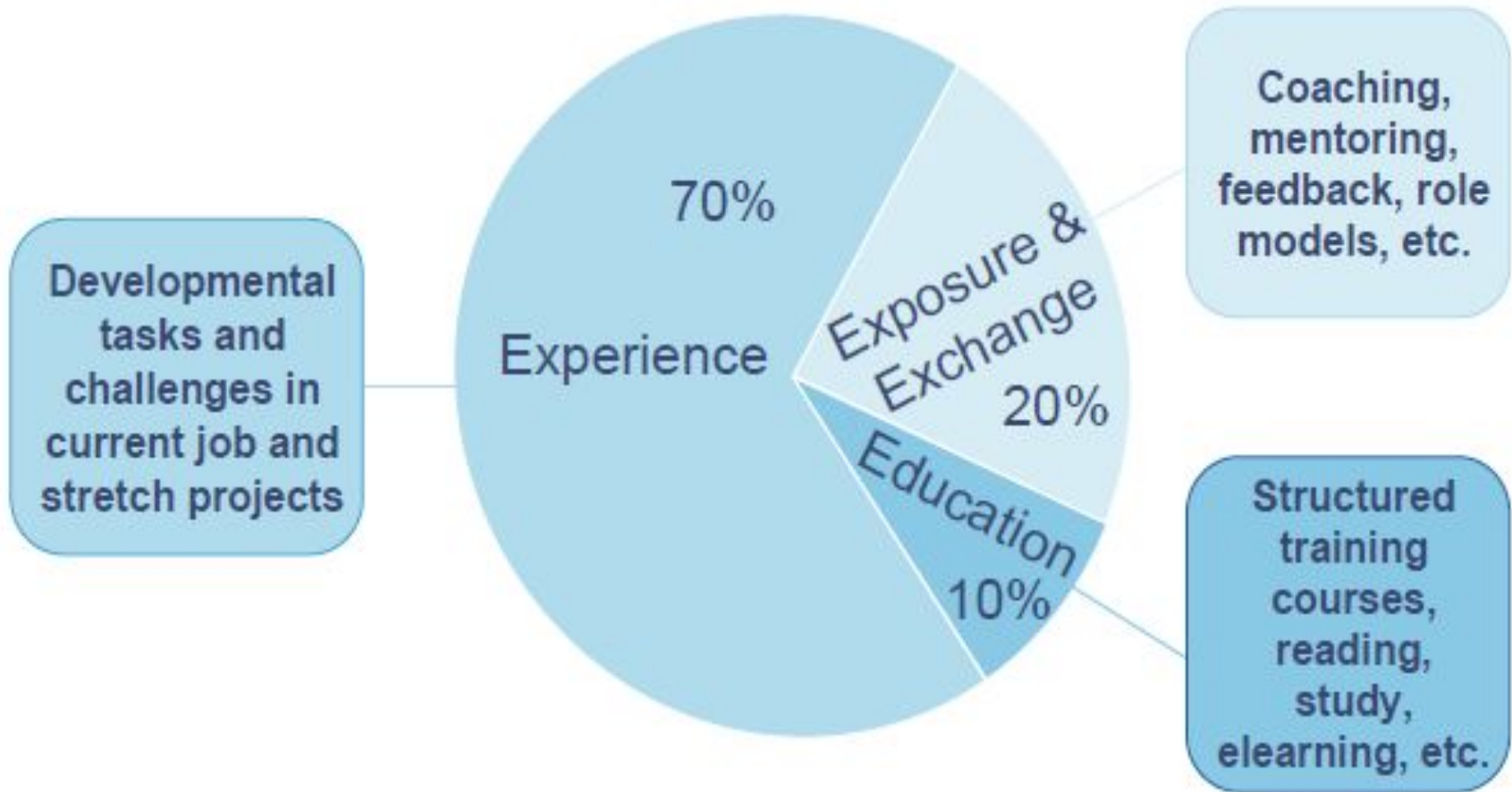
**Senior Manager
Manager**

**Senior Consultant
Consultant 3
Consultant 2
Consultant 1
Intern**

Development plan



Development activities



The milestone events

Years

10+

9

7

5

3

1

New Joiners

New Seniors

New Managers

New Senior Managers

New Directors

New Partners

Technical curriculum

Business Skills curriculum

Technical skills

Business skills

Career milestones

Leadership programmes

Professional qualifications

Performance criteria

- **Exceptional performer** – *performance in which the quality and value of work significantly exceed the requirement of the role and which is highly differentiated from peers.*



Performance criteria (rating)



1. **Very strong performer exceeds expectations**
2. **Strong performer fully meets expectations**
3. **Average performer some development areas**
4. **Below expectations**

SPOT Bonus Program



- Purpose of the program:
 - **Promote positive written feedback in written form**
 - **Motivate individuals**
 - **Ensure people receive positive feedback throughout the year**
 - **Ensure that all participating issuers (partners through managers) recognize outstanding contribution**

SPOT Bonus Program



- **Types of contribution:**
 - **Client specific**
 - “Going the extra mile” in the face of tight deadlines
 - Resolving considerable issues or problems at a client
 - Having good idea to present to a client
 - **General**
 - Participating actively in making a proposal to a potential client
 - Taking over others’ duties when needed even without continuity
 - Having very good results in relation to training/education
 - Showing activity in conducting business related training or presentation for others
 - Demonstrating coaching behavior

Nomination Process



- Main idea:
- **SPOT Bonus Certificates.** The certificate is an award of 500 UAH can be used on variety of gift items, like dinner, concert, theatre, etc
- Objectives and Basic Principles
 - **Firm's performance**
 - **95%** - payment is made under this component
 - **80%-95%** – no payment will be made against firm's performance
 - **80%** - no payment will be made for any element

Nomination Process



- **Individual performance**

1 – consistently exceeds expectations (more than 100% performance, creative approach, new ideas, technical mastery, etc)

2 - exceeds expectations (exceptional quality of service, creativity)

3- clarity of performance rating: performs close to 100%

- **LoS performance**

Vacation Policy



Basic Entitlement **20**

Manager/attorney **22**

Above Manager/attorney **25**
and 5 years of service regardless of
grade

Health and Safety Rules



- **Take reasonable care for your own health and safety, and the safety of others who may be affected by what you do or fail to do**
- **Report any hazards situations representing a serious and imminent danger and equipment defects to the office manager without delay.**
- **Not intentionally misuse or interfere with anything that has been provided for health and safety reasons**
- **Not undertake any task which you have not been given permission or training to do**

Insurance

- **Classic**

(PwC covers expenses excluding personal income tax (UAH 146.29 per quarter), tuberculosis, diabetes, oncological diseases)

- **Elite**

(the difference from Classic program should be paid at employee's own expense)

- **Who is eligible?**

All full-time employees from Associate through Director level upon successful completion of trial period



Leaving Procedure



- **Filling the Leaving Form:**

- forwarding address
- a statement of expense balance from the accounting department showing that an employee has cleared his or her expense account
- a statement from IT Department showing that an employee has returned his or her computer and other equipment that belongs to PricewaterhouseCoopers

- **Submission of:**

- resignation letter
- completed timesheet

- **Exit Interview**

Leaving Procedure (cont'd)



- The period of notice of termination of employment

Expatriate Senior Staff	3 months
Senior Managers - Fee earning	3 months
Managers	1 month
Local Staff- Fee earning	2 weeks
Local staff- Non Fee earning	2 weeks
All staff during the first three months' probationary service	2 weeks



Thank you for your attention!

Best regards,

PRICEWATERHOUSECOOPERS 