

- Formation of Company candidate pool from among students of specialized educational institutions receiving corporate scholarship. Placement of the reservist list on the Company website. Company candidate pool in 2018 included 300 young specialists
- Updating training and practical programs of specialized educational institutions, including equipment in classrooms, laboratories and departments. Organization of teachers' training, formation of topics for graduate qualification papers, and participation in state examination commissions

In 2018, a training polygon was established on the base of Chita Polytechnic College, the Institute of Power Supply of Industrial Enterprises at Altay State University was equipped, and the polygon on the base of Buryat Republican Industrial College was equipped. These activities were cost-free for the Company due to transfer of discarded equipment.

PERSONNEL ASSESSMENT

Personnel, including top executives and top managers, are assessed using various methods. The main tool for assessment of a level of competence development is called "360 degrees", implying questioning of the employee and people around. A typical questionnaire shall be filled out by the employee, its immediate supervisor, line manager, representatives of superior organizations interacting with the employee, colleagues from related subdivisions and subordinates. Based on the analysis of the questionnaires, weak and strong points of the employee are revealed and zones of its competence development are formed.

Labor efficiency, profit

Branch name	2016	2017	2018	2018 (plan)	Change, %	2019 (plan)
Altay Region (Altayenergo)	845.34	879.77	857.35	908.73	-2.55	970.37
Republic of Altay (Gorno-Altayskiye Power Grids)	1,001.38	1,033.39	991.31	981.54	-4.07	1,341.72
Republic of Buryatia (Buryatenergo)	1,015.82	1,051.08	994.38	988.52	-5.39	1,092.82
Krasnoyarsk Region (Krasnoyarskenergo)	1,154.04	1,563.85	1,757.79	1,778.80	12.40	1,976.68
Kemerovo Region (Kuzbassenergo – Regional Electric Grids)	821.51	1,214.20	1,384.37	1,335.41	14.01	1,483.83
Omsk Region (Omskenergo)	1,005.52	939.92	952.28	1,036.50	1.32	1,127.43
Republic of Khakassia (Khakasenergo)	838.61	1,093.12	304.10	1,037.79	-72.18	1,440.71
Zabaikalye Region (Chitaenergo)	1,193.83	1,233.65	1,240.37	1,220.75	0.54	1,494.19
total for PJSC IDGC of Siberia	971.67	1,120.95	1,122.12	1,183.98	0.10	1,344.01

Labor efficiency is calculated as a ratio of profit (less federal grid companies and territorial grid organizations) to number of man-hours worked; this indicators directly depends on the abovementioned factors, increase in labor efficiency in this context is possible in case of increase in profit or reduction of man-hours worked.

In addition to the method "360 degrees", specialists laying claims for career growth shall have an interview on the competences with an employee of the DPM or external experts. Moreover, psychological testing and practical testing is performed, if necessary, based on cases enabling to assess a level of competence development.

Based on the results of testing, correspondence of employees' education and work experience to the approved qualification requirements, including professional standards, for the relevant type of activity is assessed.

IN 2018, 39 PEOPLE PASSED COMPLEX ASSESSMENT, BASED ON THE RESULTS OF WHICH 1 PERSON WAS TRANSFERRED TO A HIGHER POSITION AND 1 PERSON WAS INCLUDED INTO THE CANDIDATE POOL. 212 CHIEF ENGINEERS OF PRODUCTION DEPARTMENTS AND REGIONAL ELECTRIC GRIDS WERE ASSESSED USING THE METHOD "360 DEGREES".

Professional and managerial potential of chief engineers of S&A of PJSC "Russian Grids", was assessed covering 220 persons, and 21 directors of production departments and heads of regional electric grids of the branch Chitaenergo passed psychological testing using Maintest program. Based on the results of the assessment, recommendations on the development of corporate competences were given.

SOCIAL PACKAGE

Employee's social package consists of: payment for labor, motivation programs, benefits, compensations and other social payments. Composition and volume of a social package is defined by local regulatory acts of the Company.

Financial Incentives

Company system of payment for labor is based on the uniform principles, inclusive of regional specificities, and ensures the competitive income level for comparable positions in the regions. Main provisions of the system of payment for labor are fixed in the Sectoral Tariff Agreement for Power Sector in the Russian Federation and collective agreement of Company branches. The system of payment for labor provides for a fixed part – wage, extra payments and increments, and a variable part – premiums. Wage component of personnel's salary is subject to indexation in accordance with the requirements of the Sectoral Tariff Agreement for Power Sector in the Russian Federation and collective agreement of Company branches. A scheme of revenue formation for every employee shall be available and explained if necessary.

A principle of payment based on a result is implemented via an incentive system taking into account personal efficiency of the employee and its contribution into the achievement of corporate goals and tasks. Company key goals are achieved by employees by means of application of the uniform balanced system of key performance indicators.

The Company uses programs of additional financial incentives for employees aimed at growth of labor efficiency, reduction of losses and increase in volumes of works performed using own resources.

An additional tool of motivation of Company employees for efficient labor are procedures for remuneration and recognition of employee's merits (corporate awards), holding of contests "the best in its profession", "the best subdivision", and "the best company in the electric grid complex".

The Company tries to create decent working and living conditions for its employees and their family members. The basis of financial incentives is made up by competitive salary. It is formed by virtue of the Regulation on Payment for Labor, Motivation, Benefits, Compensations and Other Social Payments used in PJSC IDGC of Siberia.

The Company uses a time-rate-plus-bonus payment system having common elements and differences typical of particular branches.