

HR Operations in Lithuania

Where Competence Meets Talent

With a rapidly growing industry, a market that is 3 times less saturated than its competitors and a wealth of motivated and competent young talent, Lithuania has all the right ingredients to be your business' next best decision.

“Lithuania has been our best decision. Our figures have never been better. We simply get things done here faster, smarter.”

Rosita Vasilkeviciute,
Head of Group Services Lithuania
at Danske Bank



1 Functional competencies

A COMPETITIVE EDGE IN

- Payroll/time administration
- HR administration
- HR reporting
- HRIS maintenance and support
- Total rewards administration
- Recruiting and staffing administration
- Expatriate administration
- Employee and labor relations
- Talent management administration
- Workforce analytics

2 Labour pool

COMPETENT AND MOTIVATED

- 7,300 employed** in the industry
- 10,700 graduates** with HR related education each year
- 42,500 students** suitable for HR positions in the pipeline
- 4 out of 5 most desired** employers are SSCs
- 10% attrition rate** at SSCs

3 Cost - effectiveness

FINANCIALLY COMPETITIVE

| Average Gross Annual Salary (EUR) ¹ | |
|--|--------|
| Payroll Officer | |
| LT | 11,052 |
| CEE ² | 14,624 |
| HR Advisor | |
| LT | 12,262 |
| CEE ² | 16,457 |
| Training Manager | |
| LT | 19,196 |
| CEE ² | 25,249 |

¹ does not include social security tax paid by employer
² CEE includes Estonia, Latvia, Poland, Hungary, Czech Republic, Slovakia, Slovenia, Romania, Bulgaria
 Source: fDiBenchmark, 2013

YOUR PEERS IN LITHUANIA



HR Operations in Lithuania

Your Business Location

MULTILINGUAL TALENT POOL



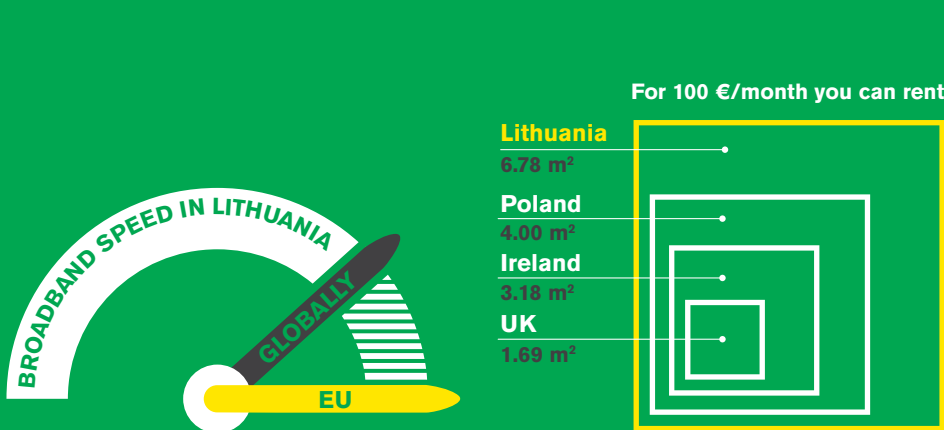
“The talent we have found in Lithuania has been motivated and inspired to drive results and improvements in Western Union’s globally diverse and dynamic business.”

Kendra Ricenbaw, Western Union, Managing Director for Western Unions' Europe Regional Operating Center and a Vice-President of Western Union

FINANCIAL SUPPORT FOR PROJECTS



SUPPORTING BUSINESS INFRASTRUCTURE



Leading broadband speed in the EU and 7th fastest worldwide

Ookla Netindex, June 2014

One of the lowest office rental prices in the region

BNP Paribas Real Estate, 2013

GEOGRAPHICALLY CONVENIENT



Journey from any major European city

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We are a government agency that provides free investment advice, contacts and data. Let's talk if you need someone to:

- INFORM** you on business costs, labour, tax & legal settings and other business areas.
- CONNECT** you to partners and organise your business meetings in Lithuania.
- FACILITATE** the set up and launch of your company, as well as help you access governmental support.
- SUPPORT** your investment by lobbying for more business friendly laws and assisting in one-off problems.