



РОСАТОМ

ГОСУДАРСТВЕННАЯ КОРПОРАЦИЯ ПО АТОМНОЙ ЭНЕРГИИ «РОСАТОМ»

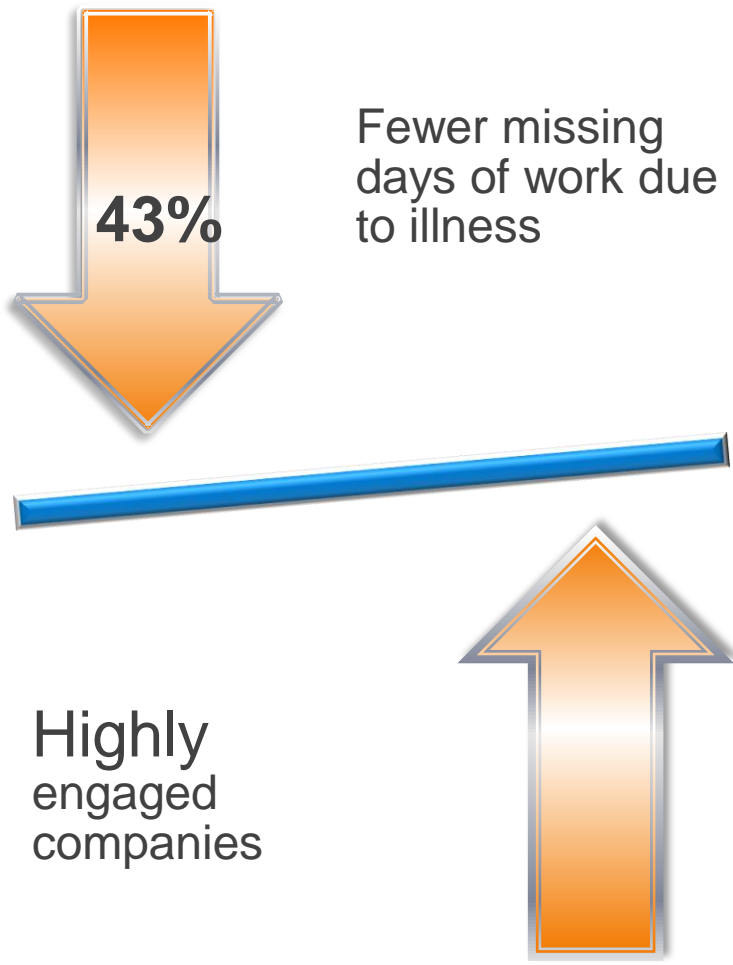
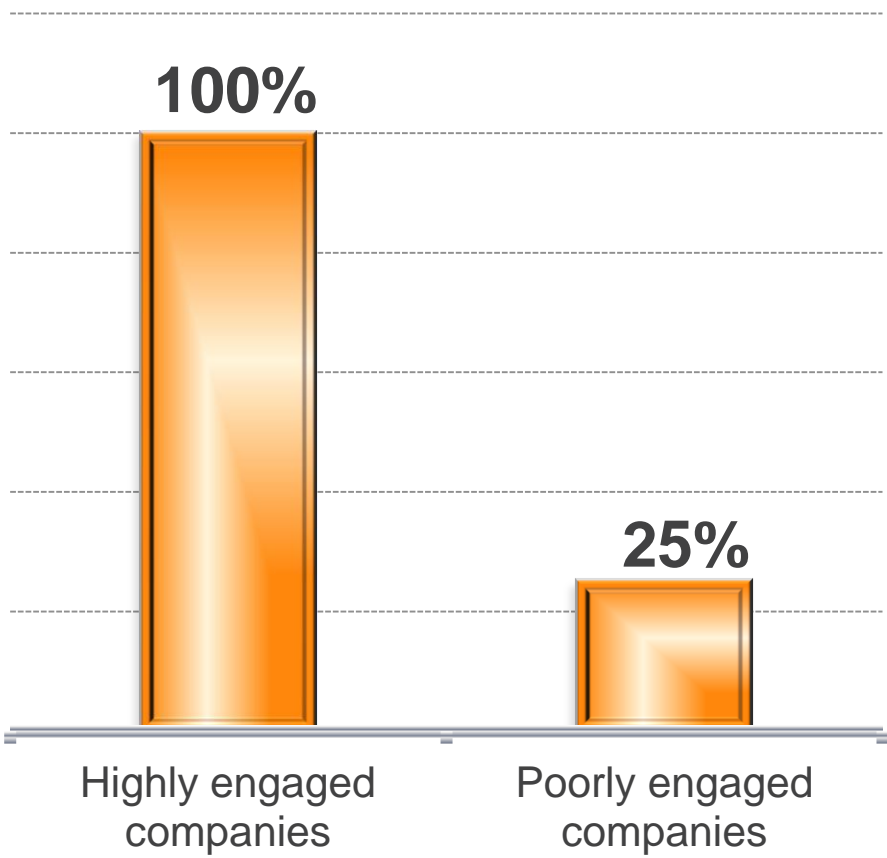
# Employee Engagement & Safety

Sergey Lvov  
Managing Partner AXES Management  
Aon Hewitt Alliance Member

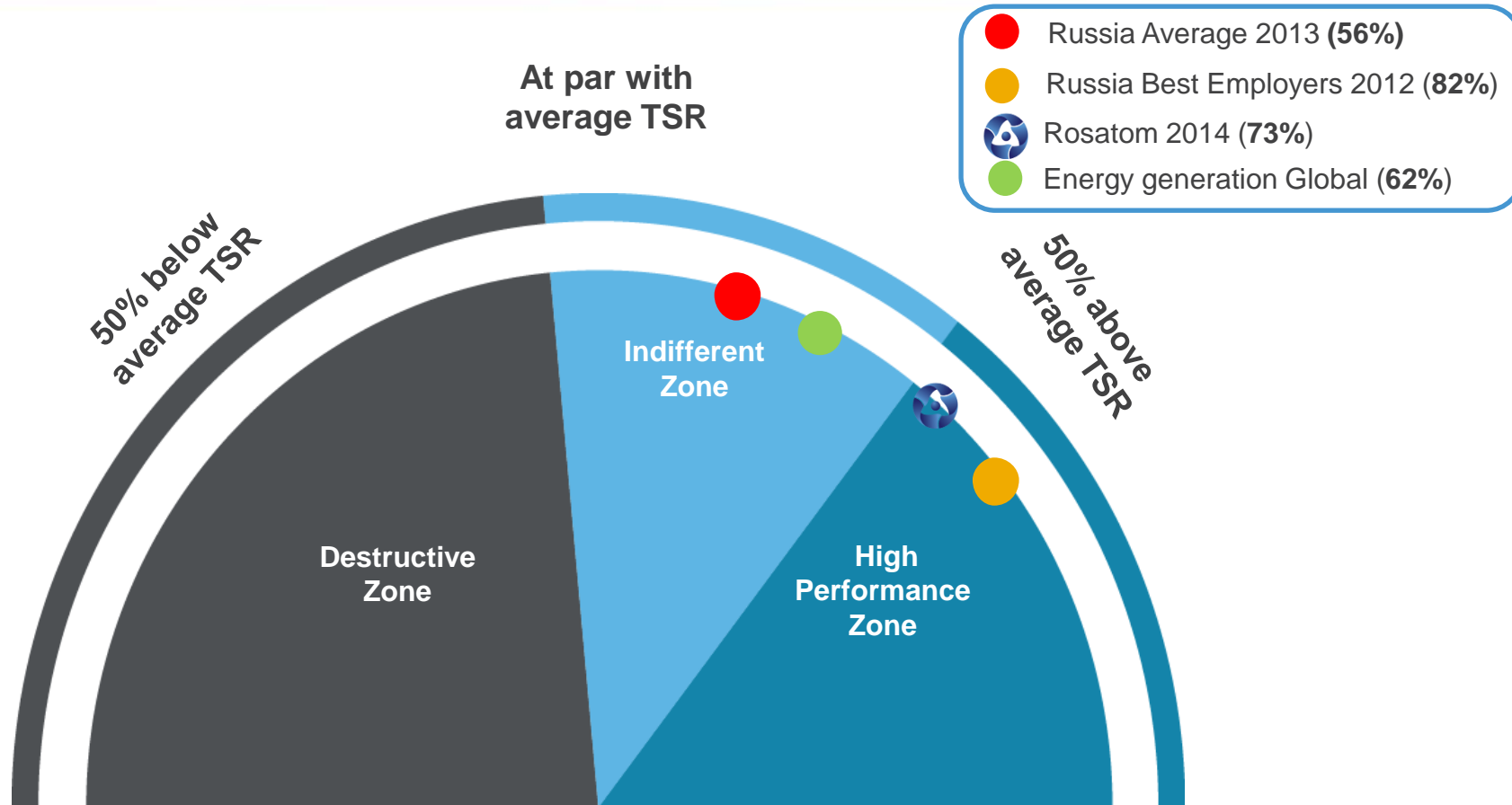
11/06/2014

# Towers Watson. Engagement VS financial performance and illness rate

## Financial performance



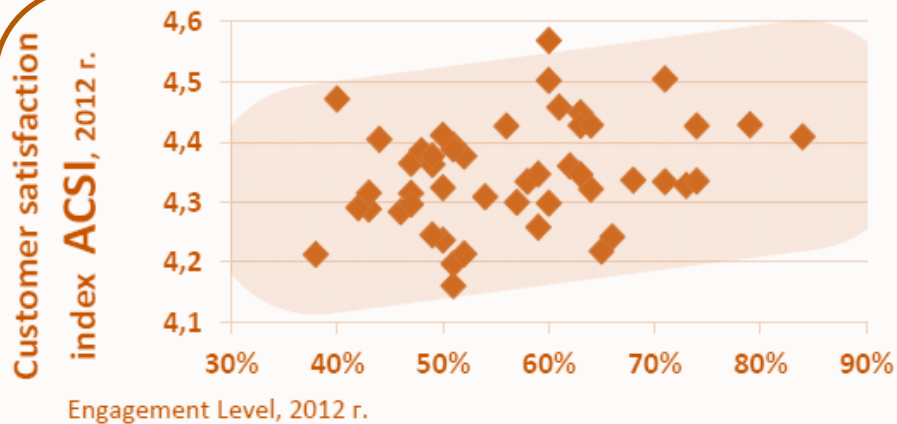
# Aon Hewitt. Engagement VS TSR



TSR: Total Shareholder Return in percentage: Sum of total shareholder's gain (share price growth + dividends paid) divided by previous year's share price\*

Source: Aon Hewitt Employee Research Database

# Engagement is Power: Statistically Proven at MTS



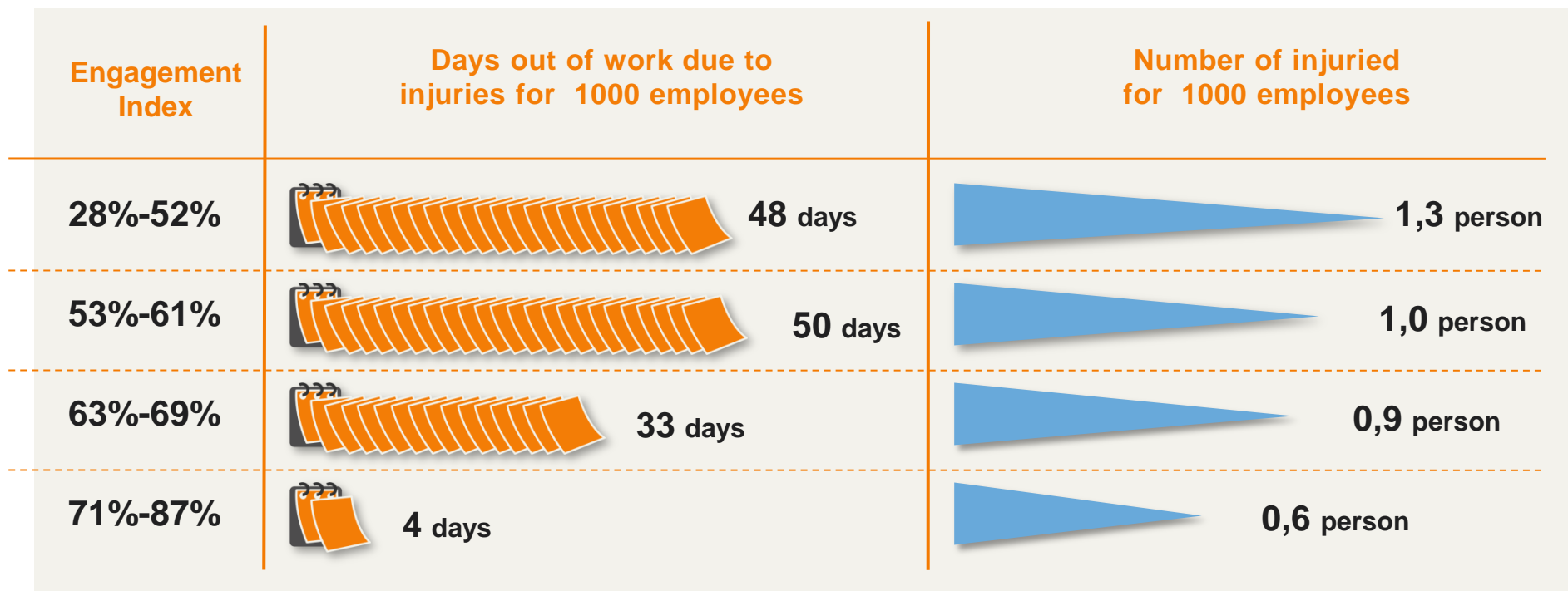
**Business indicators are HIGHER in regions with HIGHER level of engagement:**

- 1. REVENUE performance**
- 2. Customer satisfaction index ACSI**

- Points on the graphs reflect data for Russian MTS regions
- Correlation between engagement and business KPI'S statistically proven

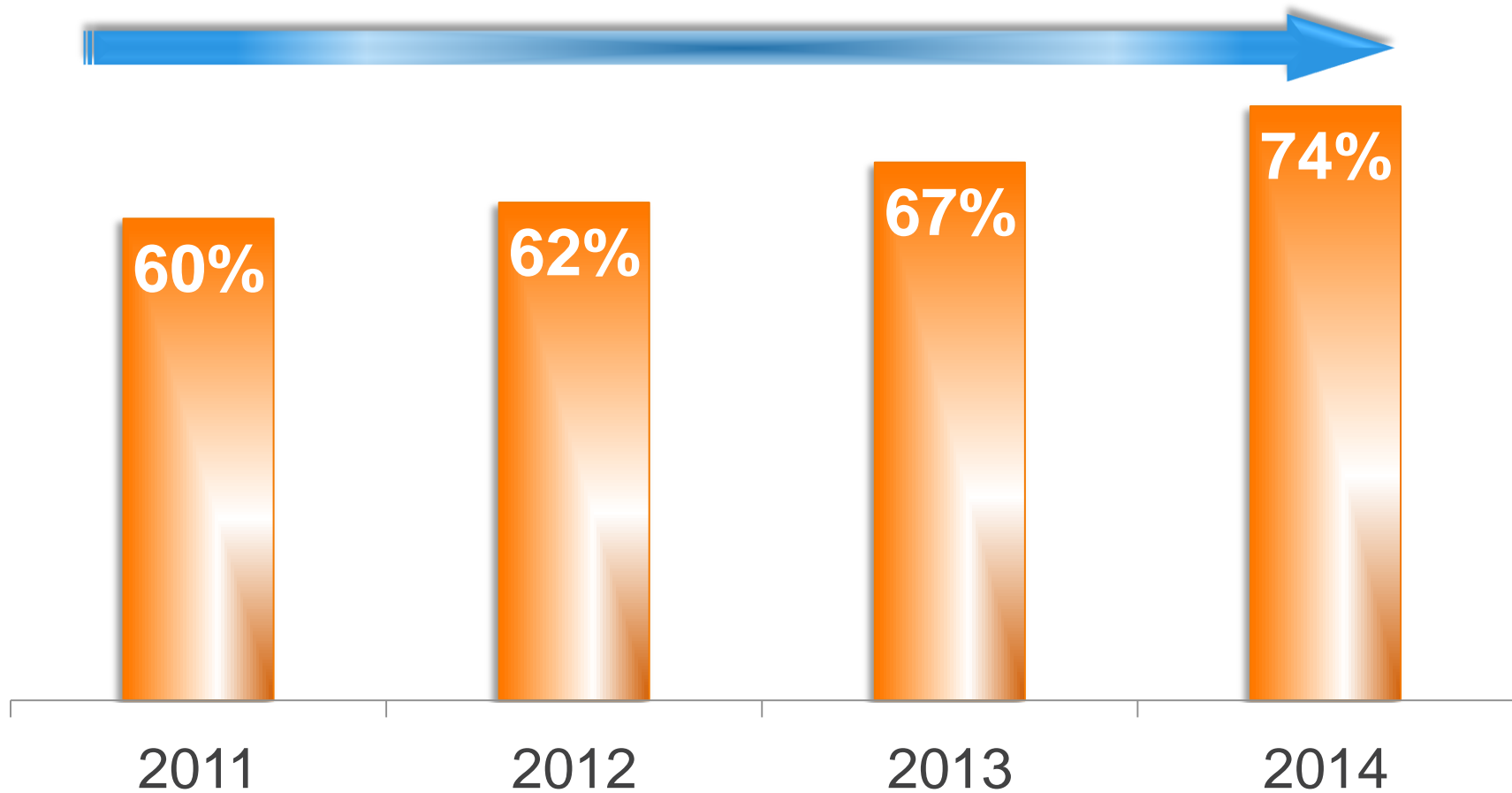
Source: Internal MTS company's data

# Engagement & Safety Correlation \*

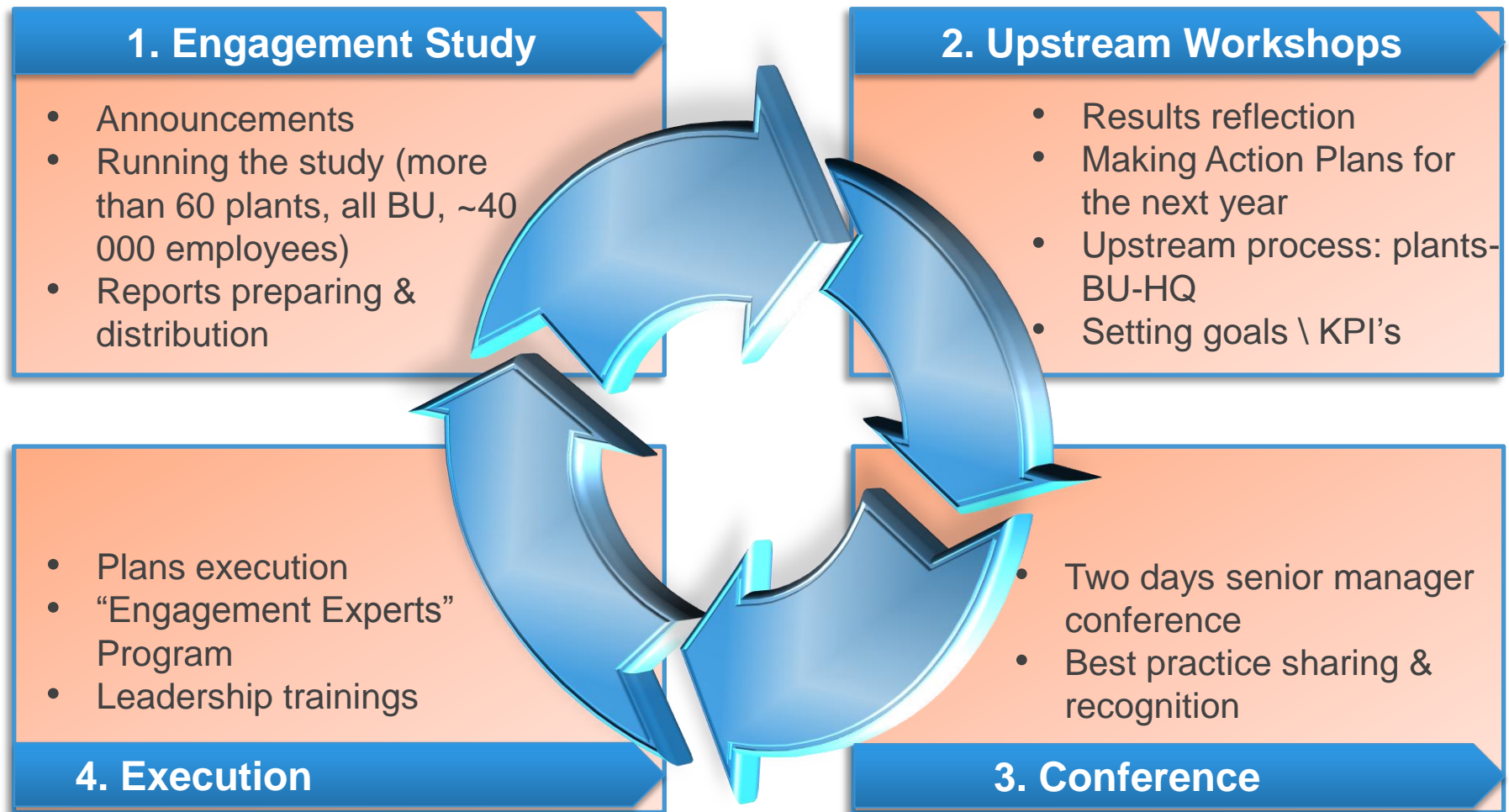


\* 41 organizations from Russia energy sector, AXES Management 2013

# Rosatom Engagement level 2011-2014



# Engagement Annual Cycle



# Information Sharing Days

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10 Information Days has been performed during 2011-2014. Participants rate varies from 120 000 to 161 000 employees.

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127 organizations has been involved into this project. *The percent of organizations taking Information Days growth on 60% (+48 organizations).*

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*The number of participants raised up by 25% (+26 276 employees).*

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*500-600 unique questions quarterly*

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Head Office: Information Day Agenda

Divisions: Interpretation and question answers

Organizations: Interpretation and question answers. Kirienko video presentation

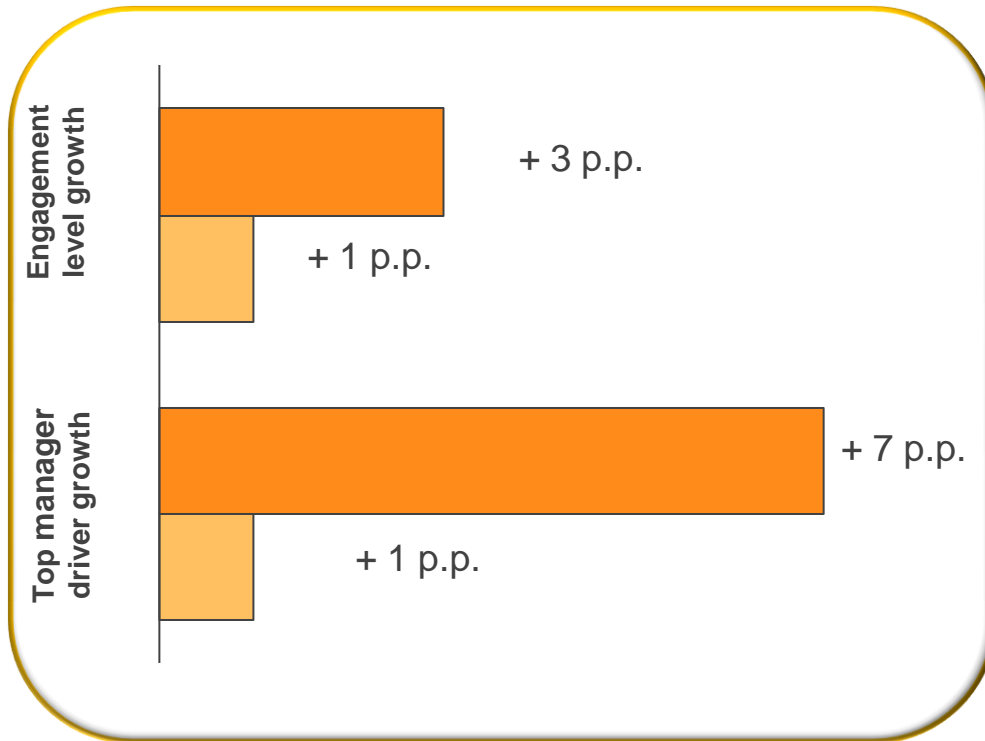
Organizations: Communication in a smaller groups



# Pay and top management drivers VS Engagement score

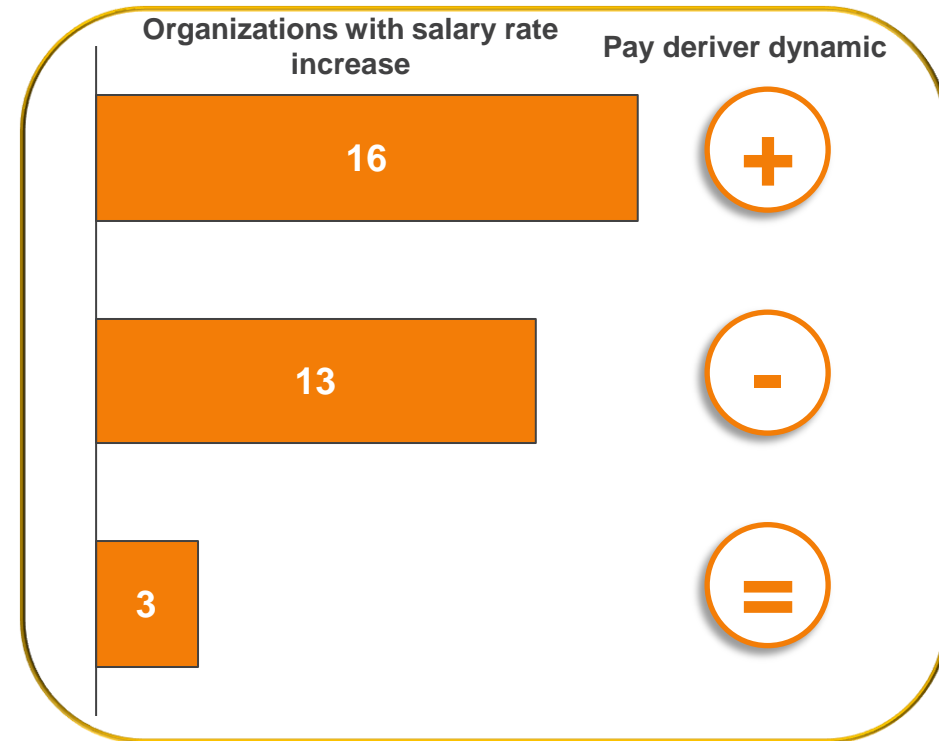


## Top-management influence



- Organizations visited by top managers
- Organizations which top managers didn't visit

## Pay increase influence



32 organizations raised average salary rate this year

# Communication policy



Periodical publications about key events of the energy sector

To make communicating easier Rosatom developed "Infomats" project

Rosatom produced 15 000 brochures regarding career opportunities

Success stories and best employers placed on honor boards

Conferences "People of Rosatom" focused on staff potential development

"Engagement Experts" project unites the best professionals and offers the best practices

