

# Compensation & Benefits Survey 2025

Technical and Administrative Positions  
Demo Version

People Advisory Services

Georgia, July 2025

Georgia

# Compensation & Benefits Survey

Technical and Administrative Positions

2025

DEMO-VERSION

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# How to use Compensation & Benefits Survey Report

DEMO-VERSION



# How to use Compensation & Benefits Report

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This section of the survey contains information on how the data was put together, what it represents, and how to use the report in the most meaningful way possible.

This section sets out the methodology through which the survey was compiled, defines key statistical terms, describes main elements of pay and also gives a series of tips regarding easy access to various pieces of data.

It is strongly recommended that persons unfamiliar with the usage of such reports read this section carefully before going into the survey report. Even those who have used to deal with such data could find this section a useful.

## Methodology of the survey

### Participants

- ▶ Companies, which operate in the Georgian market
- ▶ Survey covers information on persons employed in Georgia. Expatriate packages are not covered by the survey.

### Data Collection

- ▶ We gathered the data about real jobholders (not the average data on a company level)
- ▶ The questionnaire was provided to the participants in the electronic format. Traditionally it consists of two sections:
  - ▶ Section A covering general information about the company,
  - ▶ Section C covering remuneration for particular positions.
- ▶ While completing the Questionnaire (Section C), participants matched jobs in their companies to the standard jobs defined by EY for reporting purposes. In this process, called job matching, the Job Descriptions Manual has been used.
- ▶ The Job Descriptions Manual was compiled and developed in the electronic format.
- ▶ We introduced a simple job classification table to help in job matching process; jobs were matched on the basis of responsibilities and not the job title itself. Clarifications were given by telephone in order to ensure that data was given for appropriate jobs and categories.
- ▶ While the questionnaires were being filled out and data submitted, EY representatives could be contacted by participants via a "hotline" for consultations and explanations.
- ▶ The information and data received from each participating company was put into the unified, protected database. Each incoming questionnaire was checked for accuracy and consistency. In case of any doubts, the consultants contacted participants for refinements and clarifications.
- ▶ The degree to which the information provided corresponded to job duties was examined. Consultants evaluated the data by position, using a variety of indicators, such as high and low salary levels, accountability of a job holder official and other indicators, casting doubt on the representative nature of the information for each group of jobs. Any significant variations were then checked with the provider for accuracy.
- ▶ The aggregated data was published in a format guaranteeing confidentiality and preventing the possibility to identify data of separate companies

### Timeframe

- ▶ Data on monthly base salaries was gathered as of March 31, 2025
- ▶ Data on variable pay received by jobholders was gathered for a 12-month period ending March 31, 2025.

## Data presentation

- ▶ Information about monthly fixed pay is expressed in GEL before taxation (gross)
- ▶ For companies, which denominate salaries in foreign currency, we used the exchange rate of the National Bank of Georgia as of 31 March 2025 (2.7673 GEL/USD, 2.9818 GEL/ EUR), if another exchange rate was not specified in a certain questionnaire.
- ▶ Salary data was presented in an aggregated format, with the use of statistical measures:
  - ▶ deciles
  - ▶ quartiles
  - ▶ median
  - ▶ average
- ▶ In addition to standard jobs, the report also provides information on job groups. Jobs with similar functions and tasks were included in groups (the level and experience of the jobs may differ). For example, the group FID110 «Accountants» includes such positions as: FID110.07.10 «Senior Accountant», FID110.08.10 «Accountant» and FID110.09.10 «Junior Accountant».
- ▶ The salary data was presented in the three sections: “Monthly Fixed Pay”, “Annual Fixed Pay and Annual Total Pay” and “Remuneration on particular positions”.
- ▶ Please note that statistics on monthly salary and annual total pay are calculated separately. Therefore, the sum of statistical measure on a monthly salary for 12 months and the corresponding statistical measure on variable pay, in general, will not correspond to the annual total pay of the position.
- ▶ In some companies, compensation for technical positions is based on performance (e.g., hours worked/hourly rate; route and distance drove etc.). In such cases we used salary data factually paid in March, 2025

# Structure of the Compensation Package

The information was gathered for the following main elements of pay:

## Monthly Fixed Pay, including:

Monthly base salary	Basic element of compensation package; paid on a monthly basis or more frequently, usually guaranteed to the employee by the employment agreement.
Allowances	Paid regularly (usually on a monthly basis), always in the same amount in addition to the base salary; usually linked to the function or working conditions (e.g. allowance for harmful conditions). These allowances may be statutory or company-provided.
Guaranteed payments	Payments predefined in the amount or percentage of a basic salary and are paid to employees. Payments that are not connected to employee or company performance. This type of remuneration is typically paid monthly or at the end of the year.

## + Variable Pay, including:

Annual performance-related bonus	Bonus paid only if company / employee meet certain annual goals. May be determined as a percentage of basic salary or based on other approach.
Monthly, quarterly and semi-annual bonuses	Bonus paid to the employee on a monthly/ quarterly/ semi-annual basis, if company/ employee meets certain goals in the respective period.
13th salary and other guaranteed payments	The 13th month pay is defined as a monetary benefit based of an employee's basic salary.
Long-term incentive payments	Cash payments to employees according to long-term incentive programs (e.g., bonuses based on the valuation of the company's shares, price of the company, company's key performance indicators, progress towards long-term projects, etc.)
Other forms of variable pay	Other forms of variable pay not covered in the previous categories.

## = Annual Total Pay

Sum of all the elements paid to a certain jobholder in annual terms. This is the main information for benchmarking, as it describes the overall remuneration for the jobholder.

In the final report we present information regarding total monthly fixed pay, total annual pay and each element of variable pay for each of the jobs. However, the most important information concerns:

- ▶ Monthly Fixed Pay
- ▶ Annual Total Pay

## Structure of the compensation package (Fixed / Variable)

The Survey also contains the proportion between the Fixed Pay and Variable Pay for each job. The average structure of the package shows how widespread are cash incentives within the compensation package for each position.

The average percentage of Variable Pay in the Annual Total Pay is calculated for each job. This figure is calculated by determining the percentage of variable pay for each jobholder and then taking the median of this data.

# Definitions of Terms used in the Survey

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## **Total number of incumbents**

For each position, the number of employees reported by participants is presented. The higher the number, the more reliable are the results.

## **Number of active incumbents**

For each position, the number of lines with the data that were taken into account for analysis is indicated. To ensure the equal impact of all participants in the calculation of statistical measures for each position, up to three values from each participant in one city were taken into account. If there was more than three values on one position, minimum, median and maximum values were taken into account based on the level of the total annual pay. In some cases, less than three values were taken into account in order to ensure the principle of equal influence of all participants on the sample. The greater the number of active incumbents for each separate position, the more reliable the results are.

## **Number of companies-participants**

For each position, the number of companies that submitted information by this position is indicated. The higher the number of companies-participants for each specific position, the more reliable the results are.

## **Deciles**

For the purposes of statistical analysis, all the data is organized in an ascending order. Lower decile is the parameter that describes the first 10th percent of the sample. For example, if there were 100 employees on a Business Analyst position and their salaries were organized in the ascending order, the 10th lowest salary would be the figure for the lower decile. Similarly, the upper decile describes the 90th percent point of the sample (in the above example — the 90th salary). Generally speaking, deciles “cut off” the lower and upper 10 percent of the sample, due to this they describe the sample much better than the minimum and maximum that can sometimes be misleadingly extreme.

## **Quartiles**

The abovementioned approach is used, the only difference is that quartiles represent respectively 25th percent (first or lower quartile) and 75th percent (upper quartile) of the sample, i.e., 25th salary out of 100 and 75th salary out of 100. Quartiles are considered as a stable and valid measure, because they represent the middle 50 percent of the sample (i.e., 50 percent of the salaries are between first and third quartile).

## **Median**

Median represents the salary of the middle employee in the sample (or the average of the two middle employees if the number of data points in the sample is even). It is used for the purposes of compensation analysis due to its stability. Median shows the value that is considered to be “the most representative” for the distribution. For example, the answer to the question “How much is HR Specialist paid?” would be the value of the median.

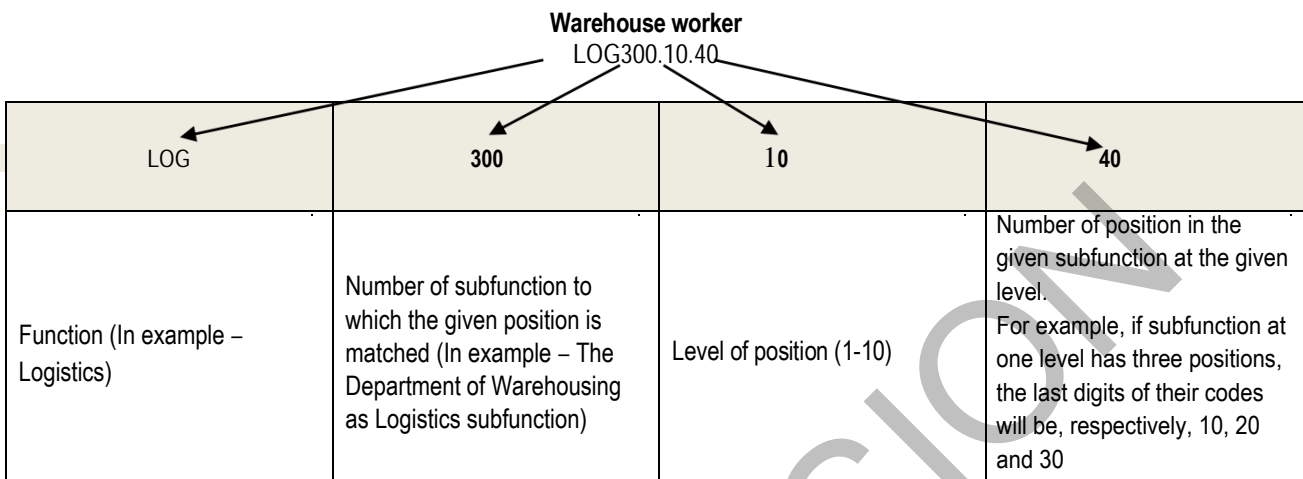
## **Average**

Standard arithmetic average calculated as a sum of all the salaries divided by the number of incumbents. Average itself is not a good measure, because it is highly sensitive to the extreme minimum and maximum values. However, it is commonly used together with the median, because it serves properly as a “control parameter”, and the comparison of both values gives additional information on the distribution of the sample.



# Description of the job code formation

The scheme below shows an example of job code formation, and also the link between the organizational structure and individual job code.



## “Where should I look if I want to know...”

...what “lower decile” really means?	How to use this salary survey
...what is the average remuneration for middle management?	Monthly Fixed Pay and Annual Total Pay – information by levels
...what is the monthly fixed pay of HR Director?	Monthly Fixed Pay
...what is the annual fixed pay and annual total pay for a Senior Accountant?	Fixed Pay and Total Pay
...how much I should pay my Sales Representative?	Remuneration on particular positions

# Description of Categories and Levels

Job categories used in the survey	Level	Examples of job titles
Top Management	1	CEO / President
	2	First Deputy of CEO / First Vice-President
Senior Management	3	Vice-President / Director
	4	Head of Department / Directorate
Middle Management	5	Head of Division
	6	Head of Division (Unit) / Manager
Professional	7	Chief / Leading Specialist
	8	Specialist
Clerical / Manual Workers	9	Junior Specialist / Worker 5-6th grade
	10	Assistant / Worker 1-4th grade

Monthly Fixed Pay

DEMO-VERSION

Monthly fixed pay

Georgia

Gross monthly fixed pay expressed in GEL, including allowances and "guaranteed" payments as of 31 March 2025

Job Code	Job Title	Lower decile	First quartile	Median	Third quartile	Upper decile	Average	Number of active incumbents	Total number of incumbents
ADM000.04.10	Administration Department Head/Administration Director	-	-	-	-	-	-	7	8
ADM100.06.10	Office Manager	-	-	-	-	-	-	10	11
ADM100.06.20	Housekeeping Manager	-	-	-	-	-	-	6	7
ADM100.08.05	Office Administrator	1,460	1,675	1,913	2,500	2,542	2,059	17	19
ADM100.08.20	Personal Assistant to General Director	-	-	-	-	-	-	11	12
ADM100.09.15	Executive Assistant / Secretary	-	-	-	-	-	-	9	9
ADM100.09.20	Department Assistant	-	-	-	-	-	-	5	8
ADM100.09.30	Secretary-Referrer	-	-	-	-	-	-	3	6
ADM100.10.10	Receptionist	-	-	-	-	-	-	5	64
ADM300.06.10	Office Supplies Manager	-	-	-	-	-	-	3	4
ADM400.06.10	Head of Record Management Unit	-	-	-	-	-	-	7	8
ADM400.07.10	Chief Specialist of Record Management Unit	-	-	-	-	-	-	4	6
ADM400.08.10	Documentation Coordinator/Records Management Specialist	-	-	-	-	-	-	10	27
ADM400.10.10	Archivist	-	-	-	-	-	-	3	3
ADM500.06.10	Fleet Manager	-	-	-	-	-	-	3	3
ADM500.07.10	Head of Transport Unit	-	-	-	-	-	-	5	5
ADM500.08.10	Traffic / Transportation Coordinator	-	-	-	-	-	-	3	5
ADM500	Drivers	-	-	-	-	-	-	49	145
ADM500.10.10	Car Driver	-	-	-	-	-	-	31	123
ADM500.10.20	Personal Driver	-	-	-	-	-	-	14	14
ADM500.10.50	Fleet Specialist	-	-	-	-	-	-	4	8
ADM500.10.30	Courier	-	-	-	-	-	-	8	8
ADM500.10.40	Bus Driver	-	-	-	-	-	-	6	11
ADM600.10.10	Mechanic (office)	-	-	-	-	-	-	7	7
ADM600.10.30	Electrician (office)	-	-	-	-	-	-	5	11
ADM600.10.40	Cleaner	-	-	-	-	-	-	50	206
ADM600.10.50	Gardener	-	-	-	-	-	-	11	14
BDD000.04.10	Head of Business Development Department	-	-	-	-	-	-	3	3
BDD000.06.10	Business Development Manager	-	-	-	-	-	-	3	3
BLD001.10.17	Stone Mason	-	-	-	-	-	-	4	5
BLD001.10.22	Construction Colourer	-	-	-	-	-	-	5	9
BLD001.10.30	Construction Fitter	-	-	-	-	-	-	6	15
BLD100.06.10	Project Estimation Manager	-	-	-	-	-	-	3	4
BLD300	Construction Engineers	-	-	-	-	-	-	11	13
BLD300.07.10	Senior Construction Engineer	-	-	-	-	-	-	6	7
BLD300.08.10	Construction Engineer	-	-	-	-	-	-	5	6
BLD400.07.10	Site Engineer	-	-	-	-	-	-	9	16
BLD400.08.10	Construction-Assembly Foreman	-	-	-	-	-	-	4	10
BLD600	Geodesists	-	-	-	-	-	-	10	14
BLD600.07.10	Senior Geodesist	-	-	-	-	-	-	4	6
BLD600.08.10	Geodesist	-	-	-	-	-	-	6	8
CAC100	Call Center Operators	-	-	-	-	-	-	9	35
CAC100.09.10	Call Center Operator	-	-	-	-	-	-	8	27
CCD000.04.10	Real Estate and Capital Construction Director	-	-	-	-	-	-	3	3
CCD100.06.10	Capital Construction Manager	-	-	-	-	-	-	5	5



Monthly fixed pay

Georgia

Gross monthly fixed pay expressed in GEL, including allowances and "guaranteed" payments as of 31 March 2025

Job Code	Job Title	Lower decile	First quartile	Median	Third quartile	Upper decile	Average	Number of active incumbents	Total number of incumbents
CCD100	Capital Construction	-	-	-	-	-	-	6	6
CCD120.08.10	Technical Supervision Engineer	-	-	-	-	-	-	5	5
CCD100.08.10	Capital Construction Engineer	-	-	-	-	-	-	6	9
CLS200.06.10	Customer Service Manager	-	-	-	-	-	-	10	66
CLS200	Customer Service Specialists	-	-	-	-	-	-	19	131
CLS200.07.10	Chief Customer Service Specialist	-	-	-	-	-	-	3	23
CLS200.08.10	Customer Service Specialist	-	-	-	-	-	-	10	101
CLS200.09.10	Junior Customer Service Specialist	-	-	-	-	-	-	6	7
FID000	Finance Directors	-	-	-	-	-	-	16	16
FID000.03.10	Finance Director (Board)	-	-	-	-	-	-	9	9
FID000.04.10	Finance Director	-	-	-	-	-	-	7	7
FID100.04.10	Head of Financial Department	-	-	-	-	-	-	7	7
FID100.06.10	Planning and Economic Unit Head	-	-	-	-	-	-	3	5
FID100.07.10	Chief Planning and Economic Unit Specialist	-	-	-	-	-	-	4	4
FID100.08.10	Production Analyst	-	-	-	-	-	-	4	6
FID110.05.10	Chief Accountant	-	-	-	-	-	-	20	20
FID110.06.10	Deputy Chief Accountant	-	-	-	-	-	-	12	13
FID110	Accountants	-	-	-	-	-	-	93	189
FID110.07.10	Senior Accountant	-	-	-	-	-	-	23	35
FID110.08.10	Accountant	-	-	-	-	-	-	46	88
FID110.09.10	Junior Accountant	-	-	-	-	-	-	24	66
FID120.06.10	Payroll Accountants Head	-	-	-	-	-	-	3	3
FID120	Payroll Accountants	-	-	-	-	-	-	5	81
FID120.07.10	Senior Payroll Accountant	-	-	-	-	-	-	3	69
FID120.08.20	Accounts Receivable Control Specialist	-	-	-	-	-	-	7	83
FID130.03.10	Finance Controlling Department Head	-	-	-	-	-	-	4	4
FID130.05	Finance Controllers	-	-	-	-	-	-	22	22
FID130.05.10	Chief Finance Controller	-	-	-	-	-	-	10	10
FID130.06.10	Finance Controller	-	-	-	-	-	-	12	12
FID130	Finance Analysts / Economists	-	-	-	-	-	-	41	55
FID130.07.10	Chief Finance Analyst / Chief Economist	-	-	-	-	-	-	16	19
FID130.08.10	Finance Analyst / Economist	-	-	-	-	-	-	17	23
FID130.09.10	Junior Finance Analyst	-	-	-	-	-	-	8	13
FID200.06.10	Tax Manager	-	-	-	-	-	-	4	4
FID200	Tax Specialists	-	-	-	-	-	-	9	10
FID200.07.10	Chief Tax Specialist	-	-	-	-	-	-	6	6
FID200.08.10	Tax Specialist	-	-	-	-	-	-	3	4
FID300.05.10	Head of Treasury	-	-	-	-	-	-	3	3
FID305.06.10	Investments Unit Head	-	-	-	-	-	-	4	4
FID600.06.10	Head of Budgeting Unit	-	-	-	-	-	-	6	6
FID600	Budgeting Specialists	-	-	-	-	-	-	8	9
FID600.08.10	Budgeting Specialist	-	-	-	-	-	-	6	6
GEM000.01.10	General Director/Chief Executive Officer	-	-	-	-	-	-	11	11
GRD100.06.10	Registration and Certification Manager	-	-	-	-	-	-	3	3

Monthly fixed pay

Georgia

Gross monthly fixed pay expressed in GEL, including allowances and "guaranteed" payments as of 31 March 2025

Job Code	Job Title	Lower decile	First quartile	Median	Third quartile	Upper decile	Average	Number of active incumbents	Total number of incumbents
HRD000	HR Directors	-	-	-	-	-	-	11	11
HRD000.03.10	HR Director (Board)	-	-	-	-	-	-	4	4
HRD000.04.10	HR Director	-	-	-	-	-	-	7	7
HRD100.04.10	Head of HR Department	-	-	-	-	-	-	7	7
HRD200.06.10	Human Resources Manager	-	-	-	-	-	-	7	7
HRD200	Human Resources Generalists	-	-	-	-	-	-	15	21
HRD200.07.20	Leading Human Resources Generalist	-	-	-	-	-	-	6	7
HRD200.08.10	Human Resources Generalist	-	-	-	-	-	-	7	12
HRD200.10.10	Human Resources Assistant	-	-	-	-	-	-	3	4
HRD300.06.10	Training and Development Manager	-	-	-	-	-	-	3	3
HRD300	Training and Development Specialists	-	-	-	-	-	-	13	16
HRD300.07.10	Chief Training and Development Specialist	-	-	-	-	-	-	6	8
HRD300.08.10	Training and Development Specialist	-	-	-	-	-	-	7	8
HRD400.06.10	Compensation and Benefits Manager	-	-	-	-	-	-	4	4
HRD400	Compensation and Benefits Specialists	-	-	-	-	-	-	12	16
HRD400.07.10	Chief Compensation and Benefits Specialist	-	-	-	-	-	-	4	4
HRD400.08.10	Compensation and Benefits Specialist	-	-	-	-	-	-	8	12
HRD500.06.10	Recruitment Manager	-	-	-	-	-	-	6	6
HRD500	Recruitment Specialists	-	-	-	-	-	-	13	19
HRD500.07.10	Chief Recruitment Specialist	-	-	-	-	-	-	4	4
HRD500.07.20	Leading Recruitment Specialist	-	-	-	-	-	-	3	4
HRD500.08.10	Recruitment Specialist	-	-	-	-	-	-	6	11
HRD600	HR Administration Specialists	-	-	-	-	-	-	24	36
HRD600.07.10	Chief HR Administration Specialist	-	-	-	-	-	-	10	12
HRD600.08.10	HR Administration Specialist	-	-	-	-	-	-	12	22
HRD800.06.10	Internal Communications Manager	-	-	-	-	-	-	3	3
HRD800	Internal Communications Specialists	-	-	-	-	-	-	4	5
HSE000.04.10	Head of Health, Safety and Environmental Security Department	-	-	-	-	-	-	4	4
HSE000.06.10	Health, Safety and Environmental Security Manager	-	-	-	-	-	-	10	10
HSE100.06.10	Labor Safety Manager	-	-	-	-	-	-	10	27
HSE100	Labor Safety Inspectors / Specialists	-	-	-	-	-	-	23	75
HSE100.07.10	Chief Labor Safety Inspector / Specialist	-	-	-	-	-	-	5	20
HSE100.08.10	Labor Safety Inspector / Specialist	-	-	-	-	-	-	15	48
HSE100.08.20	Labor Safety Engineer	-	-	-	-	-	-	3	7
HSE120.06.10	Fire Safety Manager	-	-	-	-	-	-	3	3
HSE120.08.10	Fire Safety Specialist	-	-	-	-	-	-	7	25
HSE300	Environmental Security Inspectors / Specialists	-	-	-	-	-	-	12	20
HSE300.08.10	Environmental Security Inspector / Specialist	-	-	-	-	-	-	10	17
IAT000.06.10	Internal Audit Manager	-	-	-	-	-	-	8	9
IAT000.07.10	Chief Internal Auditor	-	-	-	-	-	-	4	29
IAT000.08.10	Internal Auditor	-	-	-	-	-	-	4	49
IAT100.06.10	Compliance Manager	-	-	-	-	-	-	3	3
ITD000	IT Directors / Chief Information Officers	-	-	-	-	-	-	5	5
ITD000.04.10	IT Director	-	-	-	-	-	-	4	4
ITD000.06.10	IT Manager	-	-	-	-	-	-	11	11

Monthly fixed pay

Georgia

Gross monthly fixed pay expressed in GEL, including allowances and "guaranteed" payments as of 31 March 2025

Job Code	Job Title	Lower decile	First quartile	Median	Third quartile	Upper decile	Average	Number of active incumbents	Total number of incumbents
ITD000.07.50	Senior IT Specialist	-	-	-	-	-	-	7	11
ITD001	IT Specialists	-	-	-	-	-	-	18	35
ITD000.08.10	IT Specialist	-	-	-	-	-	-	15	30
ITD000.09.10	Junior IT Specialist	-	-	-	-	-	-	3	5
ITD200	Database Developers	-	-	-	-	-	-	4	7
ITD300.06.10	Desktop Support Manager	-	-	-	-	-	-	5	5
ITD300	Desktop Support Specialist	-	-	-	-	-	-	9	31
ITD300.08.10	Desktop Support Specialist	-	-	-	-	-	-	6	9
ITD300.09.10	Junior Desktop Support Specialist	-	-	-	-	-	-	3	22
ITD305.07.10	Chief Service Desk Specialist	-	-	-	-	-	-	3	4
ITD305.08.10	Service Desk Specialist (Helpdesk)	-	-	-	-	-	-	3	9
ITD400.07.10	Senior Information Security Specialist	-	-	-	-	-	-	3	3
ITD500	System Administrator	-	-	-	-	-	-	14	16
ITD500.07.10	Senior System Administrator	-	-	-	-	-	-	3	4
ITD500.08.10	System Administrator	-	-	-	-	-	-	7	8
ITD600	Network Operations Engineers	-	-	-	-	-	-	7	7
ITD600.07.10	Senior Network Operations Engineer	-	-	-	-	-	-	3	3
ITD600.08.10	Network Operations Engineer	-	-	-	-	-	-	3	3
ITG130	Graphic Designers	-	-	-	-	-	-	8	8
ITG130.07.10	Senior Graphic Designer	-	-	-	-	-	-	3	3
ITG130.08.10	Middle Graphic Designer	-	-	-	-	-	-	4	4
ITR100.05.10	Research and Development Head	-	-	-	-	-	-	4	4
ITR100	Data Analysts	-	-	-	-	-	-	7	9
ITR100.07.10	Senior Researcher/Data Analyst	-	-	-	-	-	-	6	8
ITR110	Business Analysts	-	-	-	-	-	-	6	6
ITR110.08.10	Business Analyst	-	-	-	-	-	-	4	4
ITR160.07.10	Senior Analyst, ERP	-	-	-	-	-	-	4	4
ITR160.08.10	Analyst, ERP	-	-	-	-	-	-	6	9
ITS211.08.10	Middle Tester (Manual)	-	-	-	-	-	-	3	5
LEG000	Legal Department Directors	-	-	-	-	-	-	4	5
LEG100	Legal Advisors	-	-	-	-	-	-	53	70
LEG100.05.10	Head of Legal Division	-	-	-	-	-	-	13	13
LEG100.06.10	Head of Legal Unit	-	-	-	-	-	-	5	6
LEG100.07.10	Senior Lawyer	-	-	-	-	-	-	14	18
LEG100.08.10	Legal Advisor	-	-	-	-	-	-	13	24
LEG100.09.10	Junior Lawyer	-	-	-	-	-	-	8	9
LOG000.04.10	Logistics Director	-	-	-	-	-	-	4	4
LOG100.05.10	Head of Logistics Division	-	-	-	-	-	-	8	10
LOG100.06.10	Logistics Manager	-	-	-	-	-	-	11	13
LOG100	Logistics Specialists	-	-	-	-	-	-	21	41
LOG100.07.10	Chief Logistics Specialist	-	-	-	-	-	-	9	23
LOG100.08.10	Logistics Specialist	-	-	-	-	-	-	11	17
LOG110.06.10	Import / Export Manager	-	-	-	-	-	-	9	9
LOG110	Import / Export Coordinators	-	-	-	-	-	-	11	14
LOG110.07.10	Chief Import / Export Coordinator	-	-	-	-	-	-	7	9

Monthly fixed pay

Georgia

Gross monthly fixed pay expressed in GEL, including allowances and "guaranteed" payments as of 31 March 2025

Job Code	Job Title	Lower decile	First quartile	Median	Third quartile	Upper decile	Average	Number of active incumbents	Total number of incumbents
LOG110.08.10	Import / Export Coordinator		-	-	-		-	4	5
LOG120.06.10	Transportation Manager		-	-	-		-	5	7
LOG120	Transportation Coordinators / Operators	-	-	-	-	-	-	18	21
LOG120.07.10	Chief Transportation Coordinator / Operator	-	-	-	-	-	-	7	8
LOG120.08.10	Transportation Coordinator / Operator	-	-	-	-	-	-	11	13
LOG120.09.10	Forwarding Agent						-	3	7
LOG120.10.10	Driver of Truck Transport	-	-	-	-	-	-	29	147
LOG130.07.10	Senior Customs Clearance		-	-	-		-	5	6
LOG130.08.10	Customs Clearance Specialist / Customs Applicant	-	-	-	-	-	-	8	9
LOG200.06.10	Supply Chain Manager	-	-	-	-	-	-	6	6
LOG200	Supply Chain Specialists	-	-	-	-	-	-	9	11
LOG200.07.10	Chief Supply Chain Analyst / Specialist		-	-	-		-	4	4
LOG200.08.10	Supply Chain Analyst / Specialist		-	-	-		-	5	7
LOG300.05.10	Head of Warehousing Logistics Division	-	-	-	-	-	-	7	11
LOG300.06.10	Warehouse Manager	-	-	-	-	-	-	27	29
LOG300.06.20	Administration Warehouse Manager		-	-	-		-	4	4
LOG300.07.10	Warehouse Shift Supervisor	-	-	-	-	-	-	22	32
LOG300.08.10	Warehouse Specialist	-	-	-	-	-	-	33	67
LOG300.09.10	Warehouse Administrator	-	-	-	-	-	-	14	14
LOG300.10.10	Warehouse Loader		-	-	-		-	10	23
LOG300.10.20	Fork-lift / Storing Equipment Driver	-	-	-	-	-	-	20	47
LOG300.10.40	Warehouse Worker		-	-	-		-	20	109
LOG300.10.50	Accountant	-	-	-	-	-	-	9	16
LOG500.08.10	Inventory Inspector	-	-	-	-	-	-	9	14
LOG500.10.10	Logistics Assistant	-	-	-	-	-	-	6	6
LSS200.04.10	Purchasing Director	-	-	-	-	-	-	10	10
LSS200.06.10	Purchasing Manager / Head of Purchasing Unit	-	-	-	-	-	-	20	20
LSS200	Purchasing Specialists	-	-	-	-	-	-	37	54
LSS200.07.10	Chief Purchasing Specialist		-	-	-		-	3	9
LSS200.07.20	Leading Purchasing Specialist	-	-	-	-	-	-	7	7
LSS200.08.10	Purchasing Specialist	-	-	-	-	-	-	23	34
LSS200.09.10	Junior Purchasing Specialist		-	-	-		-	4	4
MAR000.04.20	Marketing Director	-	-	-	-	-	-	9	9
MAR200.05.10	Head of Marketing Unit						-	3	3
MAR200.06.10	Marketing Manager		-	-	-		-	4	4
MAR200	Marketing Specialists	-	-	-	-	-	-	11	11
MAR200.08.10	Marketing Specialist	-	-	-	-	-	-	8	8
MAR400.05.10	Head of PR		-	-	-		-	4	4
MAR400	PR Specialists	-	-	-	-	-	-	6	6
MAR400.07.10	Chief PR Specialist		-	-	-		-	4	4
MAR500.06.10	Product / Brand Manager	-	-	-	-	-	-	9	18
MAR500	Product / Brand Specialists	-	-	-	-	-	-	10	13
MAR500.07.10	Chief Product / Brand Specialist	-	-	-	-	-	-	6	8
MAR500.08.10	Product / Brand Specialist		-	-	-		-	4	5
MAR600.08.15	Content Manager		-	-	-		-	4	4



Monthly fixed pay

Georgia

Gross monthly fixed pay expressed in GEL, including allowances and "guaranteed" payments as of 31 March 2025

Job Code	Job Title	Lower decile	First quartile	Median	Third quartile	Upper decile	Average	Number of active incumbents	Total number of incumbents
MAR900.07.10	Digital Marketing Specialist		-	-	-		-	5	5
MMM200.05.10	Head of Mine		-	-	-		-	5	9
MTE501.08.10	Engineer for analysis and control of energy consumption						-	3	4
MTS270.08.10	Mining Surveyor						-	3	3
MTS609.08.10	Production Planning Specialist	-	-	-	-	-	-	7	8
MTW201.09.20	Driller	-	-	-	-	-	-	8	61
MTW205.10.10	Bulldozer Driver	-	-	-	-	-	-	9	12
MTW206.10.10	Shovel Driver	-	-	-	-	-	-	12	66
MTW700.10.10	Crushing Unit Operator		-	-	-		-	4	17
MTW705.10.10	Pump Assembly Operator						-	3	12
MTW801.10.11	Weightman	-	-	-	-	-	-	7	39
MTW886.10.13	Flotator	-	-	-	-	-	-	8	9
OPM100.04.10	Operations Director		-	-	-		-	4	4
OPM100.06.10	Operations Manager	-	-	-	-	-	-	8	9
OPM100.08.10	Operations Specialist	-	-	-	-	-	-	7	10
PMD000.05.10	Project Management Office Head		-	-	-		-	5	5
PMD000.06.10	Project Manager	-	-	-	-	-	-	9	15
PMD000	Project Management Specialists	-	-	-	-	-	-	29	46
PMD000.07.10	Chief Project Management Specialist	-	-	-	-	-	-	13	15
PMD000.08.10	Project Management Specialist						-	15	29
PRD000.03.10	Production Director		-	-	-		-	5	5
PRD000.04.10	Head of Production Department			-	-		-	4	8
PRD000.04.20	Technical Director (Production)		-	-	-		-	5	6
PRD100.05.10	Production Manufactory Manager	-	-	-	-	-	-	14	19
PRD100.06.10	Production Site Manager	-	-	-	-	-	-	17	33
PRD100.07.10	Production Site Foreman	-	-	-	-	-	-	11	21
PRD100.07.20	Shift Supervisor	-	-	-	-	-	-	16	104
PRD100.08.10	Shift Foreman	-	-	-	-	-	-	24	130
PRD150.06.10	Deputy Chief Technology Engineer		-	-	-		-	4	7
PRD150	Technology Engineers	-	-	-	-	-	-	8	12
PRD150.07.10	Senior Technology Engineer						-	3	6
PRD150.08.10	Technology Engineer		-	-	-		-	5	6
PRD200	Engineers (Production)	-	-	-	-	-	-	11	14
PRD200.07.10	Senior Engineer (Production)						-	3	4
PRD200.08.10	Engineer (Production)	-	-	-	-	-	-	8	10
PRD210	Dispatchers (Production)	-	-	-	-	-	-	11	110
PRD210.07.10	Dispatcher (Production)	-	-	-	-	-	-	7	67
PRD210.08.10	Dispatcher Control Operator		-	-	-		-	4	43
PRD300	Engineers of Automatic Process Control System (APCS)	-	-	-	-	-	-	6	20
PRD300.07.10	Senior Engineer of Automatic Process Control System (APCS)						-	3	5
PRD450.10.44	Boiler Plant Operator		-	-	-		-	4	17
PRD500.10.20	Plumber						-	3	4
PRD550.08.10	Air Compressor and Refrigeration Engineer	-	-	-	-	-	-	19	94
PRD600.05.10	Chief Power Engineer		-	-	-		-	4	8
PRD600.06.10	Deputy Chief Power Engineer	-	-	-	-	-	-	8	8

Monthly fixed pay

Georgia

Gross monthly fixed pay expressed in GEL, including allowances and "guaranteed" payments as of 31 March 2025

Job Code	Job Title	Lower decile	First quartile	Median	Third quartile	Upper decile	Average	Number of active incumbents	Total number of incumbents
PRD600	Power Engineers	-	-	-	-	-	-	14	15
PRD600.07.10	Senior Power Engineer	-	-	-	-	-	-	6	6
PRD600.08.10	Power Engineer	-	-	-	-	-	-	8	9
PRD610	Electrical Engineers	-	-	-	-	-	-	27	54
PRD610.07.10	Senior Electrical Engineer	-	-	-	-	-	-	12	21
PRD610.08.10	Electrical Engineer	-	-	-	-	-	-	15	33
PRD620.10.1	Electrical Fitters	-	-	-	-	-	-	21	820
PRD620.10.12	Electrical Fitter (2 level)	-	-	-	-	-	-	13	805
PRD620.10.13	Electrical Fitter (3 level)	-	-	-	-	-	-	8	15
PRD700.05.10	Chief Maintenance Engineer	-	-	-	-	-	-	9	9
PRD700.06.10	Deputy Chief Maintenance Engineer	-	-	-	-	-	-	7	12
PRD700	Maintenance Engineers	-	-	-	-	-	-	23	109
PRD700.07.10	Senior Maintenance Engineer	-	-	-	-	-	-	15	54
PRD700.08.10	Maintenance Engineer	-	-	-	-	-	-	8	55
PRD700.09.10	Leading Mechanic Fitter	-	-	-	-	-	-	11	55
PRD700.10.1	Mechanic Fitters / Repairmen	-	-	-	-	-	-	51	118
PRD700.10.13	Mechanic Fitter / Repairman (3 Level)	-	-	-	-	-	-	14	35
PRD700.10.14	Mechanic Fitter / Repairman (4 Level)	-	-	-	-	-	-	27	40
PRD700.10.15	Mechanic Fitter / Repairman (5 Level)	-	-	-	-	-	-	10	43
PRD700.10.2	Fitters of Electrical Equipment Repair and Maintenance	-	-	-	-	-	-	18	100
PRD700.10.23	Fitter of Electrical Equipment Repair and Maintenance (3 Level)	-	-	-	-	-	-	9	48
PRD700.10.24	Fitter of Electrical Equipment Repair and Maintenance (4 Level)	-	-	-	-	-	-	9	52
PRD700.10.3	Electrical and Gas Welders	-	-	-	-	-	-	46	172
PRD700.10.33	Electrical and Gas Welder (3 Level)	-	-	-	-	-	-	18	86
PRD700.10.34	Electrical and Gas Welder (4 Level)	-	-	-	-	-	-	21	60
PRD700.10.35	Electrical and Gas Welder (5 level)	-	-	-	-	-	-	7	26
PRD700.10.43	Transport Equipment Fitter	-	-	-	-	-	-	7	16
PRD700.10.5	Mechanic, Steel Construction Assembly Fitters	-	-	-	-	-	-	27	87
PRD700.10.51	Mechanic, Steel Construction Assembly Fitter (1 Level)	-	-	-	-	-	-	9	31
PRD700.10.52	Mechanic, Steel Construction Assembly Fitter (2 Level)	-	-	-	-	-	-	9	46
PRD700.10.53	Mechanic, Steel Construction Assembly Fitter (3 Level)	-	-	-	-	-	-	9	10
PRD700.10.61	Gas Cutter	-	-	-	-	-	-	6	40
PRD710.08.30	Raw Materials Engineer (Production)	-	-	-	-	-	-	3	4
PRD900.09.1	Line Operators	-	-	-	-	-	-	51	218
PRD900.09.11	Line Operator (1 Level)	-	-	-	-	-	-	16	132
PRD900.09.12	Line Operator (2 Level)	-	-	-	-	-	-	21	46
PRD900.09.13	Line Operator (3 Level)	-	-	-	-	-	-	14	40
PRD900.10.10	Production Facilities Cleaner	-	-	-	-	-	-	9	23
PRD901.10.12	Crane Operator	-	-	-	-	-	-	29	117
PRD902.10.21	Core Production Worker (Entry Level)	-	-	-	-	-	-	24	107
PRD902.10.22	Core Production Worker (Qualified)	-	-	-	-	-	-	10	49
PRD902.10.23	Core Production Worker (Highly Qualified)	-	-	-	-	-	-	11	55
PRD904.10.10	Carpenter	-	-	-	-	-	-	4	7
PRD906.10.1	Lathe Operators	-	-	-	-	-	-	8	19
PRD906.10.16	Lathe Operator	-	-	-	-	-	-	7	18

Monthly fixed pay

Georgia

Gross monthly fixed pay expressed in GEL, including allowances and "guaranteed" payments as of 31 March 2025

Job Code	Job Title	Lower decile	First quartile	Median	Third quartile	Upper decile	Average	Number of active incumbents	Total number of incumbents
PRD907.10.13	Mill Operator	-	-	-	-	-	-	9	66
PRD909.10.10	Technician	-	-	-	-	-	-	3	3
PRD911.10.10	Packer	-	-	-	-	-	-	10	20
QUC000.04.10	Quality Assurance and Standardization Director	-	-	-	-	-	-	4	5
QUC100.06.10	Quality Assurance Manager	-	-	-	-	-	-	12	12
QUC100.07.10	Chief Quality Assurance Specialist	-	-	-	-	-	-	5	8
QUC100.08.10	Quality Assurance Specialist	-	-	-	-	-	-	11	15
QUC100.09.10	Quality Assurance Technician	-	-	-	-	-	-	7	10
QUC200.08.10	Standardization Specialist	-	-	-	-	-	-	6	6
RSD000.06.10	Research and Development Manager	-	-	-	-	-	-	6	6
RSD100.07.10	Laboratory Head	-	-	-	-	-	-	7	12
RSD100.08.10	Senior Laboratory Technician	-	-	-	-	-	-	10	31
RSD100.09.10	Laboratory Technician	-	-	-	-	-	-	28	52
RSD100.09.40	Chemical Analysis-Laboratory Technician	-	-	-	-	-	-	6	27
SED000.05.10	Security Department Head	-	-	-	-	-	-	7	9
SED220.06.10	Security Manager	-	-	-	-	-	-	16	18
SED220.08.10	Security Shiftman	-	-	-	-	-	-	24	52
SED220	Security Guards	-	-	-	-	-	-	50	235
SED220.09.15	Senior Security Guard	-	-	-	-	-	-	12	31
SED220.10.10	Security Guard	-	-	-	-	-	-	38	204
SED220.09.20	Technical means of protection engineer	-	-	-	-	-	-	4	6
SLS000	Sales Directors	-	-	-	-	-	-	8	8
SLS000.03.10	Sales Director (Board)	-	-	-	-	-	-	5	5
SLS000.04.10	Sales Director	-	-	-	-	-	-	3	3
SLS000.04.20	Commercial Director	-	-	-	-	-	-	4	5
SLS100.05	Sales Managers	-	-	-	-	-	-	46	53
SLS100.05.10	National Sales Manager	-	-	-	-	-	-	7	7
SLS100.05.20	Regional Sales Manager	-	-	-	-	-	-	16	19
SLS100.06.10	Area / Territory Sales Manager	-	-	-	-	-	-	23	27
SLS100.07.05	Sales Representative Supervisor	-	-	-	-	-	-	15	32
SLS100.07	Sales Representatives	-	-	-	-	-	-	45	188
SLS100.07.10	Senior Sales Representative	-	-	-	-	-	-	8	36
SLS100.08.10	Sales Representative	-	-	-	-	-	-	28	141
SLS100.09.10	Junior Sales Representative	-	-	-	-	-	-	9	11
SLS200.05.10	Key Account Head	-	-	-	-	-	-	4	4
SLS200.06.10	Key Account Manager	-	-	-	-	-	-	6	6
SLS200.07.10	Key Account Supervisor	-	-	-	-	-	-	10	15
SLS200.08.10	Key Account Specialist	-	-	-	-	-	-	14	35
SLS210.07.10	Technical Support Specialist	-	-	-	-	-	-	4	6
SLS700.07.10	Chief Sales Specialist (office)	-	-	-	-	-	-	7	18
SLS700.08.10	Sales Specialist (office)	-	-	-	-	-	-	3	3
SLS710.07.10	Sales Development / Support Chief Specialist	-	-	-	-	-	-	6	22
SLS710.08.10	Sales Analyst	-	-	-	-	-	-	8	10

# Annual Fixed Pay and Annual Total Pay

DEMO-VERSION



Annual fixed pay and annual total pay

Georgia

	Gross annual fixed pay in GEL
	Gross annual total pay in GEL

Information for the period: April 2024 - March 2025

Job Code	Job Title	Lower decile	First quartile	Median	Third quartile	Upper decile	Average	Number of active incumbents	Total number of incumbents
ADM000.04.10	Administration Department Head/Administration Director	-	-	-	-	-	-	7	8
ADM000.04.10	Administration Department Head/Administration Director	-	-	-	-	-	-	7	8
ADM100.06.10	Office Manager	-	-	-	-	-	-	10	11
ADM100.06.10	Office Manager	-	-	-	-	-	-	10	11
ADM100.06.20	Housekeeping Manager	-	-	-	-	-	-	6	7
ADM100.06.20	Housekeeping Manager	-	-	-	-	-	-	6	7
ADM100.08.05	Office Administrator	17,520	20,100	22,950	30,000	30,509	24,714	17	19
ADM100.08.05	Office Administrator	18,600	21,414	25,000	30,875	34,452	27,048	17	19
ADM100.08.20	Personal Assistant to General Director	-	-	-	-	-	-	11	12
ADM100.08.20	Personal Assistant to General Director	-	-	-	-	-	-	11	12
ADM100.09.15	Executive Assistant / Secretary	-	-	-	-	-	-	9	9
ADM100.09.15	Executive Assistant / Secretary	-	-	-	-	-	-	9	9
ADM100.09.20	Department Assistant	-	-	-	-	-	-	5	8
ADM100.09.20	Department Assistant	-	-	-	-	-	-	5	8
ADM100.09.30	Secretary-Referrer	-	-	-	-	-	-	3	6
ADM100.09.30	Secretary-Referrer	-	-	-	-	-	-	3	6
ADM100.10.10	Receptionist	-	-	-	-	-	-	5	64
ADM100.10.10	Receptionist	-	-	-	-	-	-	5	64
ADM300.06.10	Office Supplies Manager	-	-	-	-	-	-	3	4
ADM300.06.10	Office Supplies Manager	-	-	-	-	-	-	3	4
ADM400.06.10	Head of Record Management Unit	-	-	-	-	-	-	7	8
ADM400.06.10	Head of Record Management Unit	-	-	-	-	-	-	7	8
ADM400.07.10	Chief Specialist of Record Management Unit	-	-	-	-	-	-	4	6
ADM400.07.10	Chief Specialist of Record Management Unit	-	-	-	-	-	-	4	6
ADM400.08.10	Documentation Coordinator/Records Management Specialist	-	-	-	-	-	-	10	27
ADM400.08.10	Documentation Coordinator/Records Management Specialist	-	-	-	-	-	-	10	27
ADM400.10.10	Archivist	-	-	-	-	-	-	3	3
ADM400.10.10	Archivist	-	-	-	-	-	-	3	3
ADM500.06.10	Fleet Manager	-	-	-	-	-	-	3	3
ADM500.06.10	Fleet Manager	-	-	-	-	-	-	3	3
ADM500.07.10	Head of Transport Unit	-	-	-	-	-	-	5	5
ADM500.07.10	Head of Transport Unit	-	-	-	-	-	-	5	5
ADM500.08.10	Traffic / Transportation Coordinator	-	-	-	-	-	-	3	5
ADM500.08.10	Traffic / Transportation Coordinator	-	-	-	-	-	-	3	5
ADM500	Drivers	-	-	-	-	-	-	49	145
ADM500	Drivers	-	-	-	-	-	-	49	145
ADM500.10.10	Car Driver	-	-	-	-	-	-	31	123
ADM500.10.10	Car Driver	-	-	-	-	-	-	31	123
ADM500.10.20	Personal Driver	-	-	-	-	-	-	14	14
ADM500.10.20	Personal Driver	-	-	-	-	-	-	14	14
ADM500.10.50	Fleet Specialist	-	-	-	-	-	-	4	8
ADM500.10.50	Fleet Specialist	-	-	-	-	-	-	4	8
ADM500.10.30	Courier	-	-	-	-	-	-	8	8
ADM500.10.30	Courier	-	-	-	-	-	-	8	8

Remuneration on  
particular positions

DEMO-VERSION

Job title:	Office Administrator	Department:	Administrative Department
Job code:	ADM100.08.05	Subfunction:	General personnel of the Administrative Department
Job level:	8	Job category:	Professional/Clerical

Job description

Responsible for maintaining office equipment, installations and supplies, couriers/post coordination and keeping the registers/checking. Prepares and maintains record of various reports as needed in day-to-day administrative tasks. Responsible for contracts with service companies, such as food delivery companies, cleaners, etc.

Characteristics of companies-participants										
Sales volume (mln USD)	<5	5-10	10-20	20-50	50-100	100-200	200-500	500-1,000	>1,000	Number of companies-participants:
% of companies-participants	18.8%	0.0%	12.5%	18.8%	6.3%	6.3%	31.3%	0.0%	6.3%	
Number of employees	<50	50-100	100-200	200-500	500-1,000	1,000-2,000	2,000-5,000	5,000-10,000	>10,000	16
% of companies-participants	6.3%	6.3%	12.5%	31.3%	12.5%	18.8%	12.5%	0.0%	0.0%	

Characteristics of employees						
Level of professional qualification	Foreign language skills are necessary for this position	International experience	Actual scope of responsibilities	Slightly lower than in Job Description Manuals	Exactly like in Job Description Manuals	Slightly higher than in Job Description Manuals
	41.2%	5.9%		0.0%	100.0%	0.0%

Monthly fixed pay, Annual fixed pay, Annual total pay (GEL gross)	Lower decile	First quartile	Median	Third quartile	Upper decile	Average	Number of active incumbents	Total number of incumbents
Georgia								
Monthly fixed pay	1,460	1,675	1,913	2,500	2,542	2,059	17	19
Annual fixed pay	17,520	20,100	22,950	30,000	30,509	24,714	17	19
Annual total pay	18,600	21,414	25,000	30,875	34,452	27,048	17	19
Tbilisi								
Monthly fixed pay	1,603	1,813	1,894	2,500	2,500	2,104	12	12
Annual fixed pay	19,230	21,750	22,725	30,000	30,000	25,250	12	12
Annual total pay	21,013	23,158	26,658	30,781	35,420	28,004	12	12

Elements of monthly fixed pay (GEL gross per month)	Lower decile	First quartile	Median	Third quartile	Upper decile	Average	Number of active incumbents	Total number of incumbents
Base salary	1,460	1,625	1,900	2,500	2,542	2,047	17	19
Company allowances	-	-	-	-	-	-	-	-
Statutory allowances	-	-	-	-	-	-	-	-
Amount of other monthly fixed payments	-	-	-	-	-	-	-	-
TOTAL FIXED PAY	1,460	1,675	1,913	2,500	2,542	2,059	17	19

Elements of annual variable pay (GEL gross per year)	Lower decile	First quartile	Median	Third quartile	Upper decile	Average	Number of active incumbents	Total number of incumbents
Annual performance-related bonus	807	1,577	3,057	4,286	6,607	3,490	6	6
Monthly, quarterly and semi-annual bonuses	-	-	-	-	-	-	-	-
13th salary and other guaranteed annual payments	-	1,538	1,750	2,000	-	1,788	4	6
Long-term incentive payments	-	-	-	-	-	-	-	-
Amount of other annual variable payments	-	1,147	1,918	3,219	-	2,448	4	4
TOTAL VARIABLE PAY	1,283	1,335	2,364	3,750	5,433	3,053	13	15

Compensation structure				
% of incumbents by which companies-participants provided information on the actual paid variable remuneration	100.0%	Compensation structure (median) among such companies:	Annual fixed pay	92.3%
			Annual variable pay	7.7%

Corporate car			
% of companies-participants that provide corporate car to employees on this position	0.0%	% of incumbents within this position that use a corporate car (median)	N/A

## Contact information

DEMO-VERSION

# Contact information

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