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# Vencon Research International at a glance

Vencon Research International has been a primary source of remuneration surveys and compensation benchmarking data for the international management consulting industry for more than 15 years. Vencon Research produces in-depth benchmarking reports on the size and range of cash compensation - both target and actual - as well as the non-cash benefits offered by the leading management, IT and strategy consulting firms. Our client list extends to some 85% of the world's major management consulting firms, and includes major global corporations, virtually all the recognised independent management consulting firms plus leading consulting boutique firms in each country.

## Vencon Research's Offices:

- Berlin (Germany)
- London (UK)
- Zug (Switzerland)

## Vencon Research's Surveys and Reports:

- Administration & Support Staff
- Consultant Benefits Survey
- Consultant Salary Survey
- Partner Compensation Survey
- Special Request Reports\*  
(e.g. Cross-Market Positioning Tool,  
Family Friendly Working Policies)

## Over 75 consulting geographies surveyed:



\* **Note:** Other bespoke surveys on the consulting industry are regularly undertaken by Vencon Research, e.g. 'Detail of Car Plans', 'Total Income Valuation' and 'International MBA Starting Salaries'.

# An Introduction from Vencon Research



Erwin-Christian Harbauer  
Managing Partner

Vencon Research's Surveys are designed to help you successfully recruit and retain professionals of the highest quality.

If you have any further questions or issues you wish to discuss, please contact your representative at Vencon Research who will be pleased to assist you.

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## Report content at a glance

Type	Projected Salary Increases
Period	2016 - 2017
Country	Global

# Page Reference

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# Vencon Research's remuneration surveys are defined by the clients participating in the study

## Sources

- The emphasis of Vencon Research's work has always been to deliver the product in the form and quality required by our clients. Our studies are thus defined (actually *redefined* annually) largely by the clients initially interested in the study. As such, they are *dynamic* studies, whose emphasis changes during the course of time to continue to reflect the issues that are currently most important to its active participants.
- The major sources of data are the key senior administrators, e.g. HR-Managers / Partners of the firms participating in the respective surveys, who disclose their firm's remuneration structure in return for privileged access to the survey and guarantees of anonymity.
- Vencon Research analyses multiple passive sources to obtain information on benefits compensation offered and required by legislation, including:
  - » recruiting and information literature of firms surveyed;
  - » internet pages of firms surveyed;
  - » where relevant for the purpose of the following report, Economic Research Institute, European Commission, Eurostat, Korn Ferry Hay Group, Mercer, OECD, Willis Towers Watson, World at Work and World Bank published data;
  - » official government web-sites and references.

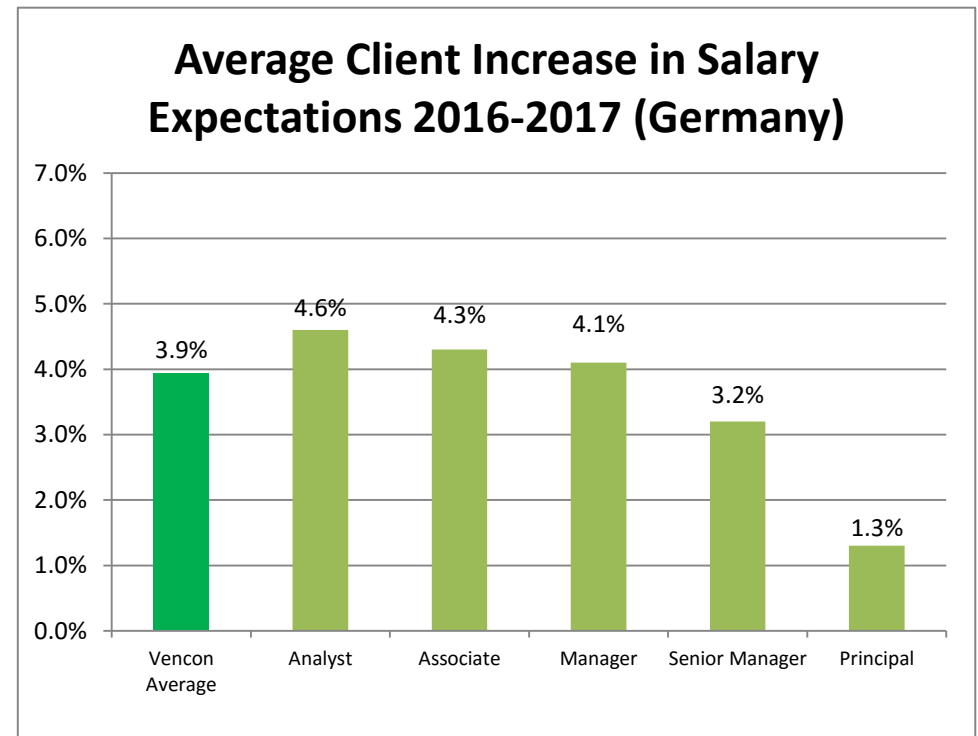
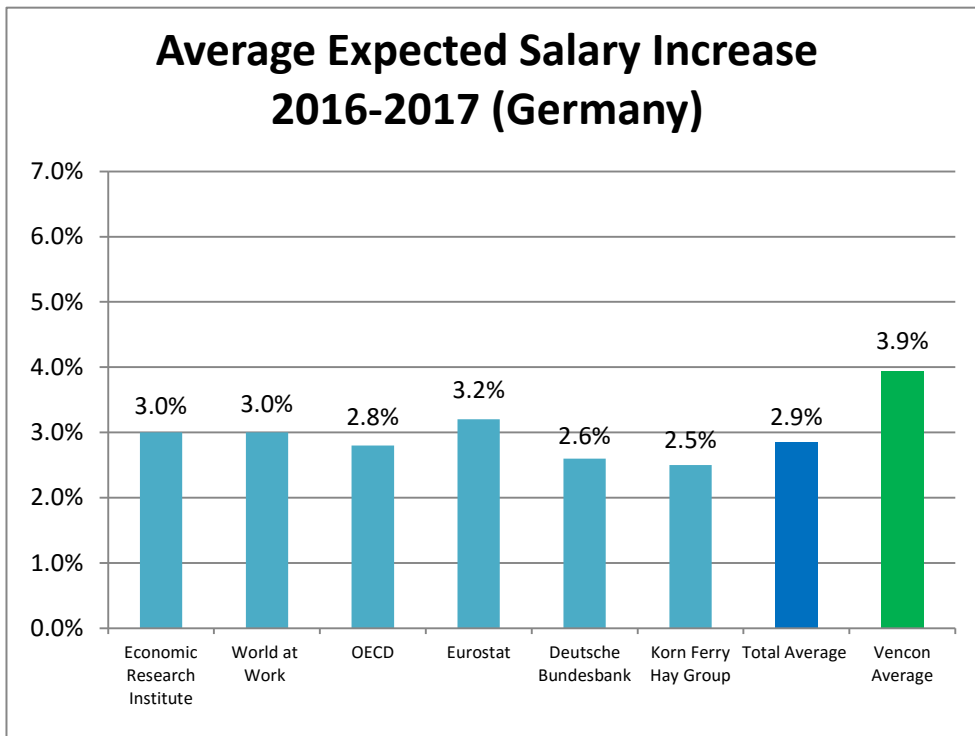
# Average expected salary increases ranged widely between country markets

## Executive Summary

- This report compared the latest country market sources on expected salary increases to Vencon Research clients' expected salary increases for the period 2016-2017.
- Average expected salary increases from the latest country market sources ranged between markets, with the lowest average projection of 2.9% for Germany and the highest average projection of 4.2% for Singapore.
- Average expected client salary increases also ranged widely between markets, with the lowest average projection of 2.4% for the United Kingdom (UK) and the highest average projection of 3.9% for Germany.
- On average and across all career levels, Vencon's expected salary increases for 2017 were: Germany: 3.9%; Singapore 3.7%; United Kingdom (UK): 2.4%; United States of America (USA): 3.3%.
- Expected client salary increases remained similar across career levels in the majority of country markets apart from Germany which reported a 4.6% expected increase across all levels apart from Principal level which was projected at 1.3%.

# Average expected salary increases for Germany ranged from 2.5% to 3.2% for 2016-2017; Vencon's average was 3.9%

Average Expected Salary Increases for Germany

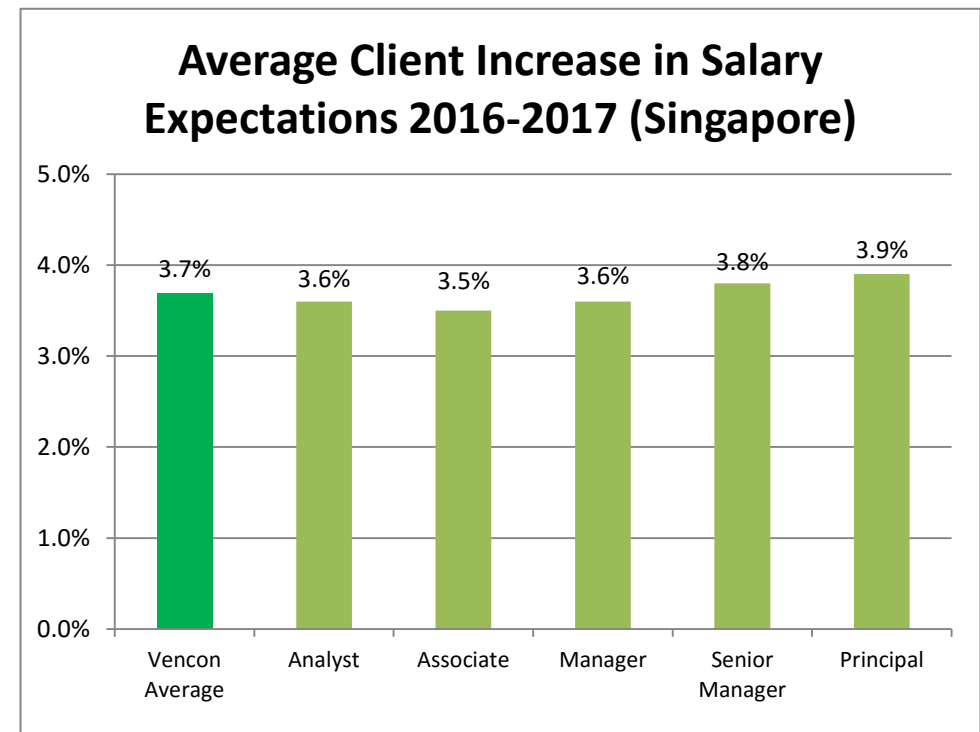
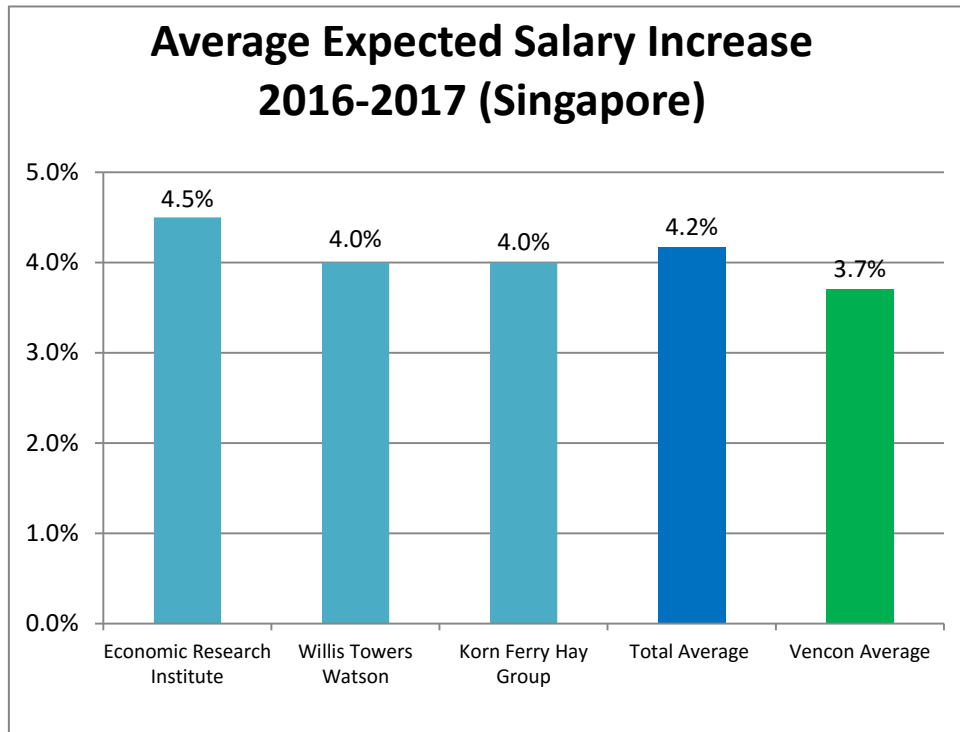


Note: The graph on the left presents data from the latest market resources regarding average expected salary increases. The graph on the right presents the average expected salary increases reported by Vencon's clients.



# Average expected salary increases for Singapore ranged from 4.0% to 4.5% for 2016-2017; Vencon's average was 3.7%

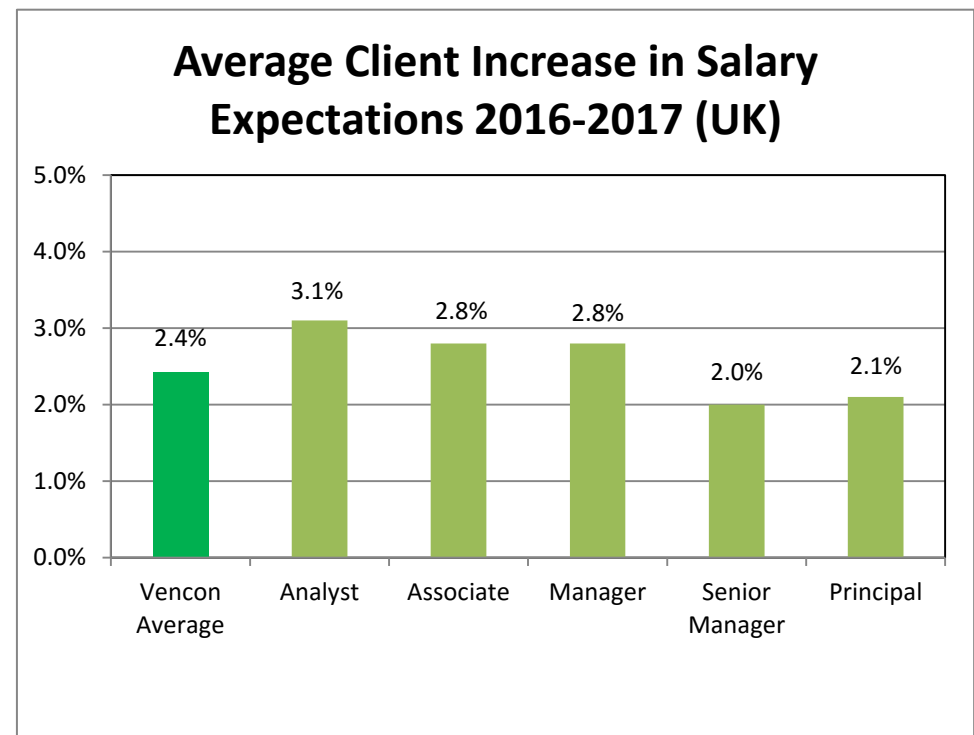
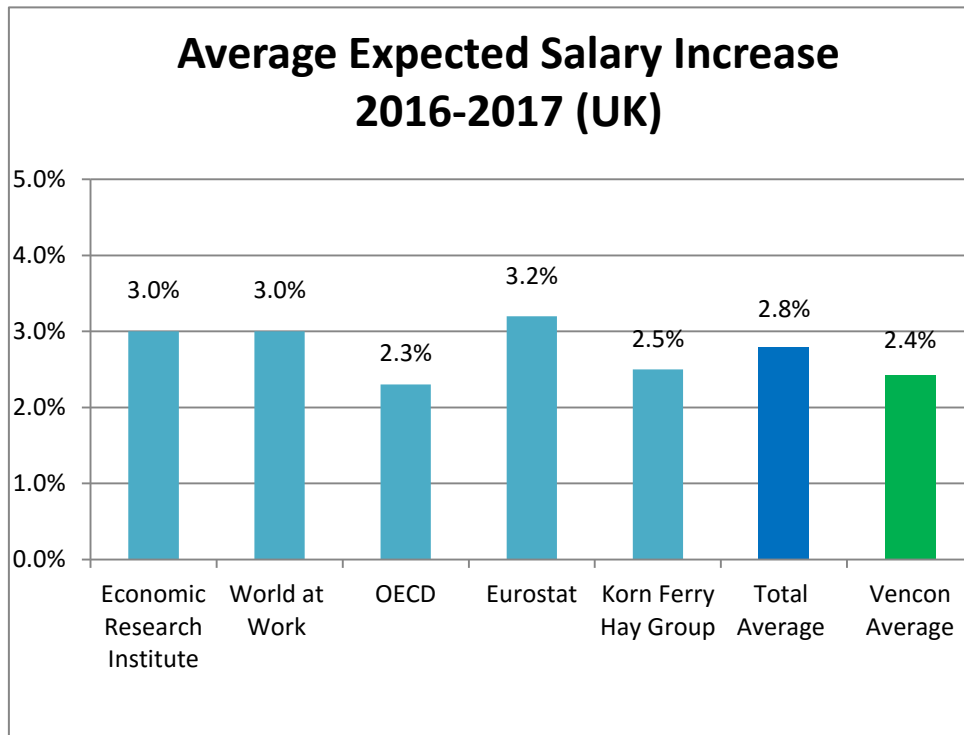
Average Expected Salary Increases for Singapore



Note: The graph on the left presents data from the latest market resources regarding average expected salary increases. The graph on the right presents the average expected salary increases reported by Vencon's clients.

# Average expected salary increases for the UK ranged from 2.3% to 3.2% for 2016-2017; Vencon's average was 2.4%

Average Expected Salary Increases for the United Kingdom

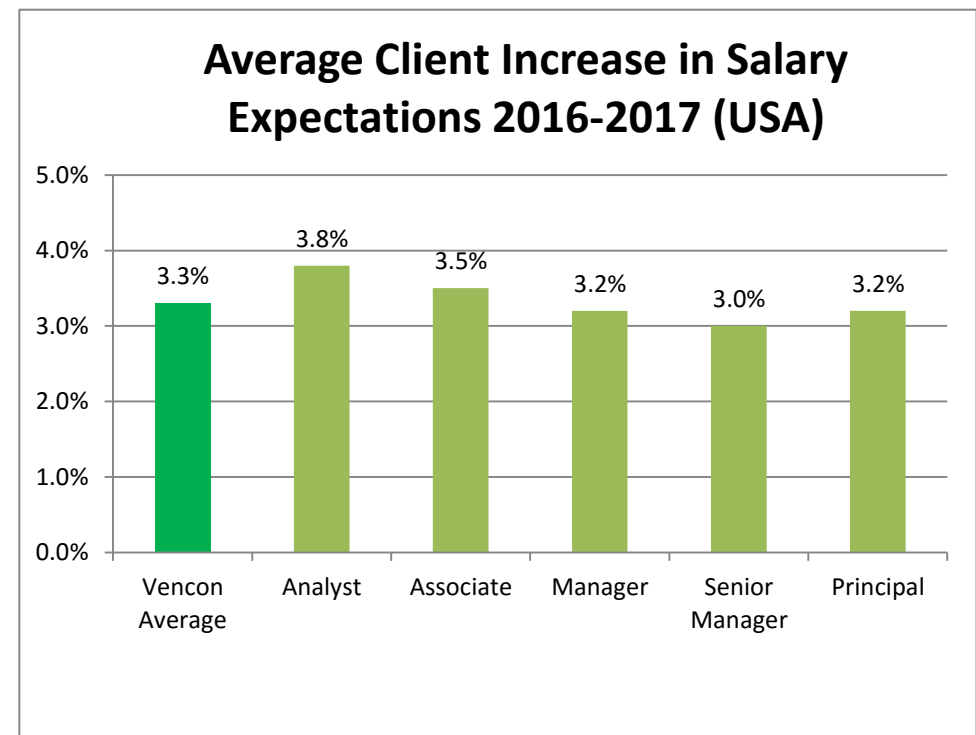
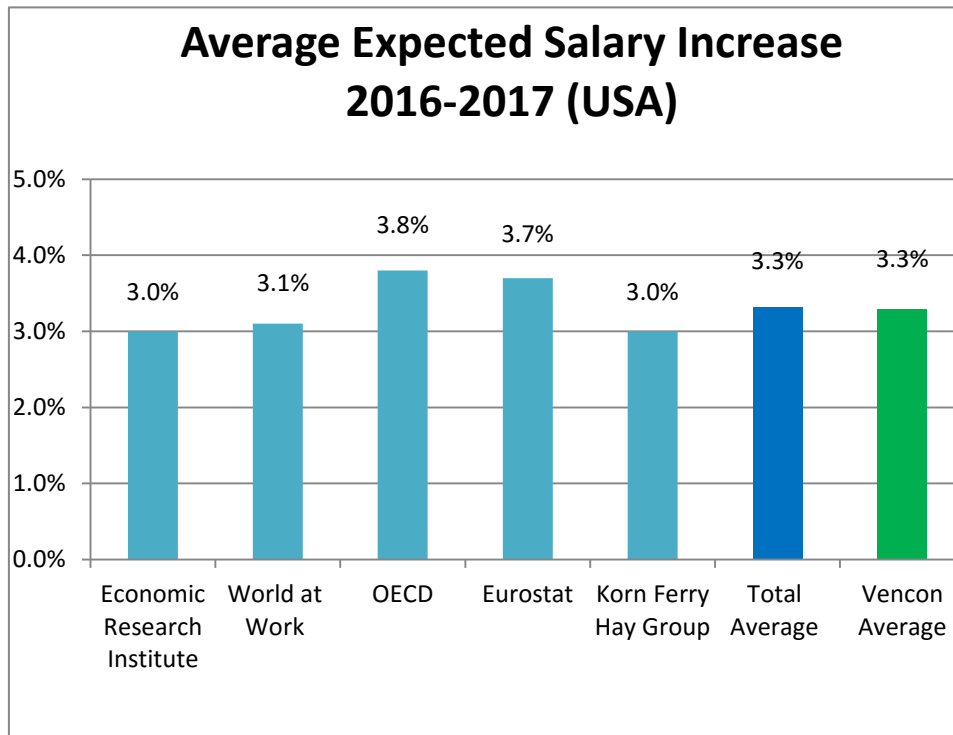


Note: The graph on the left presents data from the latest market resources regarding average expected salary increases. The graph on the right presents the average expected salary increases reported by Vencon's clients.



# Average expected salary increases for the USA ranged from 3% to 3.8% for 2016-2017; Vencon's average was 3.3%

Average Expected Salary Increases for the United States of America

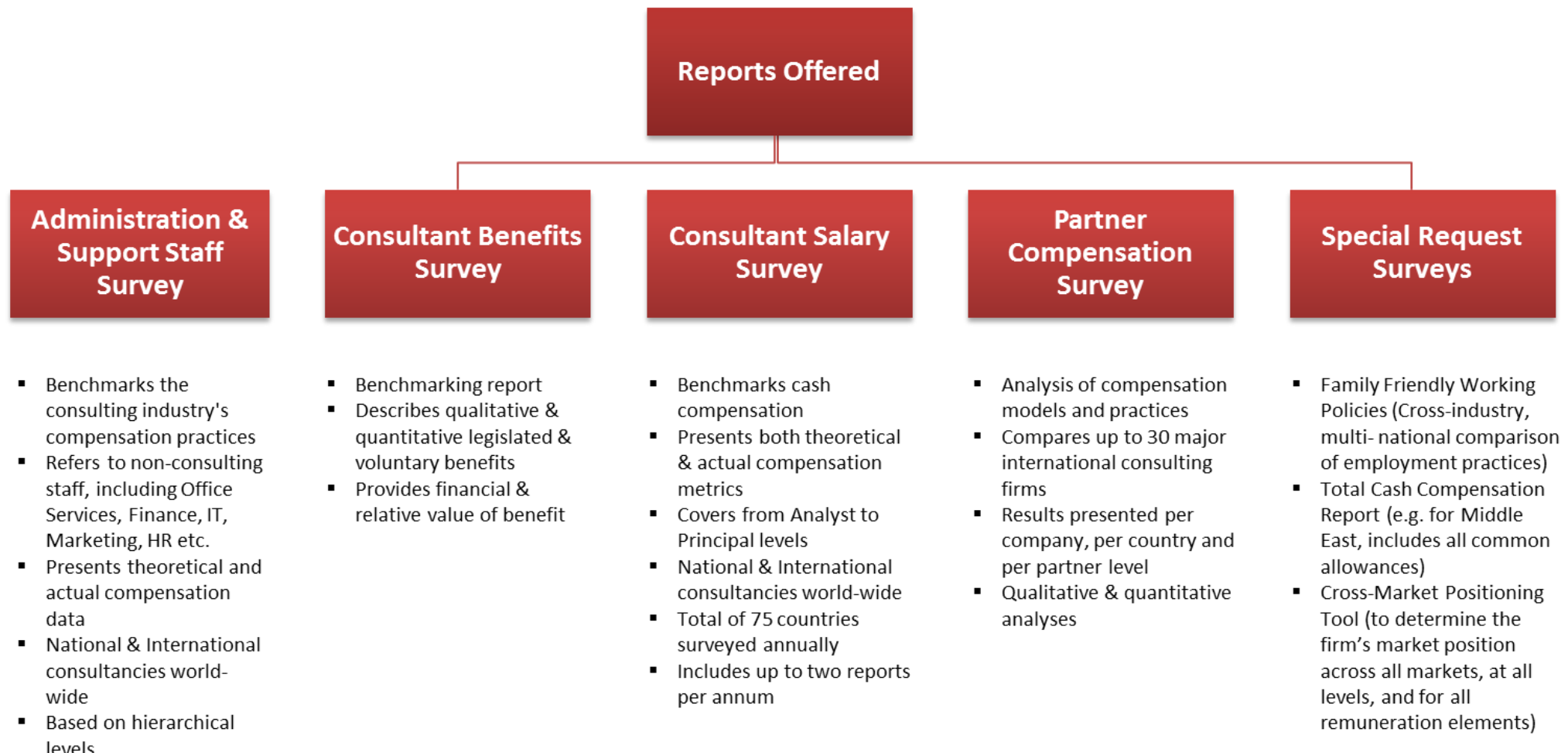


Note: The graph on the left presents data from the latest market resources regarding average expected salary increases. The graph on the right presents the average expected salary increases reported by Vencon's clients.



# Vencon Research's surveys cover a wide variety of compensation-related topics within the consulting industry

## Broad Range of Consulting-related Reports



**Note:** \* Bespoke surveys on the consulting industry are regularly undertaken, e.g. 'Detail of Car Plans', 'Total Income Valuation' and 'International MBA Starting Salaries'.

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