



Value-Added Data Services

Objectives

- Provide due diligence of job matches to enhance survey data quality
- Monitor market competitiveness with key market gaps analysis & insights
- Facilitate preparation and/or presentation of year-end compensation review and bonus proposal to Remuneration Committee/Senior Management

Our Niche

- Strong financial industry knowledge
- In-depth understanding of market compensation surveys of the financial industry
- Reasonable pricing strategy

What We Could Do

- Understand your needs...
- Provide tailor-made reporting formats for business and Human Resources interpretation

1. Top Management Position Benchmarking – E.g. Head of Information Technology

Job Profile

Responsible for IT strategy to support business requirements and control of all information systems and technology activities which includes firm's systems design and programming activities, network planning, database management and computer operations within the firm. Develops annual budgets as well as strategic plans for the systems group. Interfaces with firm's management on all information systems and technology related issues.

2012/13 Market Competitive Compensation Data (SGD'000)

DATA WAS MADE UP FOR ILLUSTRATION ONLY

	2012 / 2013 Competitive Market Range			2011/2012 XYZ Data	Compa Ratio to MED
	LQ	MED	HQ		
Fixed Pay	180	210	250	200	95%
Total Compensation	210	250	300	330	132%

- Fixed Pay is in line with the market Median.
- Total Compensation is competitive and at market HQ.

2012/13 Proposed Executive Compensation (SGD'000)

2012/2013	Proposed	Change Percentage	Compa Ratio to MED
2013 Fixed Pay	210,000	+3%	101%
2012 Bonus	130,000		
2012 Total Compensation	340,000	+4%	137%

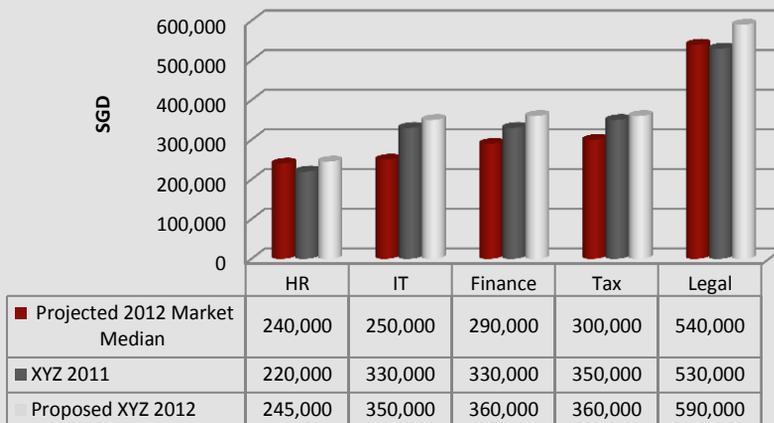




2. Senior Management Benchmarking Analysis

Total Compensation for Head of IT, Head of Finance as well as Head of Tax were more competitive than market Median.

Similar to Fixed Pay, the 2011 Total Compensation positioning for Head of HR and Head of Legal were less competitive and slightly below market Median.



3. Business/Function Units/Organization level Positioning Analysis

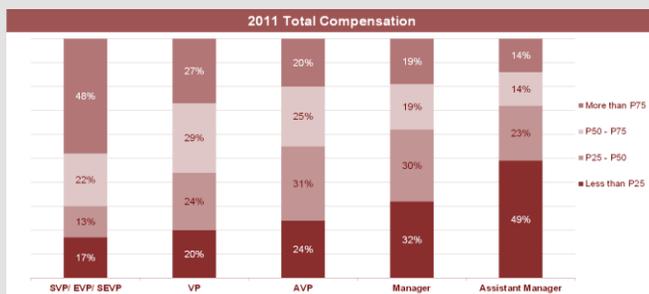
Fixed Pay

- Except Corporate Finance, about 50% of employees were slightly below the market Median.
- Corporate Finance and Treasury businesses were relatively more competitive. About 60% of the employees were above Market Median.
- The salary gap to market Median is HK\$1.2mil.

Total Compensation

- Firm X's Total Compensation positioning is similar to Fixed Pay.
- Treasury, Group Investment Banking and Corporate Banking businesses were more competitive as more than 50% of the employees were above Market Median.
- Risk Management function was less competitive. Over 70% of the employees was below Market Median.
- The total bonus pool required to bring the total employees to market Median is HK\$91.0mil.

3. Business/Function Units/Organization level Positioning Analysis – By Level



The compensation positioning for AVP and below were less competitive:

- Over 50% of AVPs and Managers were below the Market Median.
- Over 70% of Assistant Manager and Associate were below the Market Median.

If you are interested in our services, please contact us via email maypoon@cffs.com or call us at +65 6589 0668