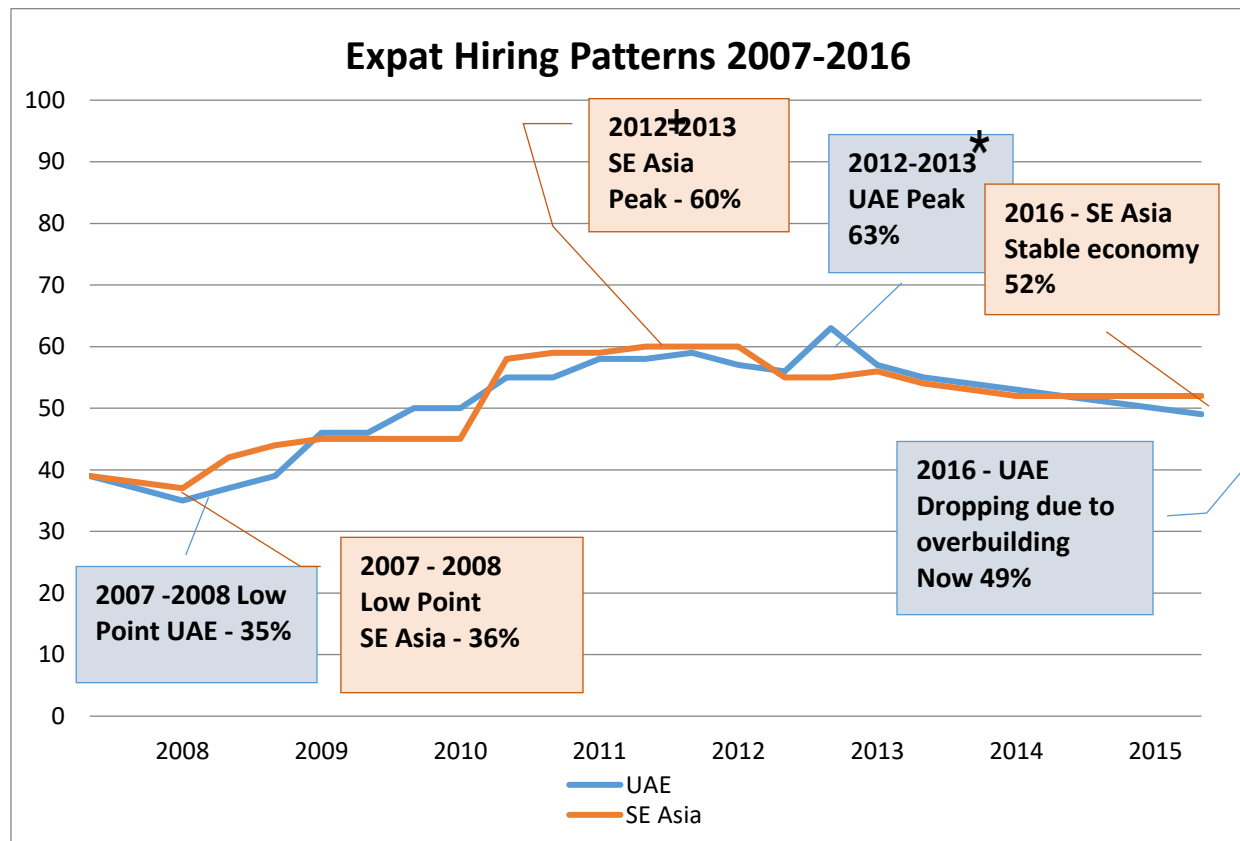


FOLLOW RENARD TRENDS – IT’S FREE

Like the world stock-markets, salaries and opportunities peak and valley based on similar criteria. Trends in compensation and available jobs are affected by civil disruption, cost of living, overbuilding, unique events i.e. Olympics or religious holidays i.e. Christmas. Renard International tracks global fluctuations as we serve the worldwide hospitality industry.

In 2015 Renard International completed searches in 48 countries. In our 46 year history we have successfully completed assignments in all major countries. We enclose two sample trend reports below; add your name and company to our Twitter account and receive Renard Trends as often as they are published.

“Renard Trends” also takes into consideration the movement of people or opportunities in or out of regions and compensation offered. We especially monitor middle and senior management roles. “Renard Trends” reports started in 2008, which was the year after the worldwide deflation of 2007. For example in 2008 Dubai and S.E. Asia salaries, compensation, cost of living and opportunities ratio was 35 for the UAE, and 36 for S.E. Asia respectively. This is on the Renard criteria based on number opportunities and compensation offered. 100 is the maximum possible (but never ever reached) based on open opportunities in all key management roles combined with low cost of living and an employer attitude of “we will pay whatever takes to hire”. See both graphs in this newsletter and your comment and input are most welcome and invited.



South East Asia countries for this graph do not include China

Note: China hiring patterns mirrors UAE but peaked at 64 in 2013 for all expatriates. It continues in that percentage range but now more Chinese nationals are being hired and promoted, which skews our trends criteria.

- ★ Expat number of hires would be over 70% if not for internal transfers or local internal promotions
- ✚ Now would be mid 66 if not for work permit restrictions and local hires.

The Renard criteria is based on number of opportunities available and compensation offered. 100% is the maximum possible (but can never be reached) based on open opportunities in all key management roles with all hotels combined with low cost of living and an employer attitude to hiring that “we will pay whatever takes to hire”.

30% is basically hiring only for urgent needs and more staff reduction than hires; in 2007-2008 it was almost like 9/11 panic mode where no one was hired unless essential.

60% is buoyant growth, new openings and “if you want a job, you have choices everywhere”.