

Consultant Non-Cash Benefits Remuneration Benchmarking Report

**Vencon Research International GmbH
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Benefits Survey

Introduction

Vencon Research International annually produces a detailed “Benefits Survey” which details, summarises and benchmarks the benefits related to compensation (other than or in addition to salary) offered by the major competitors in the market for consulting.

The survey’s level of detail allows for the serious, in-depth comparison of the non-cash-based benefits offered by the various firms surveyed.

Topics surveyed

The benefits surveyed are segmented into 9 major categories, including:

- Legislated benefits “offered” as national norms within the market.
- Voluntary and additional benefits offered, such as:
 1. Health and welfare benefits;
 2. Long- / short-term sickness insurance;
 3. Accidental death and dismemberment and life insurance;
 4. Retirement pension and savings plans;
 5. Additional investment and saving programmes;
 6. Other *hard* benefits, including: automobile leasing plans, payment of relocation / moving expenses and working materials offered (incl. laptop computers, smartphones, etc.);
 7. Company-sponsored education (e.g., MBA and/or PhD programmes);
 8. Increases in intellectual competence (e.g., internal and external language and business tool training, international experience, etc.);
 9. Other *soft* or lifestyle-related benefits, such as company-sponsored social events, subsidised cafeterias, free drinks and coffee, company-sponsored club memberships, “quality” of travel arrangements, extra vs. standard vacation days, additional maternity and/or paternity leave, employee sabbaticals (i.e. leave of absence), etc.

The above analyses are presented on a results-per-firm (anonymised), per-country basis, including a financial valuation of these (where feasible).

Countries surveyed

Vencon Research reports on over 75 countries throughout the world. Additionally, bespoke country reports can be ordered if required.

Firms surveyed

The various country surveys normally include a minimum of eight international consulting companies active in the country being compared.

Methodology employed

The “Benefits Survey” is largely defined by the clients interested in the study. As such, it is a dynamic, continuously-evolving study which must be changed and adapted to reflect the issues which are currently most relevant to its active participants.

The HR Managers / Partners of the firms participating in these surveys are the source of the data being presented.

Confidentiality

All data supplied to us are treated as strictly confidential. Contact names are under no circumstances communicated to any third parties. To ensure complete confidentiality for all participants, Vencon Research is prepared to sign any required confidentiality agreements.

Furthermore, although Vencon Research does present a list of the firms included in the surveys, actual, firm-specific results are anonymised: The companies compared are presented simply as Firms 1, 2, etc.

Advantages and USPs of Vencon Research studies

The Vencon Research International “Benefits Surveys” offer participants:

- A detailed summary of the important, non-cash-based benefits offered in the industry on a per-player and per-country basis;
- A comparative study which allows the in-depth benchmarking of the non-cash-based compensation benefits offered by the industry across all major players and across the countries surveyed;
- A comprehensive tool for current recruiting efforts (especially at the MBA level) and future compensation planning;
- When required, a feedback session for participants allowing a more in-depth discussion of the results.

USPs include:

- Accuracy - Our information is HR-based and where necessary, cross-checked with HR;
- Detail - Benefits information is presented for all of the major career sub-levels (Analyst, Associate, Project Manager / Senior Manager, Principal, Partner).
- Validity - We use and present only the most up-to-date information;
- Timeliness - Vencon Research surveys are produced twice per annum, but bespoke surveys can always be produced at short notice;
- Flexibility - Surveys can be delivered electronically (currently in PDF-format). Graphics are straightforward and easy to use and read, with the intention that clients can easily adapt our presentation format to fit their company standards.

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