

2025:

# PARTNER REMUNERATION SURVEY

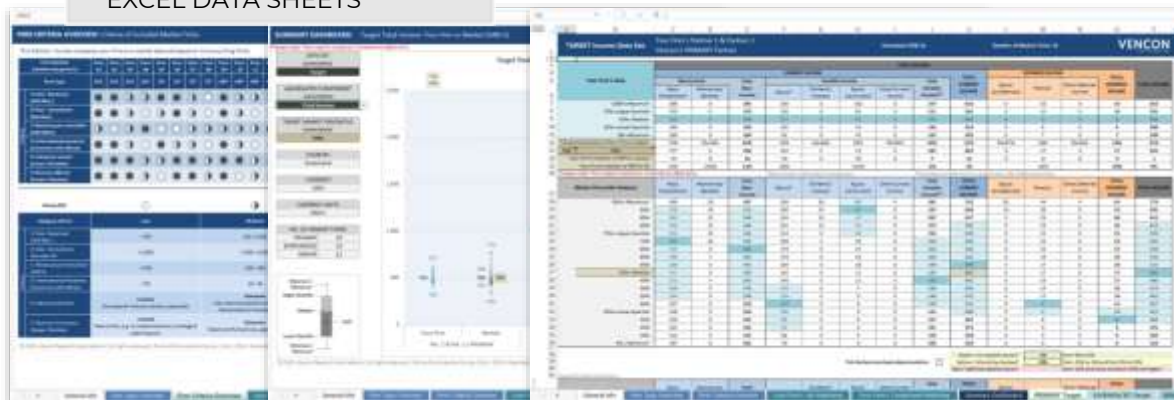
## PART I (REMUNERATION DATA)

### SAMPLE SURVEY QUICK GUIDE

#### DATA OVERVIEW

<b>FILENAMES</b>	Partner-Survey_1-Remuneration-Data.xlsx Partner-Survey_1-Remuneration-Data.pdf
<b>COUNTRY MARKET</b>	"Greenland"
<b>TYPES OF FIRMS INCLUDED</b>	All Firm Types (ACFs, ITFs, OPFs, and SCFs)
<b>NUMBER OF FIRMS INCLUDED</b>	16 Market Firms

#### EXCEL DATA SHEETS



#### PDF PRESENTATION FORMAT



# DATA SHEETS CONTENT OVERVIEW

## 1. Tabs in the Data Sheets

Every Partner Remuneration Survey – Part I produced by Vencon Research is accompanied by a set of Microsoft Excel-based Worksheets ('Data Tables') including the survey's background data and further tools for analysis.

### General Info

### Firm Type Overview

### Firm Criteria Overview

- **Three introductory tabs** include information on the report type, basic descriptions of Vencon's generic remuneration components, and details on the participants list.

### Your Firm's Job Matching

### Your Firm's Component Matching

- The next two tabs include **Your Firm's level/sublevel matching** to Vencon's generic level structure and **Your Firm's component matching** to Vencon's generic components.

### Summary Dashboard

- The above tabs are followed by the **Summary Dashboard**. This tab provides an interactive overview of the aggregated component income data contained in the report.

### PRIMARY Target

### EXPERIENCED Target

### SENIOR Target

- The next three tabs make up one half of the **main data tables** of the report. These three tabs present **Target Income data** for Vencon's three generic Partner levels.

### PRIMARY Achieved

### EXPERIENCED Achieved

### SENIOR Achieved

- The next three tabs make up the second half of the **main data tables** of the report. These three tabs present **Achieved Income data** for Vencon's three generic Partner levels.

### Frequently Asked Questions

- The final tab provides answers to 30+ frequently asked questions covering topics including general methodology, conditional formatting, market percentiles, and Variable Income.

## 2. Dashboard Layout

The Summary Dashboard tab allows for a one-stop perusal of key income data included in the report, allowing you to quickly access specific data sets from the report with customisable controls.

### 2.1. Dashboard Controls

**SUMMARY DASHBOARD**

DATA SET  
(selectable)  
**Target**

AGGREGATED COMPONENT  
(selectable)  
**Total Income**

TARGET MARKET PERCENTILE  
(selectable)  
**50%**

COUNTRY  
 Greenland

By selecting from each of the parameters available in the Dashboard you are able to select data accordingly.

The following selections can be made:

- Data Set, i.e., Target or Achieved data set.
- Aggregated Component, i.e.:
  - Total Base Income
  - Total Variable Income
  - Total Current Income
  - Total Deferred Income
  - Total Income
- Target Market Percentile

### 2.2. Dashboard Data Viewer



Once a selection is made using the Dashboard controls, the corresponding data is displayed in the following graphical and tabular forms within the same tab:

- Graphical representation showing spread of data.
- Numeric percentile differentiated table, with Your Firm and Market data.

### 3. Worksheet Layout

<div> <div>TARGET Income Data Set:</div> <div> <div>Your Firm's Partner 1 &amp; Partner 2</div> <div>Vencon's PRIMARY Partner</div> </div> </div> <div>Grossed (USD \$)</div> <div>Number of Market Firms: 10</div> <div>VENCON</div>											
TOTAL INCOME											
Your Firm's Data											
CURRENT INCOME											
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## PDF CONTENT OVERVIEW

Discover valuable insights beyond the Excel sheets with our accompanying PDF. This resource provides charts beyond the Excel's Summary Dashboard dynamic contents. In addition, the PDF provides relevant information relating to methodology.

## METHODOLOGY

## Vencon's Level Structure

## Job Matching Considerations

## Vencon's Component Structure

## Methodology Overview

## MARKET SURVEY RESULTS

## Executive Summary

## Participants

## Target Basic

### Target Allowances/Benefits

Target Base

Target Dividend/Interest

Target Equity (as Current)

Target Total Current

Target Equity (as Deferred)

Target Pension

Target Total Deferred

Target Total Income

Achieved Total Income

### Target vs Achieved by Level





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# PARTNER REMUNERATION SURVEY

## PART II (REMUNERATION STRUCTURES)

### SAMPLE SURVEY QUICK GUIDE

## DATA OVERVIEW

<b>FILENAMES</b>	Partner-Survey_2-Remuneration-Structures.pdf
<b>COUNTRY MARKET</b>	Global (for Part II)
<b>TYPES OF FIRMS INCLUDED</b>	All Firm Types (ACFs, ITFs, OPFs, and SCFs)
<b>NUMBER OF FIRMS INCLUDED</b>	24 Market Firms
<b>COUNTRY OR GLOBAL?</b>	Global as standard (or country by firm selection)

## PDF PRESENTATION FORMAT



# PDF CONTENT OVERVIEW

Part II of the Partner Remuneration Survey allows participating clients to understand the structures behind the numbers in Part I, i.e. the systems of remuneration in place.

Key aspects including career development, career tracks, calculation of Variable Bonus, equity-based components, evaluation procedures and management of poor performance are summarised as well as detailed Firm by Firm.

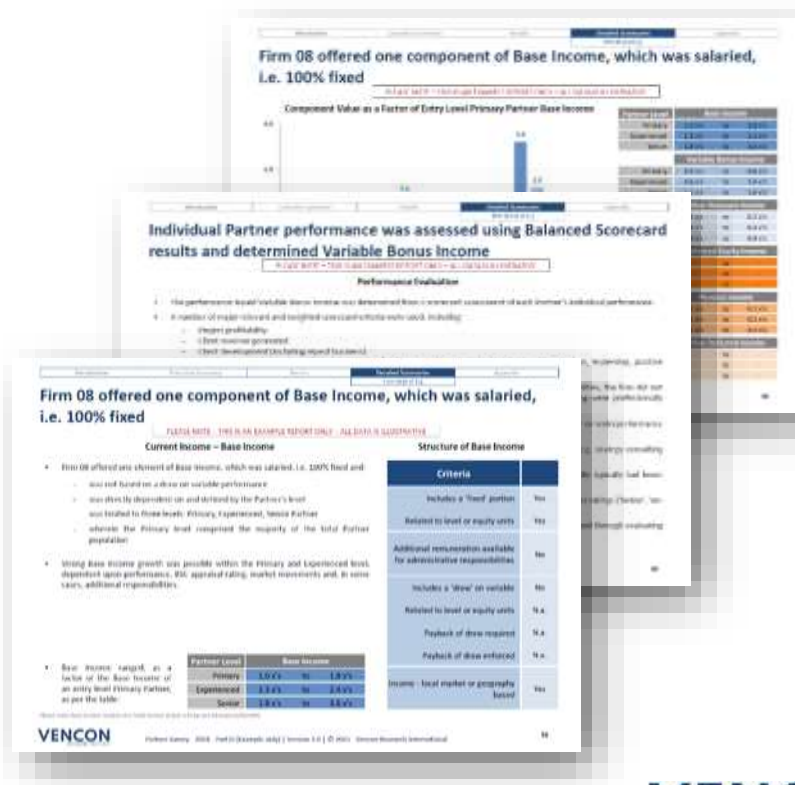
## MARKET SURVEY RESULTS

- Number of Career Levels
- Current Vs Deferred Pay-Mix
- Current Income Pay-Mix
- Variable Bonus Components
- Equity Components
- Partner Performance KPIs

## MARKET SURVEY DETAILED SUMMARIES

### Detailed Summary per Firm including...

- Career Development
- Component Value Factors
- Base Income
- Variable Bonus Income
- Other Variable Income
- Deferred Income
- Performance Evaluation
- Poor Performance



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# PARTNER REMUNERATION SURVEY PART III (PERFORMANCE FACTORS) SAMPLE SURVEY QUICK GUIDE

## DATA OVERVIEW

<b>FILENAMES</b>	Partner-Survey_3-Performance-Factors.pdf
<b>COUNTRY MARKET</b>	Global (for Part III)
<b>TYPES OF FIRMS INCLUDED</b>	All Firm Types (ACFs, ITFs, OPFs, and SCFs)
<b>NUMBER OF FIRMS INCLUDED</b>	24 Market Firms

## PDF PRESENTATION FORMAT





# PDF CONTENT OVERVIEW

Part III of the Partner Remuneration Survey examines performance factors and other key influencing background parameters such as: Firm Revenue per Partner, Sales Revenue per Partner (by Level), Partners' Target Income with respect to Firm/Sales Revenue, Partner and Incumbent Ratios, Target vs Achieved Income with respect to Total Incumbents, Partner 'At Risk' Income and Average Time of Advancement.

## METHODOLOGY

- Vencon's Level Structure
- Job Matching Considerations
- Vencon's Component Structure
- Definitions of Key Metrics

## MARKET SURVEY RESULTS

### Executive Summary

- Firm Revenue (per Partner, etc.)
- Firm Revenue Responsibility Pay-out Ratios
- Average Sales Revenue by Level
- Sales Revenue Pay-out Ratios
- Incumbent Ratios
- Partner Ratios
- 'At Risk' Income
- Time for Advancement

Target Sales Revenue Pay-out Ratios were highest at ... and lowest at ...

Market Movers - Target Sales Revenue Pay-out Ratios<sup>1)</sup>



When weighted by Partner numbers, ITFs ...

Breakdown of Target Sales Revenue per Partner Level in IT-based Firms<sup>2)</sup>



Target Firm Revenue per Partner in SCFs varied around the mean of USD m by -23% to +16%

Target Firm Revenue per Partner in "Pure" Strategy Firms (in USD million)<sup>3)</sup>

