

PRODUCT OVERVIEW

PAY RECOMMENDATIONS FOR CONSULTANTS

INTRODUCTION

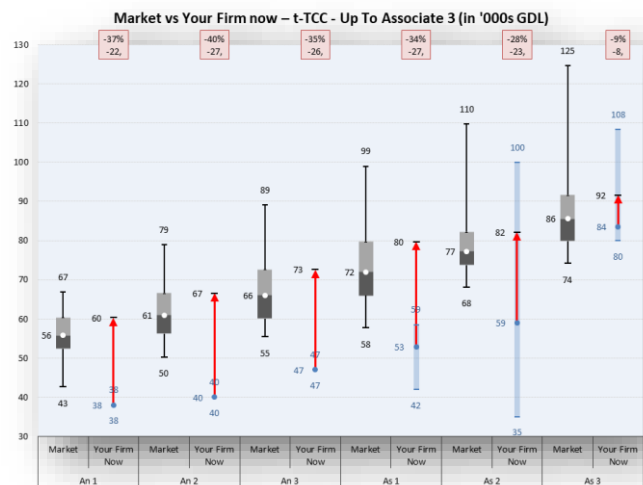
Vencon Research introduces Pay Recommendations, an enhancement to our compensation benchmark reports, tailored for both Consultants and Partners in consulting firms. This comprehensive overview introduces our Pay Recommendations, specifically designed to optimize compensation strategies for client-facing career levels below Partners.

Tailored Reports for Consultants

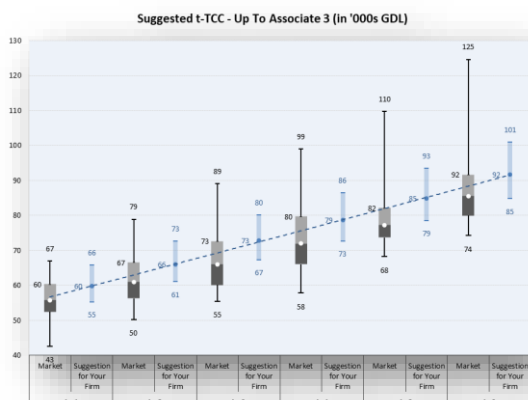
Our Pay Recommendations for Consultants are bespoke reports based on specific Consultant Salary data delivered to our clients. These reports are designed to align with the specific local and service line dynamics of the client's company, ensuring a precise evaluation of their compensation landscape.

Comprehensive Evaluation of Current Market Positioning

The Pay Recommendations evaluate compensation elements such as Total Cash Compensation, Basic Salary, Target Bonus, and Allowances, aligning the analysis with the client's desired market positioning. This thorough assessment provides insights into career progression, budget implications, and market competitiveness, in line with the firm's overarching pay philosophy.



* Graphics provide data based on an illustrative example,



Gradual Increases and Market Alignment

Our Pay Recommendations aim for gradual increases aligned with market percentiles, offering a comprehensive solution to enhance employee rewards and career development. By comparing the client firm's staff distribution with market norms, strategic workforce planning is facilitated, ensuring optimal alignment with industry standards.

Actionable Insights and Strategic Guidance

Vencon Career Titles	Main Level	Analyst			Associate			Manager	Snr Man	Principal
	Sub-level	An 1	An 2	An 3	As 1	As 2	As 3	M	SM	Pr
Your Firm Career Titles		XXX	XXX	XXX	XXX	XXX	XXX	XXX	XXX	XXX
t-TCC Upper end of Range - Suggestion in '000s		66	73	80	86	93	101	129	181	253
t-TCC "Typical" - Suggestion in '000s		60	66	73	79	85	92	118	165	230
t-TCC Lower end of Range - Suggestion in '000s		55	61	67	73	79	85	109	152	213
Basic Salary Upper end of Range - Suggestion in '000s		57	63	70	75	81	88	104	129	175
Basic Salary "Typical" - Suggestion in '000s		52	57	63	68	74	80	94	118	159
Basic Salary Lower end of Range - Suggestion in '000s		48	53	59	63	68	74	87	109	147
t-Bonus Upper end of Range - Suggestion in '000s		9	9	10	11	12	13	26	52	79
t-Bonus "Typical" - Suggestion in '000s		8	9	9	10	11	12	24	47	71
t-Bonus Lower end of Range - Suggestion in '000s		7	8	9	9	10	11	22	44	66
t-Bonus - Suggestion in % of "Typical" Basic Salary		15.0%	15.0%	15.0%	15.0%	15.0%	15.0%	25.0%	40.0%	45.0%
Basic Salary Increase from "Typical" to Upper end		+10.0%	(applied for all levels)							
Basic Salary Decrease from "Typical" to Lower end		-7.5%	(applied for all levels)							
t-TCC Range (from lower to upper end)*		19%	19%	19%	19%	19%	19%	19%	19%	19%
Basic Salary Range (from lower to upper end)		19%	19%	19%	19%	19%	19%	19%	19%	19%

Vencon Research's Pay Recommendations offer significant added value by providing actionable insights, specific pay suggestions, and strategic guidance for optimizing compensation strategies in consulting companies. Through detailed analysis and tailored recommendations, we empower firms to stay competitive, attract top talent, and foster sustainable growth in the dynamic consulting industry. Thank you for considering Vencon Research for your compensation needs.

For more details about our Pay Recommendations, watch our brief video introduction:



[Vencon Research – Video Product Introduction \(PayRec Consultants\)](#)

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