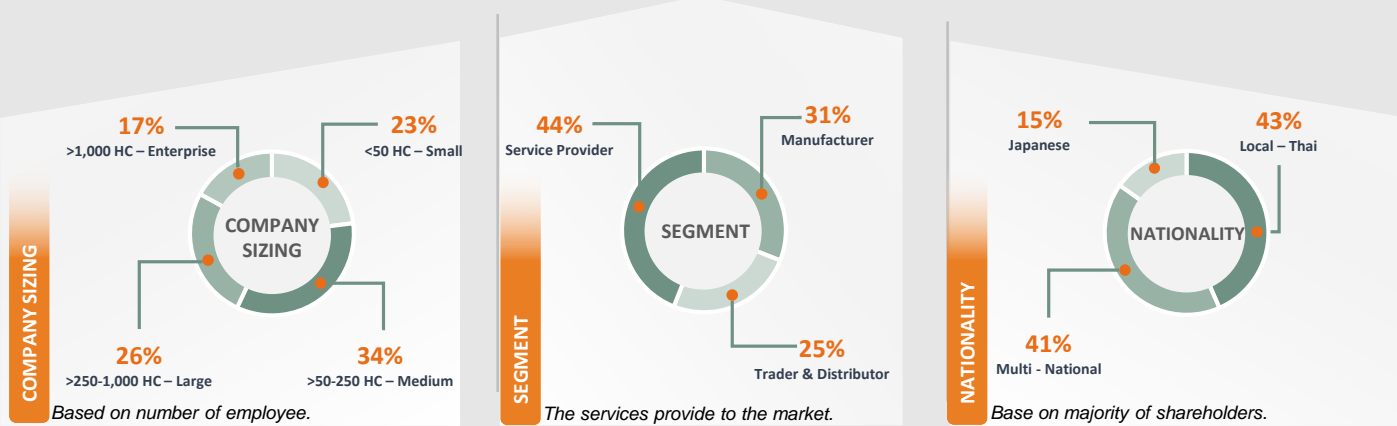


Experis Thailand has conducted and carried out a market insight survey during Nov-Dec 2018. The results are of accurate representation of 1,000 quality insights and opinions of companies in Thailand.

We specify company sizing into the categories of Small (23%), Medium (34%), Large (26%), and Enterprise (17%). The results are segmented into Services provider (44%), Manufacturer (31%), and Trader & Distributor (25%), as illustrated above.

We discovered from the survey that the expected salary increment for the majority of employees next year will be roughly **>3-5 %** increase from the base salary standard to account for 50% of the surveyed companies.

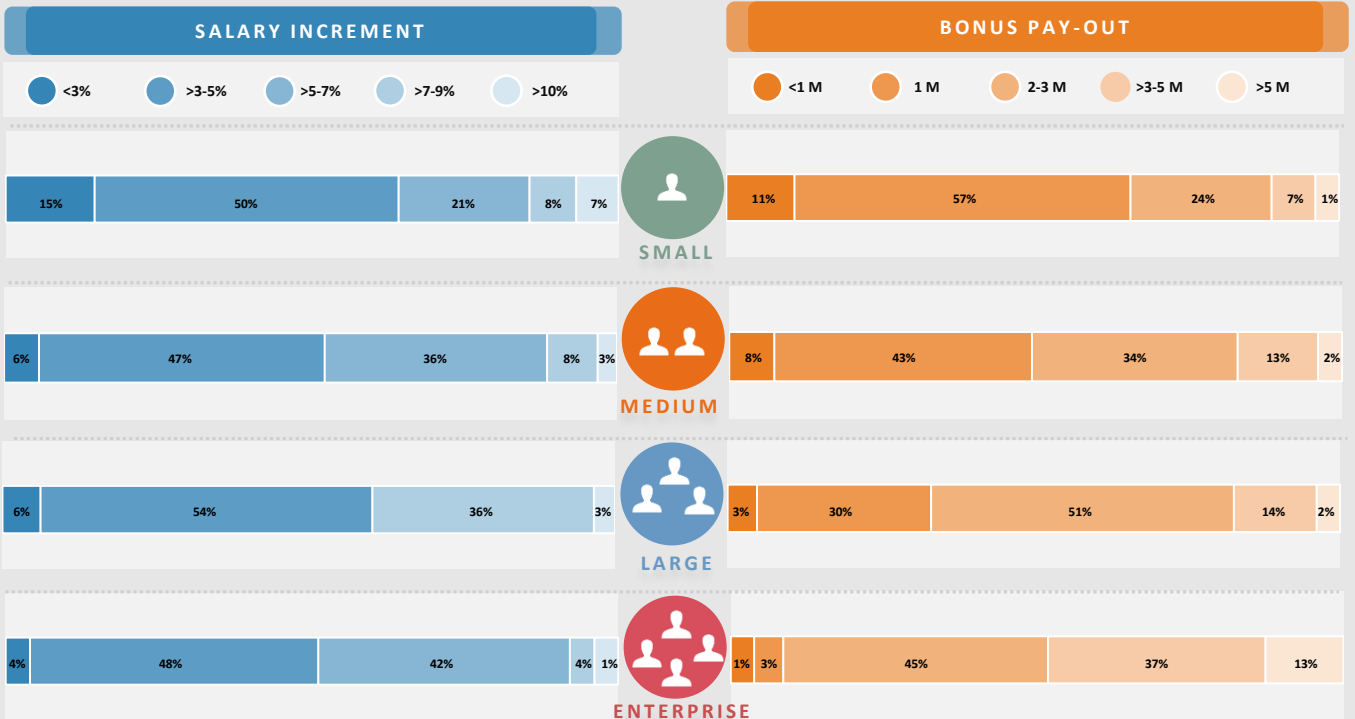
Experis Thailand has scanned the bonus accrual trend and have found that the overwhelming 95% of the companies surveyed confirm bonus pay-out to their employees, with only 5% stating that there will be no bonus pay-out for lower-than-target turnover reasons. The highest breakdown of these bonus accrual are 40% of the companies will pay at least **1 month** bonus.



THE MARKET INSIGHTS



COMPANY SIZING



COMPANY SEGMENT

SALARY INCREMENT



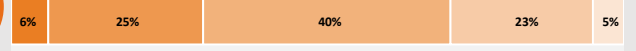
BONUS PAY-OUT



OVER ALL



MANUFACTURER



TRADER & DISTRIBUTOR



SERVICE PROVIDER



COMPANY NATIONALITY

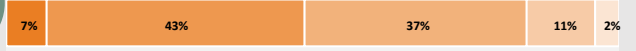
SALARY INCREMENT



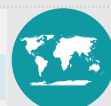
BONUS PAY-OUT



LOCAL



JAPANESE



MULTI-NATIONAL



Top 3 Industries for highest salary increment

Serv Biz/Solution/Consult
Serv Real Estate/Property
MFG Automotive / Parts

Top 3 industries for highest bonus pay-out

MFG Automotive / Parts
Serv Real Estate/Property
Trader and Distributor

Experis Thailand accelerates business growth and careers by intensely attracting, assessing and placing specialized experts in IT, Finance & Accounting, Engineering, Healthcare, and Executive Management. We precisely deliver in-demand talents for mission-critical positions, enhancing the competitiveness of the organizations and the people we serve. We also apply our expertise to provide a suite of proven workforce solutions that improve our clients' productivity, efficiency and cost containment.

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