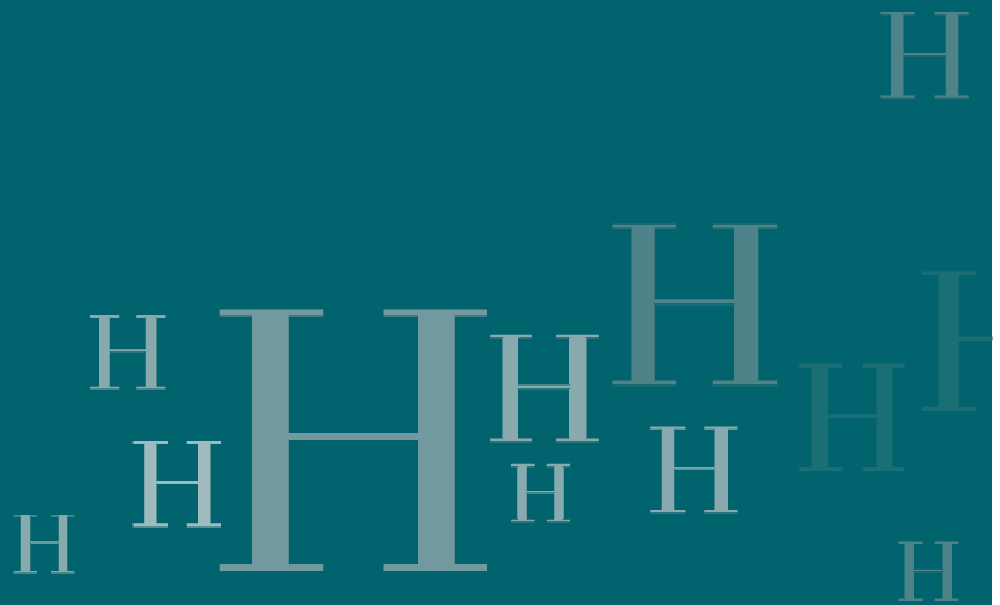




Hudson



# Salary Information

## Banking & Financial Services

Asia

*From great people to great performance<sup>SM</sup>*

# Salary Information

Banking & Financial Services



<b>Consumer Banking</b>					
		<b>HONG KONG</b>	<b>SINGAPORE</b>	<b>SHANGHAI</b>	<b>JAPAN</b>
	<b>Years of Experience</b>	<b>HK\$ Annual package</b>	<b>S\$ Annual package</b>	<b>RMB Annual package</b>	<b>JPY Annual package</b>
<b>Personal Banking / Relationship Manager</b>					
Associate	3 – 5	180K – 300K	30K – 50K	100K – 200K	6M – 9M
Assistant Vice President	5 – 10	300K – 400K	60K – 90K	200K – 350K	9M – 13M
Vice President	10+	450K+	90K+	400K+	13M+
<b>Wealth Management – Sales</b>					
Associate	3 – 5	240K – 480K	30K – 60K	200K – 280K	6M – 9M
Assistant Vice President	5 – 10	480K – 720K	70K – 120K	250K – 380K	9M – 13M
Vice President	10+	720K+	100K+	350K – 420K	13M+
<b>Product Management / Marketing</b>					
Associate	3 – 5	216K – 336K	20K – 50K	200K – 300K	6M – 9M
Assistant Vice President	5 – 10	300K – 480K	50K – 120K	250K – 380K	9M – 13M
Vice President	10+	420K – 600K	100K+	350K – 420K	13M
<b>Credit Risk – secured / unsecured</b>					
Associate	3 – 5	180K – 336K	40K – 80K	180K – 320K	5M – 8M
• Assistant Vice President	5 – 10	300K – 456K	80K – 150K	350K – 450K	8M – 11M
Vice President	10+	500K – 800K	150K – 350K	400K – 550K	11M+

# Salary Information

## Banking & Financial Services



<b>Corporate Banking</b>					
		<b>HONG KONG</b>	<b>SINGAPORE</b>	<b>SHANGHAI</b>	<b>JAPAN</b>
	<b>Years of Experience</b>	<b>HK\$ Annual package</b>	<b>S\$ Annual package</b>	<b>RMB Annual package</b>	<b>JPY Annual package</b>
<b>Cash Management – Product Management / Marketing</b>					
Associate	3 – 5	240K – 336K	45K – 70K	200K – 360K	6M – 9M
Assistant Vice President	5 – 10	325K – 480K	70K – 110K	300K – 450K	9M – 13M
Vice President	10+	480K – 900K	120K+	400K – 600K	13M+
<b>Cash Management – Sales</b>					
Associate	3 – 5	324K – 444K	45K – 70K	250K – 400K	8M – 10M
Assistant Vice President	5 – 10	444K – 780K	70K – 110K	400K – 550K	9M – 14M
Vice President	10+	780K – 1.1M	120K – 180K+	450K – 700K	13M+
<b>Trade Finance – Product Management / Marketing</b>					
Associate	3 – 5	195K – 325K	45K – 70K	200K – 360K	6M – 9M
Assistant Vice President	5 – 10	300K – 494K	70K – 110K	350K – 550K	9M – 13M
Vice President	10+	500K – 720K	120K – 160K+	450K – 700K	13M+
<b>Trade Finance – Sales</b>					
Associate	3 – 5	336K – 540K	45K – 70K	200K – 360K	8M – 10M
Assistant Vice President	5 – 10	540K – 840K	70K – 110K	350K – 550K	9M – 14M
Vice President	10+	840K – 1.2M	120K – 180K	500K – 800K	13M+
<b>Corporate – Credit Risk</b>					
Associate	3 – 5	260K – 360K	40K – 60K	200K – 350K	6M – 9M
Assistant Vice President	5 – 10	340K – 580K	55K – 96K	300K – 420K	9M – 13M
Vice President	10+	550K – 900K	90K – 180K+	400K – 600K	13M+

# Salary Information

## Banking & Financial Services



Investment Banking and Global Markets					
		HONG KONG	SINGAPORE	SHANGHAI	JAPAN
	Years of Experience	HK\$ Annual package	S\$ Annual package	RMB Annual package	JPY Annual package
<b>Front Office – Corporate Finance</b>					
Analyst	1 – 3	467K – 622K	50K – 80K	200K – 300K	6.5M – 16M
Associate	4 – 6	739K – 856K	70K – 90K	300K – 500K	12M – 22M
Vice President	7 – 10	1M – 1.1M	80K – 150K	420K – 800K	17M – 50M
Director	10 – 15	1.2M	140K – 220K	830K – 1.66M	25M – 70M
Managing Director	15+	1.6M	250K +	1.6M	30M+
<b>Front Office – Equity Research</b>					
Associate	3 – 5	450K – 800K	70K – 120K	360K – 550K	13M – 24M
Assistant Vice President	5 – 10	700K – 1.1M	100K – 140K	500K – 750K	16M – 55M
Vice President	10+	900K – 1.44M	150K+	700K – 900K	22M+
<b>Front Office – Debt Capital Markets</b>					
Associate	3 – 5	600K – 800K	80K+	N/A	11M – 22M
Assistant Vice President	5 – 10	720K – 1.3M	120K+	N/A	18M – 44M
Vice President	10+	1M – 1.6M	180K+	N/A	33M+
<b>Middle / Back Office – Product Control</b>					
Associate	3 – 5	350K – 540K	50K – 70K	N/A	6M – 9M
Assistant Vice President	5 – 10	500K – 900K	70K – 130K	N/A	9M – 13M
Vice President	10+	780K – 1.44M	130K – 250K+	N/A	13M+
<b>Middle / Back Office – Market Risk</b>					
Associate	3 – 5	400K – 650K	50K – 80K	N/A	6M – 9M
Assistant Vice President	5 – 10	500K – 1.1M	80K – 120K	N/A	9M – 13M
Vice President	10+	1.1M – 1.8M	120K – 250K	N/A	13M+
<b>Middle / Back Office – Counterparty / Credit Risk</b>					
Associate	3 – 5	320K – 450K	50K – 70K	N/A	6M – 9M
Assistant Vice President	5 – 10	580K – 850K	70K – 120K	N/A	9M – 13M
Vice President	10+	900K – 1.44M	120K – 200K+	N/A	13M+

# Salary Information

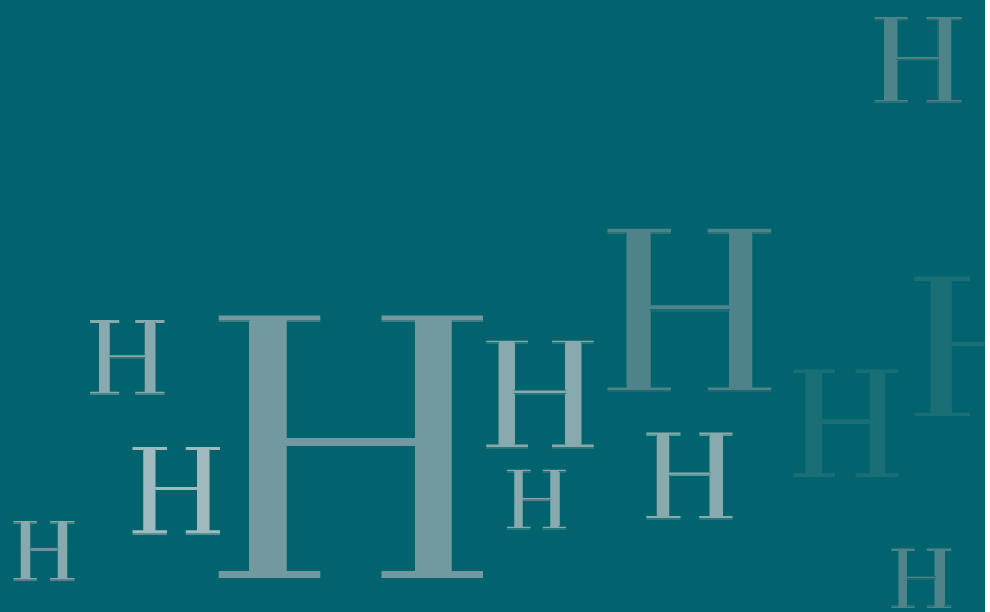
## Banking & Financial Services



Investment Banking and Global Markets (cont'd)					
		HONG KONG	SINGAPORE	SHANGHAI	JAPAN
	Years of Experience	HK\$ Annual package	S\$ Annual package	RMB Annual package	JPY Annual package
<b>Middle / Back Office – Compliance</b>					
Associate	3 – 5	450K – 650K	50K – 80K	180K – 350K	9M – 13M
Assistant Vice President	5 – 10	600K – 1.3M	80K – 130K	300K – 500K	13M – 16M
Vice President	10+	780K – 1.44M	130K – 250K	450K – 800K	16M+
<b>Middle / Back Office – Operations</b>					
Associate	3 – 5	180K – 360K	40K – 60K	NA	6M – 9M
Assistant Vice President	5 – 10	300K – 540K	60K – 90K	NA	9M – 16M
Vice President	10+	480K – 1.08M	90K – 180K	NA	16M+

**Disclaimer:** All salary ranges are represented in terms of total guaranteed package, and exclude discretionary bonuses, stock options, shares or other variable incentives as of January 2007.

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