

# 2013 WORLDWIDE

## **Introduction/Source of Information**

The 2013 Salary Review was compiled in February 2013 (revised in September 2013) from many different sources including the thousands of resumes received monthly by Renard's worldwide offices. All of these executives confirm in writing, his/her current salary and desired salary and benefits, as well as preferred location and position.

We also take into consideration the salary information given to us by clients like yourself when you retain us on job searches. In last year Renard Hospitality Search Consultants worked on assignments in over 52 countries from the culinary level to the President of hotel and restaurant companies. We assisted clients in countries that when we started business in 1970, did not exist.



**RENARD INTERNATIONAL  
HOSPITALITY SEARCH  
CONSULTANTS**

## PROPOSED EXECUTIVE COMMITTEE COSTS FOR A NEW OLYMPIC HOTEL IN SOCHI, RUSSIA

Positions	Proposed Base Remuneration study completed June 2011	Proposed Base Remuneration study completed in September 2013	Taxes Paid By Hotel (Y/ N)	Relocation Costs Paid by Hotel (Y/ N)	If Car Allowance, Paid by Hotel	Supplements Medical Insurance Provided by Hotel	Children Education Costs by Hotel	Vacation Travel Expenses Provided	Mandatory/ Optional Bonus Program	Housing
General Manager	8500-9000	9000-10000	Yes	Yes	No charge	Co. Plan	100% 1.5	Home Leave	As per co. policy	Live in or out/ As per co. policy & availability
Hotel Manager	6000	6300	Yes	Yes	n/ a	Co. Plan	100% 1	Home Leave	As per co. policy	Live in or out/ As per co. policy & availability
Rooms Division manager	4300	4500	Yes	Yes	No	Co. Plan	Negotiable	Home Leave	As per co. policy	Live in or out/ As per co. policy & availability
F&B Manager	5300-5500	5500-6000	Yes	Yes	No	Co. Plan	Negotiable	Home Leave	As per co. policy	Live in or out/ As per co. policy & availability
Executive Chef	5000	5500	Yes	Yes	No	Co. Plan	Negotiable	Home Leave	As per co. policy	Live in or out/ As per co. policy & availability
Director of Sales and Marketing	6500	6500	Yes	Yes	No charge	Co. Plan	Negotiable	Home Leave	As per co. policy	Live in or out/ As per co. policy & availability
Human Resource Manager (Expat)	3500-3700	4000	Yes	Yes	No	Co. Plan	Negotiable	Home Leave	As per co. policy	Live in or out/ As per co. policy & availability
Human Resource Manager (Local)	3000 gross	3500	No	No	No	No	No	No	Local Program	Negotiable
Director of Engineering	5000-5500	5500-6000	Yes	Yes	No	Co. Plan	Negotiable	Home Leave	As per co. policy	Live in or out/ As per co. policy & availability
Director of Finance (Expat)	4500	4800	Yes	Yes	No	Co. Plan	Negotiable	Home Leave	As per co. policy	Live in or out/ As per co. policy & availability
Director of Finance (Local)	gross 3000	3500	No	No	No	No	No	No	Local Program	Negotiable

\* Initially prepared for a client in 2011. We revised the study in August 2013. This survey is for a newly built 200. 5 star hotel managed by a international band. To be opened Fortle Olympic.