

2011 Far East Salary Scale

These salary scales are for Philippines, Thailand, Singapore(Ave. Tax: 20%), Malaysia, Indonesia and Vietnam.

This Guide is for Deluxe Hotels with a Minimum Average Room Rate of **US\$175**

Salaries Net of Income Tax

300 Rooms - 500 Rooms 4-5 Star International Rated Hotels

Positions	Lowest Average 2007-2010	Lowest Reported 2011	Highest Average 2007 - 2010	Highest Reported 2011	Overall Median of High & Low 2007 - 2010	Average % Change 2007 - 2010	Median of High & Low 2011
General Manager	73.3	80*	220.7	475***	87.0	+15.56%	97.5
Resident Manager +	45.7	48	76.0	190***	51.8	+10.20%	56
Rooms Division Manager	39.5	42	57.0	72	47.4	+9.89%	52
Front Office Manager	34.7	36	50.8	60	38.6	+5.93%	43.9
Executive Housekeeper	37.0	42.5	63.6	72	42.8	+19.79%	48.5
Chief Engineer	45.7	48.5	78.0	89.9	51.5	+10.20%	60
Laundry Manager	27.3	28.3	48.0	52	35.5	+9.00%	40.5
Food & Beverage Director ++	49.0	52	85.7	96.8	54.3	+20.24%	70
Restaurant Manager (Fine Dining Room)	35.3	36	53.8	60.4	40.8	+15.79%	43
Catering Manager (Sales)	33.0	33	51.0	52.9	38.9	+10.81%	41.5
Banquet Manager (Operations) ^	27.7	29.1	50.1	52.6	36.5	+8.57%	39.3
Executive Chef	47.5	52	99.0	99	54.7	+20.24%	69.3
Gourmet Restaurant Chef	41.0	42.5	62.0	79	50.4	+18.48%	59
Executive Sous Chef	35.3	36	52.3	62	41.3	+15.79%	48
Italian Chef	38.3	40.7	65.8	76.5	48.1	+34.24%	52.9
Pastry Chef	37.2	41	59.1	64.8	40.0	+18.92%	44
Comptroller	43.0	47	75.7	76	53.3	+18.61%	60
Personnel & Training Manager	37.3	39	72.3	72.6	46.3	+36.84%	52.7
Sales & Marketing Director	55.6	58	123.7	132**	64.2	+26.54%	72
Sales Manager (No. 2)	36.3	38	73.0	76	48.0	+14.55%	53
Revenue Manager	37.3	39	52.0	52	42.8	+6.70%	43
IT Manager	35.4	36.1	61.6	62	40.3	+3.74%	44
Social Media Director	n/a	24	n/a	72***	n/a	n/a	30.5

Annual Salary, US\$(1000s)

Notes:

Originally prepared in March 2011, revision in September 2011.

Salaries (**bold**) changed since information originally received in January/February 2011, revision shows shortage in these roles in last 8 months

* First time GM

** Corporate responsibility as well.

*** Properties contained over 800 rooms plus auxiliary services

+ No. 2 in command of the hotel

++ Sometimes the term is Executive Assistant Manager - F&B, and the position is No. 2 in the hotel due to the size of the property; in which case the food and beverage director's salary as described may be increased 10% to 15% to compensate for a senior title.

Median is defined as a number that represents a midpoint between extremes on a scale of valuation. In some cases where one salary was either ridiculously high or low, we removed it as it would have distorted the true median salary range.

Average is achieved by totaling all salary information received and dividing by the number of respondents.

Comments (Study conducted Feb, 2011)

In the Far East most full-service deluxe hotels are larger than anywhere else in the world, except perhaps UAE. The trend here, even in three- and four- star hotels, is toward hotels in excess of 400 rooms. Budget and suite hotel groups(long-term-stay properties) have tripled in last 5 years.

Expatriates salary survey only.

All are base salaries only, benefits vary from company to company. See International Benefit Program

Far East Salary Scale 2011*

These salary scales are for Japan, Korea, Hong Kong, Taiwan, Macau hotels and casinos) and People's Republic of China.

This Guide is for Deluxe Hotels with a Minimum Average Room Rate of **US\$210**

Salaries Net of Income Tax (except Hong Kong and Macau)

300 Rooms - 600 Rooms 4-5 Star International Rated Hotels

Positions	Lowest Reported 2007	Lowest Reported 2008	Lowest Reported 2009	Lowest Reported 2010	Lowest Reported 2011	Highest Reported 2007	Highest Reported 2008	Highest Reported 2009	Highest Reported 2010	Highest Reported 2011	Average 2007	Average 2008	Average 2009	Average 2010	Average 2011	Average % Change 2007-2011 O
General Manager	74	75	85	96	98.9	221***	290***	335 B	305	395 D	89.5	96	99	109	122	+36.31%
Resident Manager +	49	48	49	54	55.1	85	100	100	100	110	56	60	62	64.5	66	+17.86%
Rooms Division Manager	44	48	47	48	48	60	77	79	80	83.5	46	48.9	49.5	54	55.1	+19.78%
Front Office Manager	35	38	38	38.6	40	53	70	70	69	72	38.5	44	44	45	45.5	+18.18%
Executive Housekeeper	39	45	46	48.1	48.5	72	130 y	135 y	136 k	90	48	52.5	54	56	58	+20.83%
Chief Engineer	48	48	49.7	52.9	53.5	79.9	86.1	87	88.5	92.5	55.4	59	60	62	62.9	+13.54%
Laundry Manager	32	32	32.1	33	32	54.1	56	58	58	62	37	38	36	39.3	40	+8.11%
Food & Beverage Director ++	54	56.3	59	60	60	95	95	111	108	119.3	62	65	66.3	69	72	+16.13%
Restaurant Manager (Fine Dining Room)	39	39.9	40	40	40	54	54	53.9	54.7	58	45	46	48	49	48.7	+8.22%
Catering Manager (Sales)	36.8	37	37	38	39.5	50	50	50	52	51	40.9	43	43	44	43.9	+7.33%
Banquet Manager (Operations)	32.5	36	35.5	36.3	38.1	49	54	53.8	58	56.5	37	40	39.3	42	41.8	+12.97%
Executive Chef	58	60	60	60	62	94	98	101	121 L	111	72.1	73.4	76	78.8	79	+9.57%
Gourmet Restaurant Chef	48	50	48	48	48.5	59	72.4	79.1	87 L	100 L	52.3	54	54.1	55.9	58	+10.90%
Executive Sous Chef	42.9	43	42	43	44	54	59	62	64 L	72 L	50	51	52	52	54	+8.00%
Italian Chef	48.3	49	52.9	54	54.5	81.7 *+	86 *+	89 *+	90 L	96 L	56	58	62	64	64.5	+15.18%
Pastry Chef	48	49.8	50.3	52	54	66	76	77	81 L	86 L	51	52	54	56.1	58	+13.73%
Comptroller	49	52	52.1	54.5	56.5	68	82****	89	92	98	57	62	66	67	66.4	+16.49%
Personnel & Training Manager	49.9	52	53	56	57	64	78	82	82.5	82.5	55.3	58	60	62	64	+15.73%
Sales & Marketing Director	65	65	72	70	72	147 **o	152	166	172 L	148 L	77	78	83.8	85	86.1	+11.82%
Sales Manager (No. 2)	39.6	43	44	42	44	75	75	74	72	72	44	48	48.1	49	49	+11.36%
Revenue Manager	44.9	44.9	44	44	45.4	52	52	53	54	52.5	46.5	48	46	48	47.9	+3.01%
IT Manager	37	38	37	38	39	62	66	68	81 L	82 L	55.4	57	56	59	59.1	+6.68%
Social Media Director !	n/a	n/a	n/a	n/a	25	n/a	n/a	n/a	65	72 L	n/a	n/a	n/a	36	38.3	n/a

Annual Salary, US\$(1000s)

Originally prepared in March 2011, revision in September 2011.

Salaries (**bold**) changed since information originally received in January/February 2011, revision shows shortage in these roles in last 8 months

+ No. 2 in command of the hotel could be called EAM, Director of Operations or Hotel Manager title.

O We did not include highest reported in this average or it would distort the result

++ Sometimes the term is Executive Assistant Manager / F&B, and the position is really No. 2 in the hotel due to the size of the property; in which case the food and beverage director's salary as described may be so high.

**** Managing single unit, but had responsibilities over other hotels in same country

y Macau non casino hotel

k Post now includes some non Housekeeper responsibilities.

No benefits or bonuses are included in this figure. It is net or base gross (we deduct income applicable taxes to equal to those earning net salaries)

L Casino environment

B This individual's contract ended Fall 2009.

Median is defined as a number that represents a midpoint between extremes on a scale of valuation. In some cases where one salary was either ridiculously high or too low and way out of line, we removed it as it would have distorted the true median salary range.

Average is achieved by totaling all salary information received and dividing by the number of respondents.

D Gross, individual pays own tax, his/her net is approximately 310,000

! New role, no historical data

Comments (Study conducted February 2011):

In the Far East most full-service deluxe hotels are larger than anywhere else in the world except perhaps the UAE. The trend here, is toward hotels in excess of 400 rooms.

* These are base salaries only, benefits vary from company to company. See International Benefit Program
For Hong Kong and Macau only, local and expatriate salaries were polled as equal

*+ Stand-alone restaurant associated with hotel

**o some regional responsibilities but still maintain single unit responsibilities

Japan interestingly enough for the 3rd year in the row even taking into account the March 2011 tragedy, pays the lowest salary of the groups polled. With the current issues in Japan, we
Note: foresee a major departure of expatriate in 2011 . The weakness of US Dollar in 2010 and 2011 has had an impact of salaries forcing them upward globally.