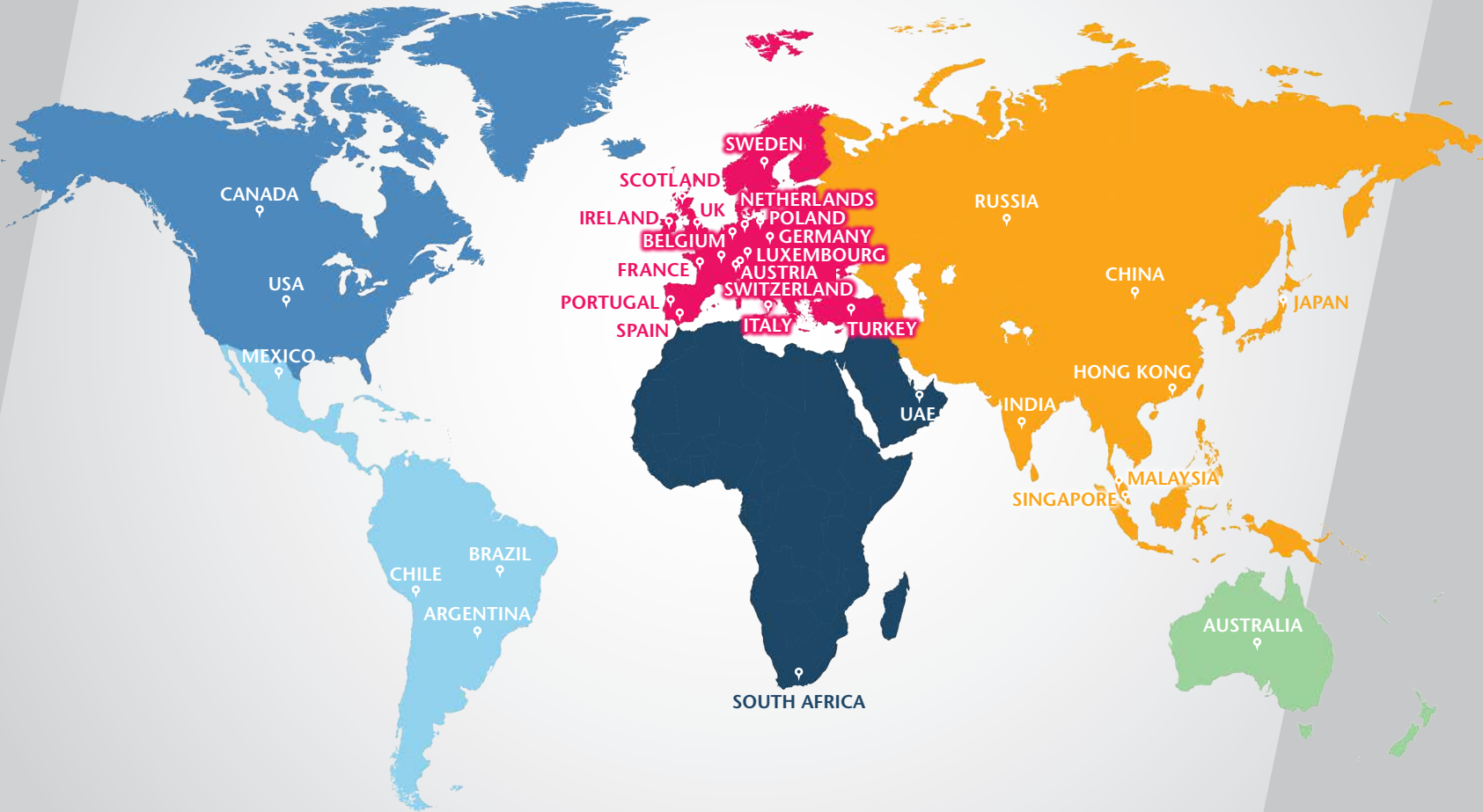


2012

GLOBAL MARKET UPDATE

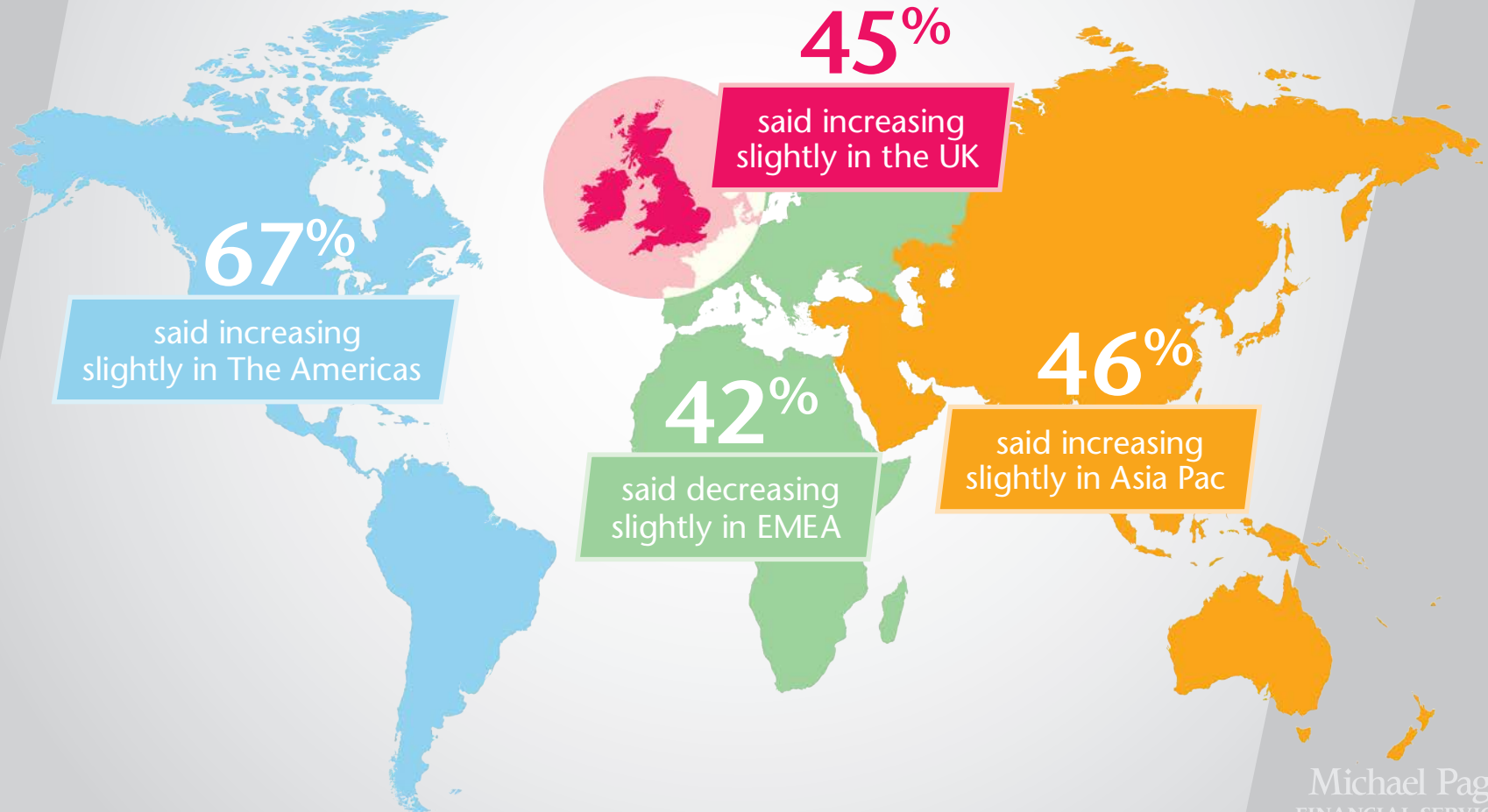
Michael Page
FINANCIAL SERVICES

WE ASKED **175** OF OUR BANKING CONSULTANTS ACROSS OUR GLOBAL OFFICES FOR **THEIR VIEWS ON RECRUITMENT TRENDS IN THE FINANCIAL SERVICES SECTOR**

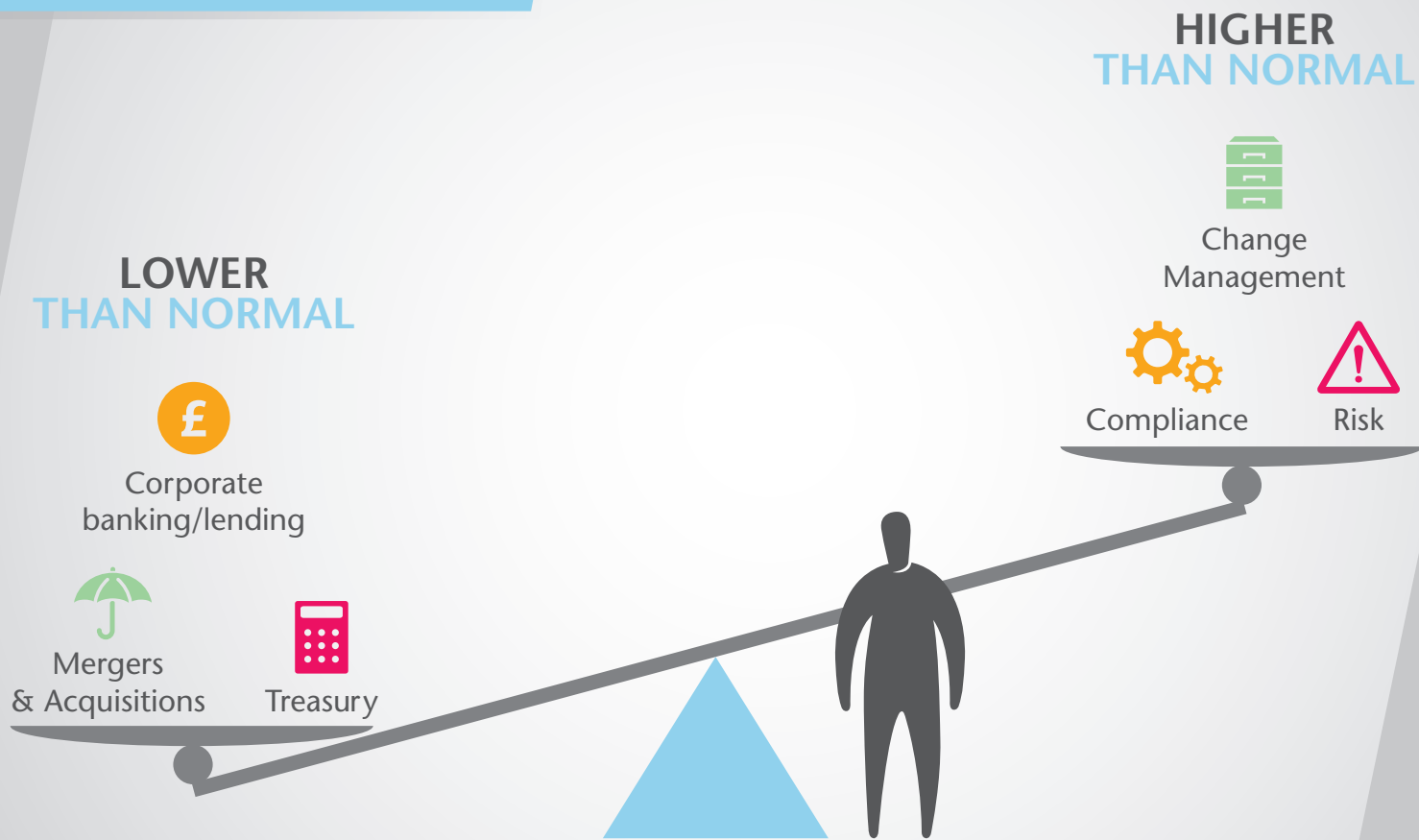


CURRENT MARKET CONDITIONS

OUR RECRUITERS' OUTLOOK ON OVERALL RECRUITMENT VOLUMES IN THE BANKING AND FINANCIAL SECTOR



ROLES IN DEMAND



OPTIMISM METER

WILL HIRING LEVELS CHANGE IN THE SECOND HALF OF THE YEAR COMPARED TO THE FIRST?

GLOBAL BENCHMARK

43%

said increase

18%

said decrease

39%

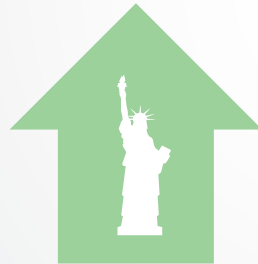
said will stay the same



ASIA PAC

53%

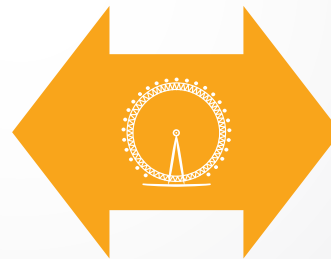
said increase



THE AMERICAS

58%

said increase



UK

48%

said will stay the same



EMEA

76%

said will stay the same or decline

SALARY TRENDS

GLOBALLY,
ARE BUSINESSES
INCREASING PAY?

9%

said no increase

50%

said up to 10%

27%

said 10-15%



ASIA PAC

19%

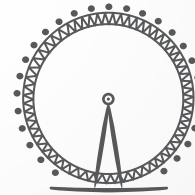
stated businesses offer
increases of 15-25%



THE AMERICAS

48%

said 10-15%



UK

63%

said up to 10% and
19% said no pay rises



EMEA

61%

said 0-10%



RECRUITMENT CHALLENGES...

WHAT ARE THE MOST COMMON CHALLENGES CLIENTS ARE FACING WHEN RECRUITING?



TALENT HOT SPOTS AND COOL SPOTS

Demand compared to normal

Lower ☁ Normal ☁☀ Higher ☀

NORTH AMERICA

- ☀ Corporate Banking
- ☀ Audit
- ☀ Funds & Management
- ☀ Change Management

UK

- ☀ Corporate Banking
- ☀ Audit
- ☀ Funds & Management
- ☀ Change Management

SOUTH AMERICA

- ☁☀ Corporate Banking
- ☁ Audit
- ☀ Funds & Management
- ☁ Change Management

EMEA

- ☁ Corporate Banking
- ☀ Audit
- ☁ Funds & Management
- ☁ Change Management

ASIA PAC

- ☀ Corporate Banking
- ☀ Audit
- ☀ Funds & Management
- ☀ Change Management

GLOBALLY...



☀ HIGHER THAN NORMAL DEMAND

- Compliance
- Risk
- Change Management/Projects



☁ LOWER THAN NORMAL DEMAND

- Treasury
- Mergers & Acquisitions
- Corporate Banking/Lending

FOCUS ON THE UK

OUR RECRUITERS' OUTLOOK ON OVERALL RECRUITMENT VOLUMES IN THE BANKING AND FINANCIAL SECTOR



RECRUITMENT
IN LONDON

44%

said increasing
slightly



REST OF THE UK

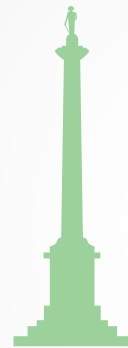
38%

said increasing
slightly

ARE RECRUITERS FEELING POSITIVE?

HOW WILL HIRING LEVELS IN THE SECOND HALF OF THE YEAR COMPARED WITH THE FIRST?

LONDON



will increase
36%

REST OF THE UK



will increase
41%

AND ON PAY...



61%
said businesses offering up to **10% increase**

64%
said up to **10% increase** and **18%** said **10-15%**



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FINANCIAL SERVICES