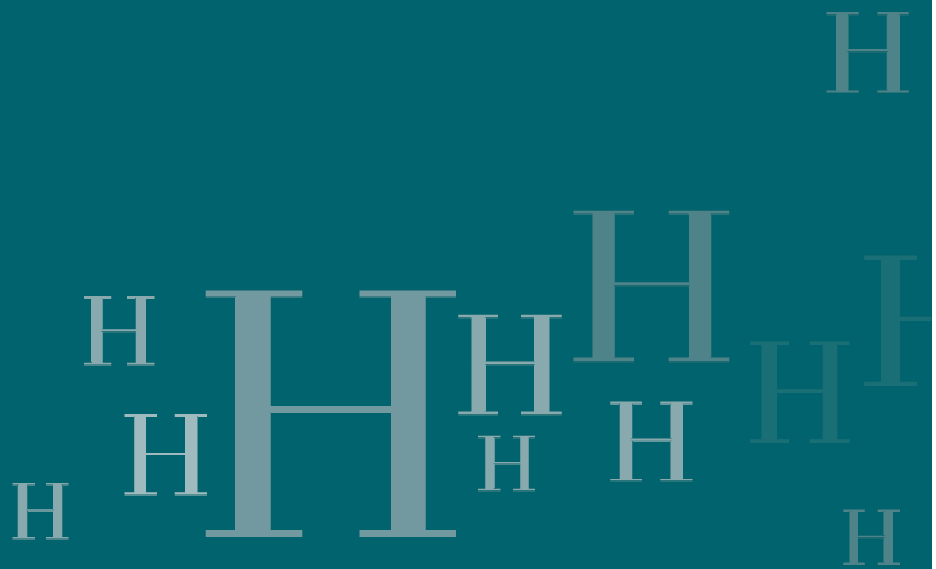




Hudson



Salary Information

Advertising &
Communications

Asia

From great people to great performanceSM

Salary Information

Advertising & Communications



Advertising & Communications					
		HONG KONG	SINGAPORE	SHANGHAI	JAPAN
	Years of Experience	HK\$ Annual package	S\$ Annual package	RMB Annual package	JPY Annual package
Management					
CEO/Regional Director	15+	2.5M+	300K – 600K	2.4M	25M+
Managing Director	10+	2.2M+	180K– 300K+	2M+	20M+
General Manager/ Director of Client Services	10+	1.5M+	150K – 240K	1.6M – 2M	18M+
Account Management					
Regional Account Director	12+	1M+	144K – 240K	1M – 1.8M	15M+
Group Account Director	10+	900K+	120K – 216K	850K – 1M	12M – 15M
Senior Account Director	10+	600K – 900K	100K – 120K	540K – 660K	10M – 15M
Account Director	8+	420K – 600K	72K – 108K	240K – 520K	10M – 15M
Associate Account Director	6+	360K+	60K – 72K	180K – 300K	8M – 10M
Account Manager/Senior	5+	240K+	42K – 60K	72K – 180K	6M – 8M
Account Executive	1+	100K+	24K – 33K	48K – 72K	5M – 8M
Planning					
Regional/Country Head Planning Director	15+	1.2M+	200K –350K	500K – 800K	15M
Senior Planner	5+	480K+	80K – 150K	250K – 350K	8M – 10M
Media					
Regional Media Director	10+	1M+	150K+	N/A	20M
Executive Media Director	12+	1.2M+	N/A	1.2M+	15M – 20M
Media Director	10+	800K+	75K – 150K	300K – 420K	10M – 15M
Associate Media Director	8+	600K+	60K – 90K	240K – 360K	10M – 12M
Media Manager/Group	5+	400K+	48K – 75K	120K – 180K	8M – 10M

Salary Information

Advertising & Communications



Head					
Media Planner/Buyer	2+	150K+	25K – 48K	36K – 60K	6M – 8M
Advertising & Communications (Cont'd)					
		HONG KONG	SINGAPORE	SHANGHAI	JAPAN
	Years of Experience	HK\$ Annual package	S\$ Annual package	RMB Annual package	JPY Annual package
Creative					
Regional Executive Creative Director	13+	2M+	200K – 500K	1M+	20M+
Executive Creative Director	12+	1.2M+	300K+	1.2M+	18M – 22M
Creative Director	10+	920K+	180K – 260K	540K – 840K	12M – 15M
Associate Creative Director/Creative Group Head	8+	450K+	150K – 180K	380K – 500K	10M – 12M
Art Director	5+	300K+	48K – 120K	144K – 240K	5M – 8M
Head of Copy	7+	500K – 600K	96K – 144K	120K – 220K	12M – 15M
English Copywriter	4+	300K+	45K – 120K	200K	N/A
Local Language Copywriter	4+	180K – 360K	N/A	100K – 240K	5M – 8M
Public Relations					
Public Relations Agencies					
Managing Director/General Manager	20+	1.2M – 2M+	250K – 300K	850K – 1M	12M – 18M
Client Service Director	15+	800K – 1.2M+	145K – 220K	800K	10M – 15M
Account Director	10+	450K – 750K+	90K – 160K	420K	8M – 10M
Account Manager	5+	360K – 450K+	66K – 90K	180K	6M – 8M
In House					
Regional Director, Corporate Communications	15+	1M – 1.5M+	240K – 300K	N/A	15M – 20M
Director, Corporate Affairs	12	850K – 1.2M+	150K – 180K	600K – 800K	12M – 15M
Public Relations Manager	7+	500K – 750K+	84K – 110K	300K – 450K	10M – 15M

Salary Information

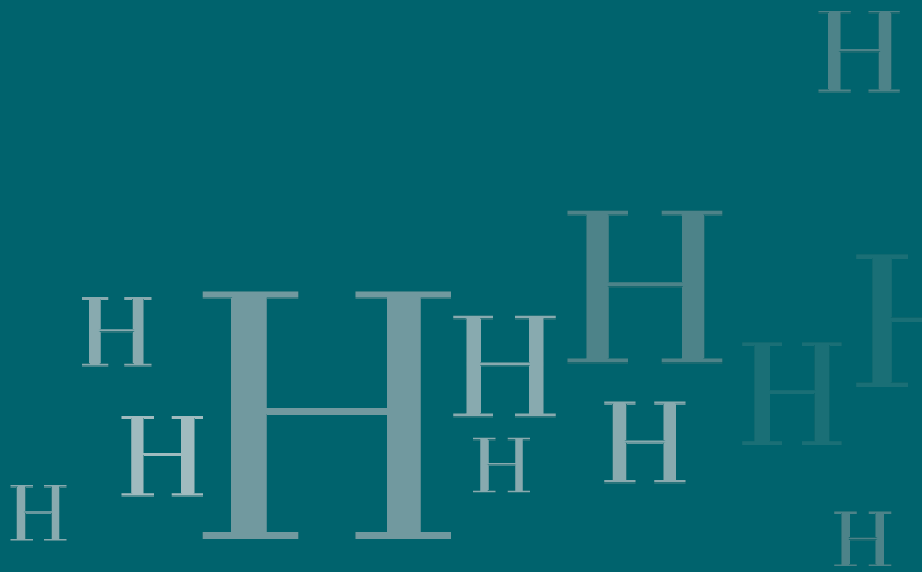
Advertising & Communications



Advertising & Communications (Cont'd)					
		HONG KONG	SINGAPORE	SHANGHAI	JAPAN
	Years of Experience	HK\$ Annual package	S\$ Annual package	RMB Annual package	JPY Annual package
Marketing Communications Director	10+	750K – 1M+	120K – 150K	420K	12M – 18M
Marketing Communications Manager	7+	500K – 750K+	84K – 110K	240K	8M – 13M
Events Manager	5+	300K – 450K+	50K – 70K	200K	6M – 8M

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.

Hudson disclaims all responsibility for any harm or loss arising from use or otherwise of the information provided. All warranties, express or implied, statutory or otherwise are excluded to the extent permissible under the Trade Practices Act 1974 and any other relevant legislation. The contents are protected by copyright.



China

Unit 2303, 23F
288 Jiujiang Road
Yongyi Plaza
Shanghai 200001, China
Tel: (8621) 2321 7888

Hong Kong

Unit 1501 - 07, 15/F
Tower One, Times Square
1 Matheson Street
Causeway Bay,
Hong Kong
Tel: (852) 2528 1191

Japan

Sunline 7 Bldg 3F
4-7-2 Kojimachi
Chiyoda-Ku
Tokyo 102-0083
Japan
Tel: (81 3) 3511 5668

Singapore

9 Temasek Boulevard
#35-01 Suntec Tower Two
Singapore 038989
Tel: (65) 6339 0355

Hudson

*From great people
to great performance™*