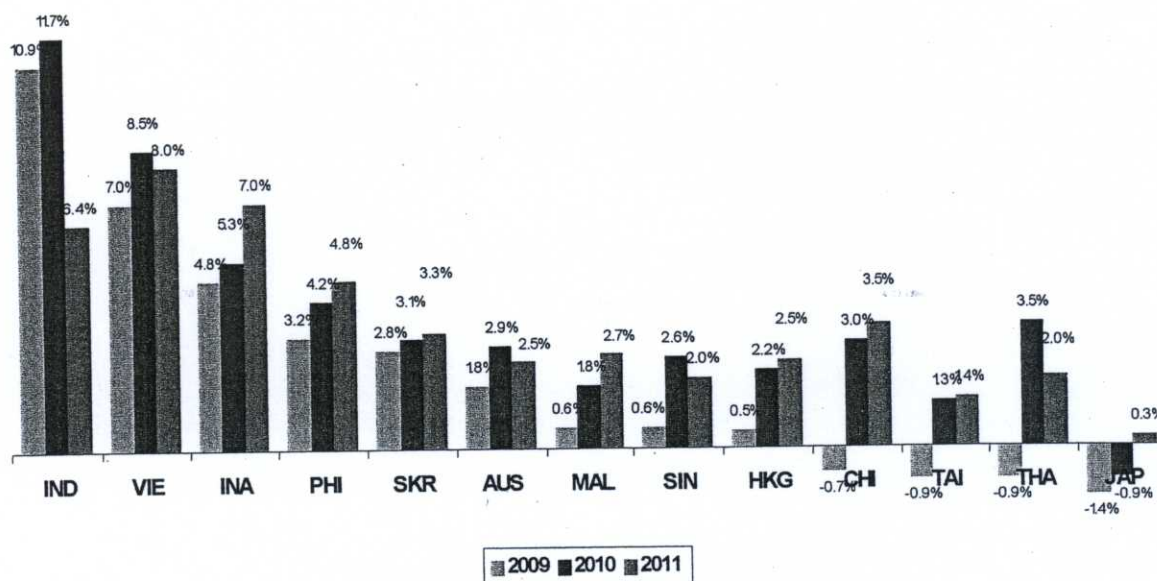




2010 Autumn TRS Findings Seminar

Vietnam - November 2010

Asia Pacific Inflation (CPI): 2009 – 2011



Source: EIU Country Briefing Report, October 2010

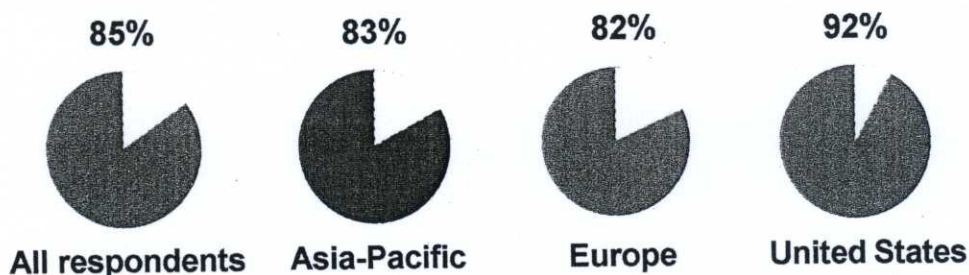
towerswatson.com

© 2010 Towers Watson. All rights reserved. Proprietary and Confidential. For Towers Watson and Towers Watson client use only.

7

Most Companies Plan To Hire 2010, Asia In Particular Is Looking To Accelerate Hiring

Percentage planning to hire for new positions:



Hiring plans vs. last year	All	Asia-Pacific	Europe	United States
Significantly increased	3%	7%	2%	1%
Increased/ accelerated	20%	40%	14%	16%
Typical, on par with past years	39%	36%	39%	33%
Reduced/slowed	29%	13%	32%	42%
Significantly reduced/slowed	9%	4%	13%	8%

towerswatson.com

© 2010 Towers Watson. All rights reserved. Proprietary and Confidential. For Towers Watson and Towers Watson client use only.

8

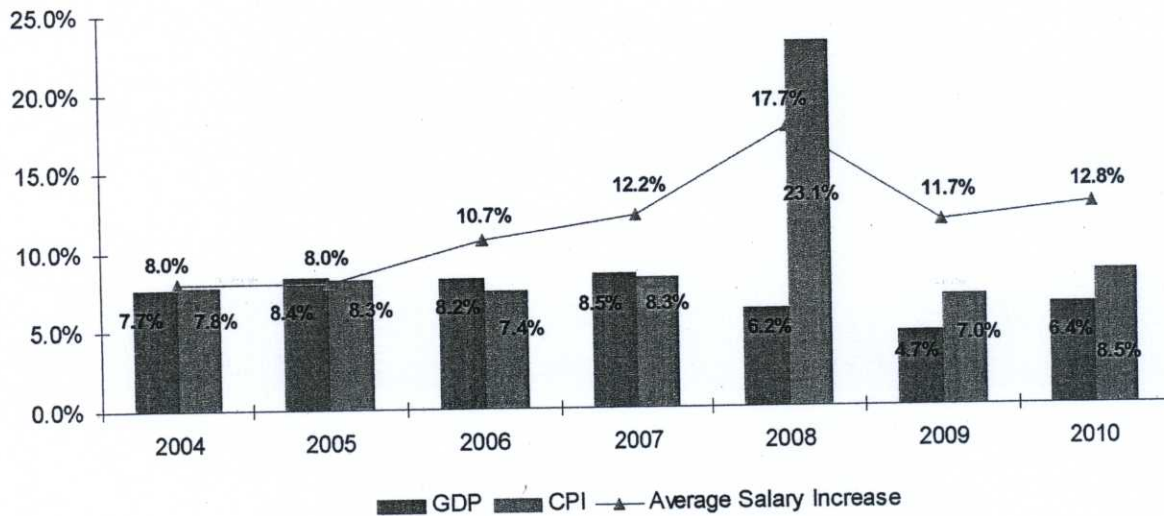
Starting Salary for Graduates

	2008	2009	2010	2008	2009	2010
	Overall Average	Overall Average	Overall Average	Function w/ highest rate	Function w/ highest rate	Function w/ highest rate
High school	1,734,081	1,682,800	2,136,660	Engineering	Sales	Marketing
Vocational school	2,248,421	2,280,481	2,528,374	Logistics	Human Resources	Human Resources
Diploma	3,865,183	3,190,895	3,352,726	General Mgt & Marketing	General Mgt	General Mgt
University	5,120,002	5,510,694	5,747,912	General Mgt	General Mgt and Corporate Affairs	General Mgt
Master degree	11,640,455	11,650,058	9,301,584	General Mgt & Finance	General Mgt and Corporate Affairs	General Mgt

Fixed Bonus (13th Month Salary)

	2008	2009	2010
% of surveyed companies provide	86.3%	92.4%	88.5%
Multiple of monthly basic salary	Average at 1.4 months	Average at 1.2 months	Average at 1.1 months

Salary Increase vs. CPI



Sources:

- GDP and CPI figures from EIU Country Briefing Report, October 2010
- Salary Increase from TW Total Reward Survey

Salary Increase by Industry – 2010

