

North East Salary Survey 2015

What are you worth?







Introduction

Welcome to the 2015 edition of the Nigel Wright Recruitment North East Salary Survey. As a company that is at the core of recruitment in the region, it is essential that we acknowledge market movements and understand the effects these changes have on employment and the overall business environment. Due to the effect that these fluctuations will ultimately have on any company's recruitment strategy, we see it as essential to provide our clients with the most up-to-date information available.

The information in this survey has been gathered from over 1000 respondents who completed our online survey in the last quarter of 2014/2015, as well as data from our own extensive database of candidates. This provides us with a large data-set allowing us to understand in more depth the average salary and the type of benefits people receive within the North East. Other factors include what benefits people see as an important part of their remuneration package and the reasons why people move jobs internally or externally, as well as the methods that they utilise to search for a new job. We hope that the results presented within the general overview and discipline specific information will be of interest.

For further information and advice please contact one of our consultants specialising in your specific discipline on 0191 222 0770.

About Nigel Wright Recruitment

Since its formation in the 1980s, Nigel Wright Group has become a leading name in the recruitment industry across Europe.

Nigel Wright consultants solve business problems for clients every day through the provision of effective recruitment solutions. The business has grown from being a specialist recruiter in the finance sector to covering a full range of disciplines in a number of different industry sectors. Currently, we have nine offices from which to support our growing client base; each office supports either our consumer, energy, executive or recruitment business units. Our current locations are: Newcastle, London, Aberdeen, Copenhagen, Dusseldorf, Madrid, Oslo, Paris and Stockholm.

Nigel Wright Recruitment is a specialist UK division focusing on a broad range of professional disciplines and industry sectors for local, national and international businesses. The teams are able to handle executive and senior management roles, through to junior and entry level for permanent,

temporary, interim and contract roles. We also serve the following key industry sectors: Industrial and Manufacturing, Consumer, Business and Professional services, Public and Third Sectors, Scientific, Built Environment and Digital and Creative and cover the following disciplines; sales, marketing, engineering, manufacturing, supply chain and procurement, finance and accountancy, information technology, human resources, executive and NEDs.

Nigel Wright Recruitment's specialist consultants are committed to delivering a quality service; most have an industry background and will have experience of dealing with key companies in your sector. This depth of knowledge and expertise ensures that the professional and unique service offered to our clients and candidates is second to none.

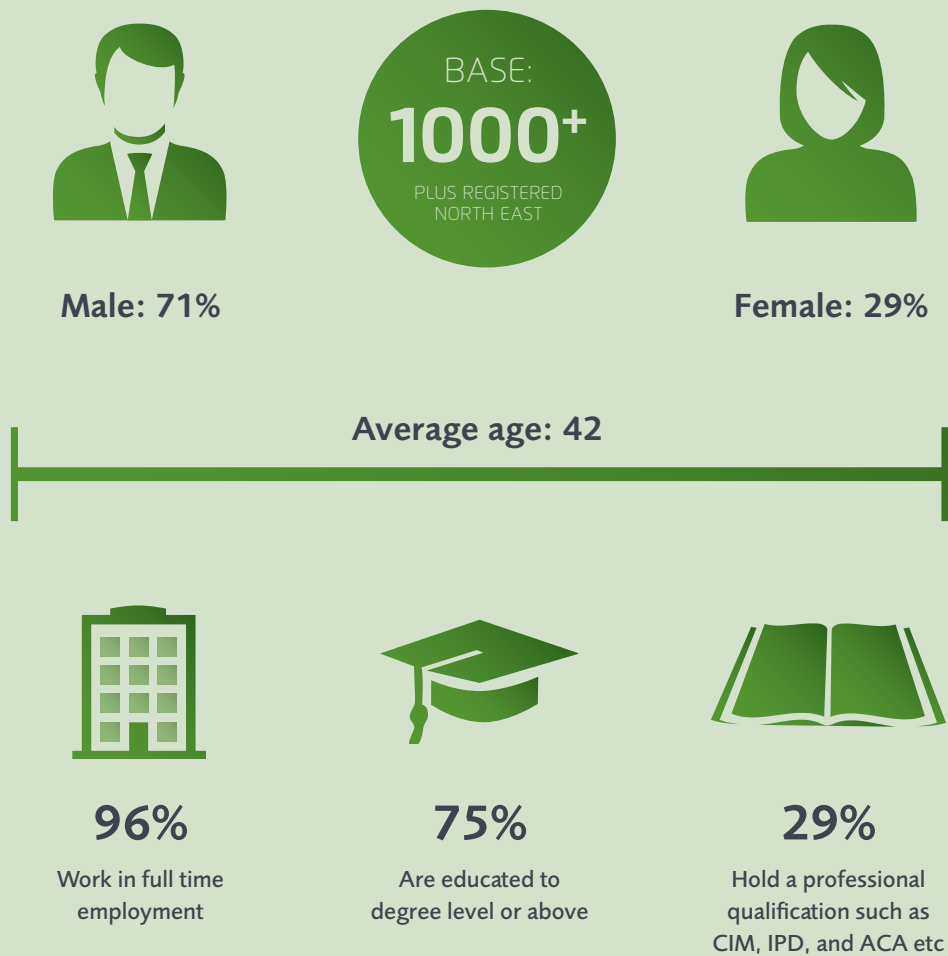


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1. Executive summary

Respondent's Profile



COMPANY AND EMPLOYEE PROFILE

The majority of respondents (57%) are employed by companies or organisations with less than 1000 employees. 24% work for companies and/or organisations with more than 5000 employees.

41% are employed by companies or organisations with a turnover greater than £40 million. 20% work for companies or organisations with a turnover in excess of £500 million.

In the main, respondents work in the industrial and manufacturing (35%) and business support and professional services (31%) sectors. Followed by the public and third sectors (13%), consumer (8%) and digital and creative (8%).



WORK HISTORY AND JOB SATISFACTION

48% of respondents have worked for their current employer between 1 and 5 years. 12% have been with the same company for more than 10 years and 21% less than twelve months.

The majority (50%) of respondents have been in their current role for less than two years. 17% have been fulfilling the same role for more than five years while 27% have been in their role for less than 12 months.

On average, respondents work 43 hours per week.

The majority of respondents were either satisfied (33%) or moderately satisfied (18%) with their current job. Only 12% described themselves as very satisfied with 6% feeling very dissatisfied.

BASIC SALARY, EXCLUDING BENEFITS AND BONUSES

As part of their last salary review respondents received, on average, a 3% increase.

Overall, respondents were expecting slightly less in their next salary review, with the average increase expected, falling to 2.6%.

The gap between male and female salaries increased again by 1% to 12%, which is above the national average of 9.4%.

The majority of respondents were either satisfied (25%) or moderately satisfied (32%) with their current remuneration. 14% claimed to be very satisfied while only 4% indicated they are very dissatisfied.

JOB SEEKING AND JOB CHANGING

70% of respondents in permanent employment would use Nigel Wright Recruitment's website to search for a new job.

This was followed by other recruitment consultancies (47%) and direct approaches to employers (44%).

49% use online job boards while 36% use social networking sites.

Respondents in non permanent employment rely more on online job boards (70%).

Nigel Wright Recruitment's website (46%) as well as other recruitment consultancies (52%) and direct approaches (39%), were also important.

Increased remuneration, promotion and new challenges would be the most important factors for respondents, when looking to change jobs.



BENEFITS

71% of respondents working in permanent employment receive some form of company benefit or bonus as part of their remuneration package.

Pension

33% have held their company pension fund for up to three years, with employers contributing 7% on average, and respondents personally contributing 5%.

Car allowance or loan

29% of respondents working in permanent employment are entitled to a car allowance or loan, with an average value of £7,000.

Childcare allowance

50% of respondents working in permanent employment are entitled to a childcare allowance, however only 5% claim it. The average being £1,800 per year.

Annual leave

The majority of respondents working in permanent employment (55%) are entitled to between 21 and 25 days of leave per year. 37% take more than 25 days leave every year.

Healthcare

44% of respondents working in permanent employment are entitled to healthcare with 21% receiving cover for both themselves and family members.

Importance of benefits

Respondents working in permanent employment felt that the three most important employer benefits as part of a remuneration package were an employer contributory pension (59%), flexible working (54%) and holiday entitlement (50%). A personal bonus (42%) was also rated highly.

BONUS

21% of respondents working in permanent employment receive both a company and personal bonus. 3% of those also receive a guaranteed bonus.

Guaranteed bonus

8% of respondents working in permanent employment receive a guaranteed bonus as part of their remuneration package, the average being 7%.

Company performance related bonus

46% of respondents working in permanent employment receive a company performance related bonus as part of their remuneration package, the average being 8%.

Personal performance related bonus

27% of respondents working in permanent employment receive a personal performance related bonus as part of their remuneration package, the average being 10%.

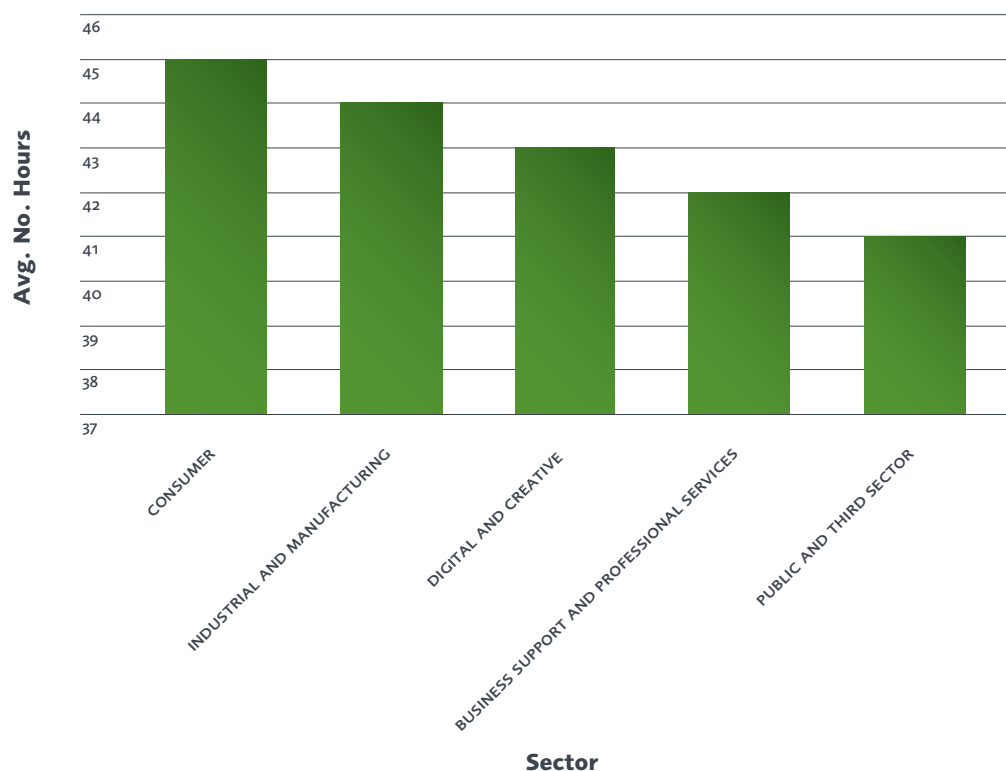


2. Non-monetary indicators

2.1 Weekly hours worked by sector

This section presents information from respondents from all disciplines and levels, on their working hours, levels of satisfaction and the factors that motivate them to change roles.

2.1 – Average number of hours worked per week



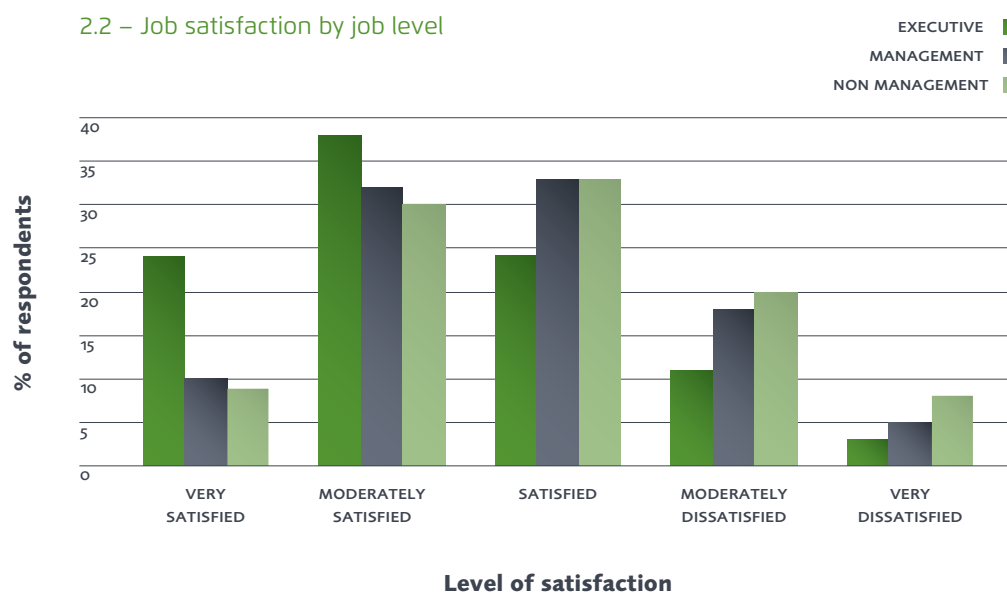
On average, respondents work 43 hours per week. The majority (47%) of respondents work between 36 and 40 hours per week. Thirty five per cent of respondents work between 41 and 50 hours per week and a further 11% work over 50 hours per week. On average, employees in the consumer and industrial and manufacturing and sectors work slightly longer hours per week.



2.2 Job satisfaction by job level

Respondents were asked to rate their level of job satisfaction on the following five-point scale:

- 1 = very dissatisfied
- 2 = moderately dissatisfied
- 3 = satisfied
- 4 = moderately satisfied
- 5 = very satisfied.



The results show a fairly satisfied workforce in the UK overall. Although there are variations between the strength of respondents' satisfaction, over 72% of respondents at each level of their organisations rated themselves as being between satisfied and very satisfied.



2.3 Job satisfaction by discipline

Respondents were asked to rate their level of job satisfaction on the following five-point scale:

1 = very dissatisfied

2 = moderately dissatisfied

3 = satisfied

4 = moderately satisfied

5 = very satisfied

Executive = Board level

Commercial = Sales, Marketing & Business Development

Operations = Engineering, Supply Chain & Manufacturing

Support Services = HR, IT & Finance



Below executive level, those working in support services roles are the least satisfied. HR, IT & Finance professionals, on average, were between 2-5% less satisfied, on average, than those working in either operations or commercial roles.



2.4 Job satisfaction by gender

Respondents were asked to rate their level of job satisfaction on the following five-point scale:

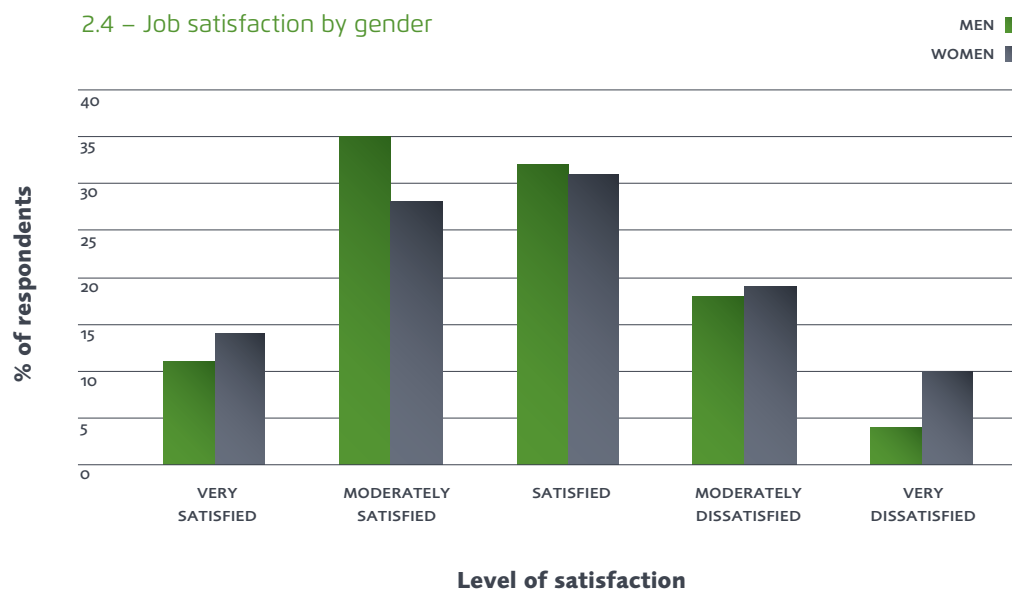
1 = very dissatisfied

2 = moderately dissatisfied

3 = satisfied

4 = moderately satisfied

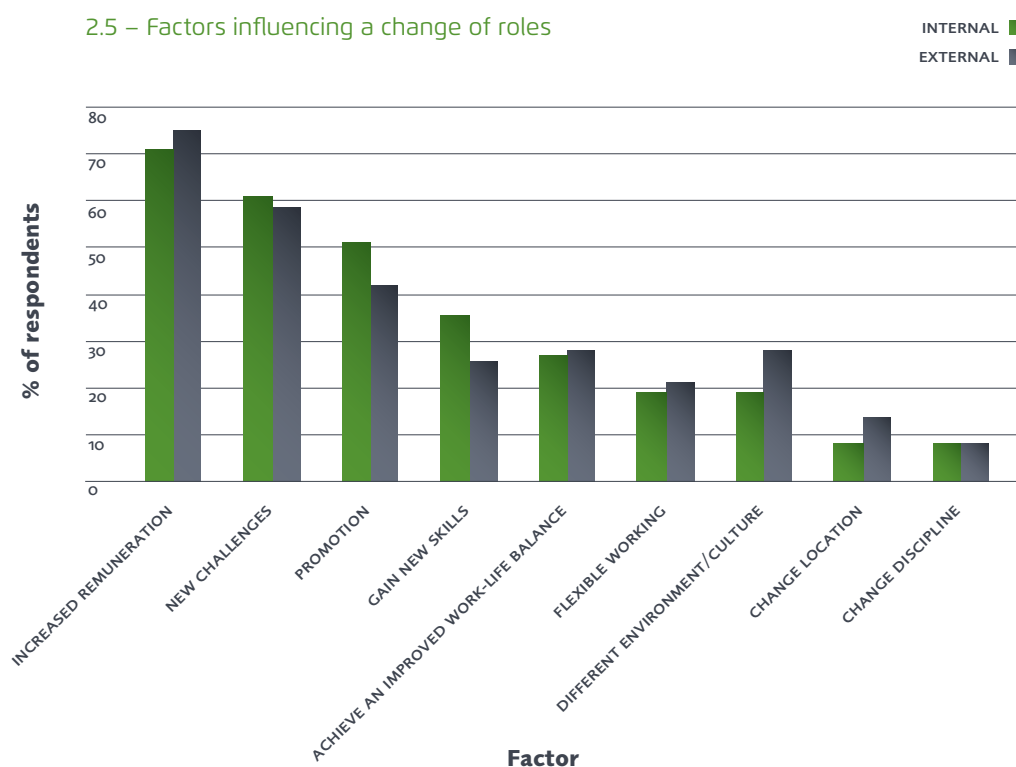
5 = very satisfied



The results show that men are more satisfied in their current job than women, with 78% of men rating themselves satisfied to very satisfied, compared with 72% of women.



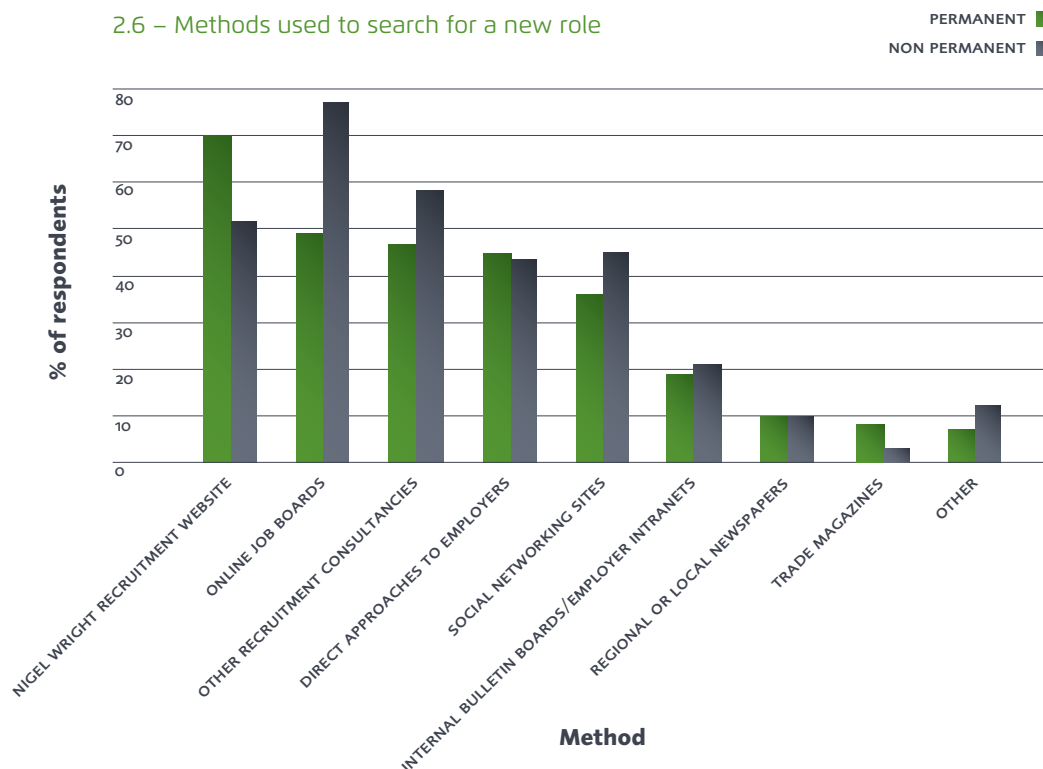
2.5 Factors influencing a change of roles



Respondents were asked to select the top three factors that would motivate them to change jobs, both within their current company (internally) and to another organisation (externally). It is perhaps no surprise that the three most popular influencing factors are quite closely linked – one leading to the other in most cases. These were increased remuneration, new challenges and promotion.



2.6 Methods used to search for a new role



Respondents were asked to select all methods that they would utilise when looking for a new role. As the respondents surveyed were mainly people already known to Nigel Wright Recruitment, it is no surprise that within the top three methods were our website and using a recruitment consultancy. Social networking is also an increasingly important method for job seekers. Using Social Networking sites to identify job opportunities now surpasses the use of traditional media such as newspapers and magazines.

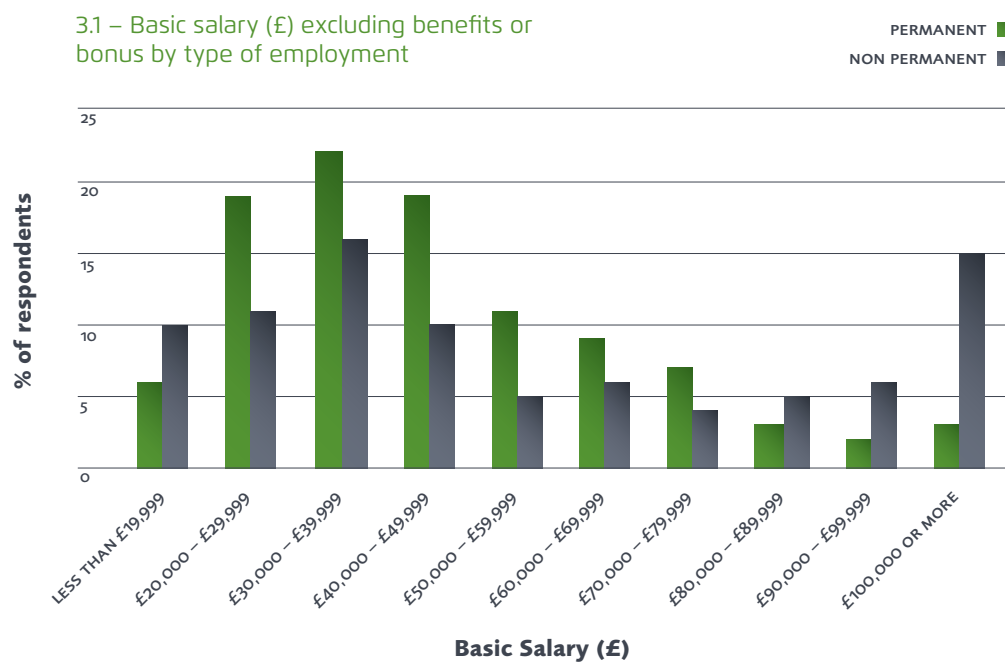


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Salary, benefits and bonuses

3.1 Basic salary (£) excluding benefits or bonus by type of employment

This section presents information from respondents from all disciplines and levels on their salary, benefits and bonuses.

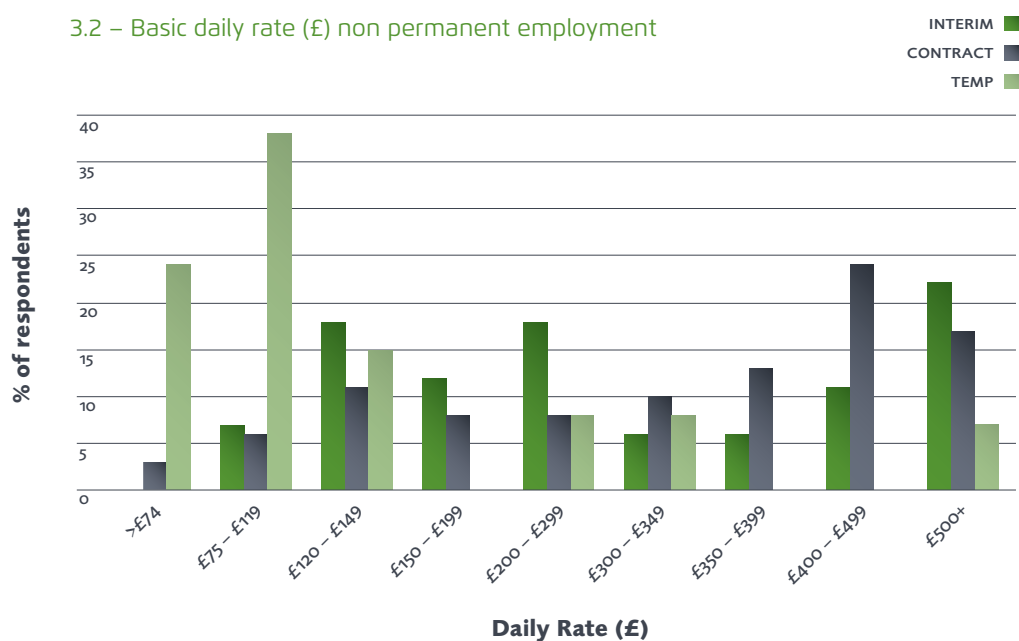


Salaries have increased, on average, by 3% during the last 12 months. This is in line with expectations outlined in last year's report and a clear indication of improving market conditions.



3.2 Basic daily rate (£) – non permanent employment

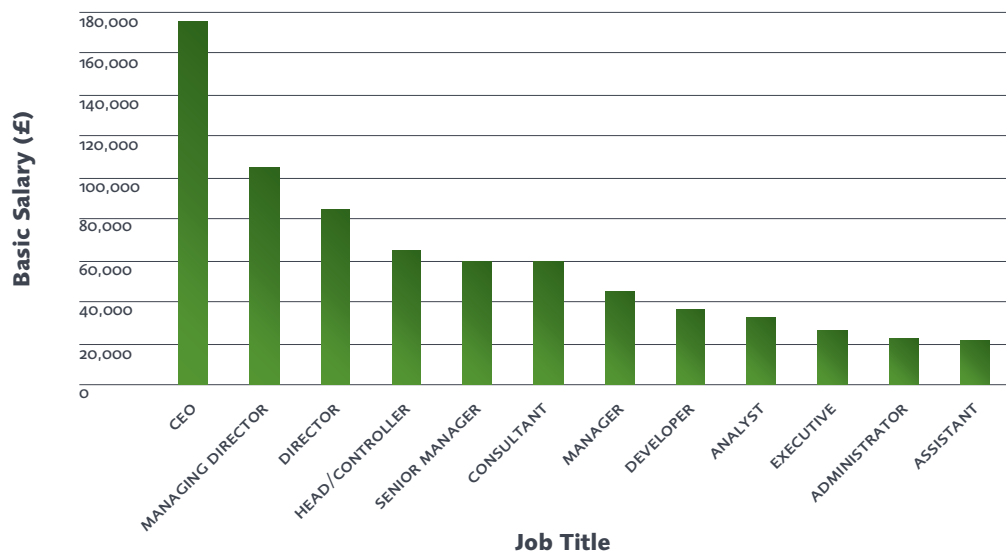
3.2 – Basic daily rate (£) non permanent employment



The average basic daily rate for respondents working in non-permanent employment is £320. Interim candidates (£345) on average tend to earn more followed by contractors (£330) and temps (£160). Nigel Wright Recruitment interim candidates are typically IT executives or CEOs of SMEs. Our temp candidates, in the main, are HR, Sales and Marketing professionals whereas our contractors tend to work in Finance, IT and Operations across all levels.

3.3 Basic salary (£) excluding benefits or bonus by generic job title

3.3 – Basic salary (£) excluding benefits or bonus by generic job title

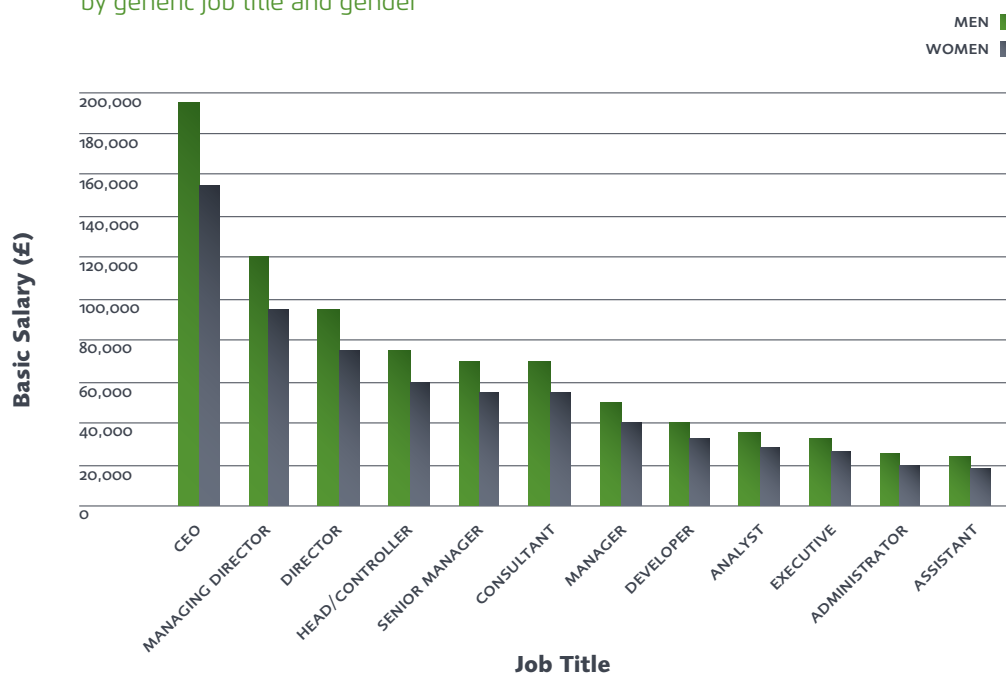


These results highlight the differences in salaries received by respondents fulfilling different, generic roles, within their companies and/or organisations. A more detailed analysis of job titles in relation to function start at page 19. The average CEO salary was £175,000 followed by Managing Directors at £105,000. On average, Directors are earning £85,000 whereas functional Heads or Controllers earn £65,000. Senior Managers earn on average, £60,000 compared to Managers who earn £45,000. As part of the survey, each respondent was asked to select the job title closest to their own. These results, therefore, should only be used as a guide.



3.4 Basic salary (£) excluding benefits or bonuses by generic job title and gender

3.4 – Basic salary (£) excluding benefits or bonuses by generic job title and gender

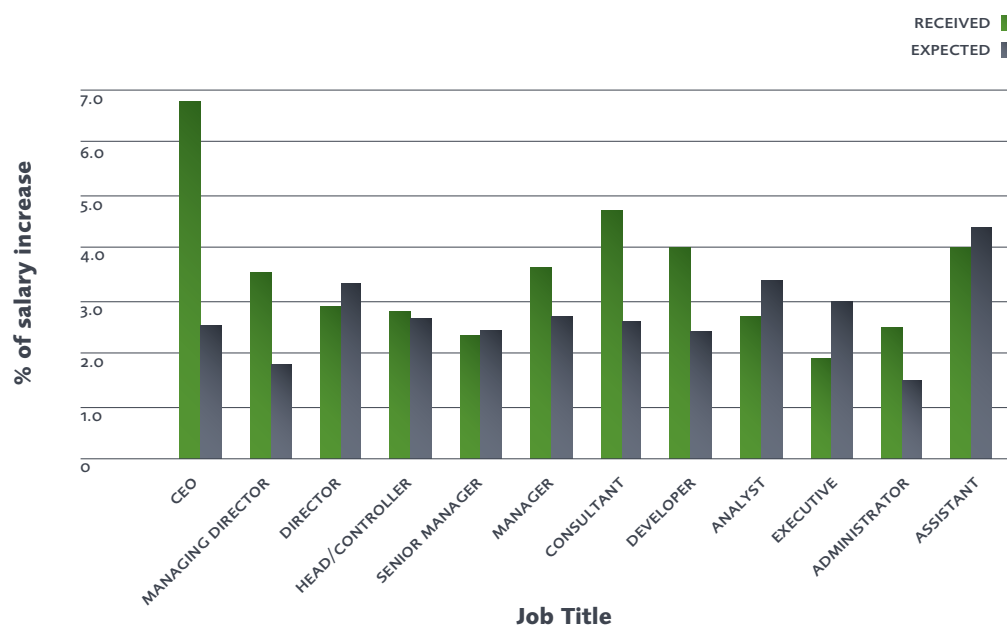


The majority (71%) of respondents are male and this should be taken into consideration when assessing these results. The results do highlight, however, an enduring pay gap between men and woman. The gap between male and female salaries increased again by 1% to 12%, which is above the national average of 9.4%. The difference is particularly apparent at the executive level, where the pay gap between men and woman tends to be higher.



3.5 Average percentage of salary increase received and expected by generic job title

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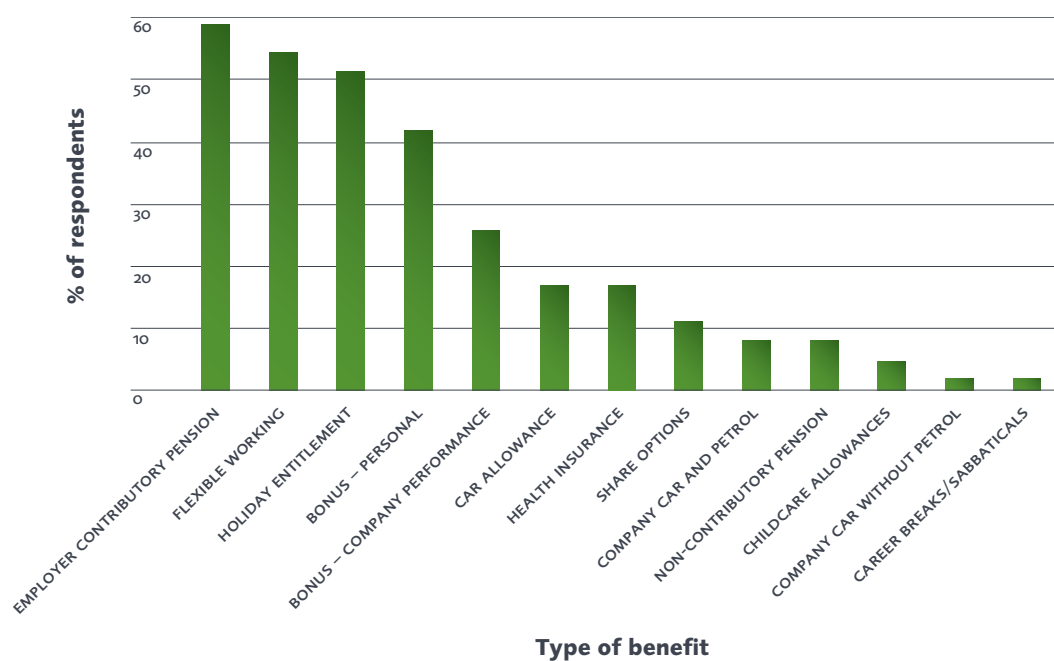


As part of their last salary review respondents received, on average, a 3.0% increase. Overall, respondents were expecting slightly less in their next salary review, with the average increase expected at 2.6%. The majority (64%) of respondents received between 1% and 5% in their last review and 74% expect to receive between 1% and 5% in their next review.



3.6 Importance of benefits as part of a remuneration package

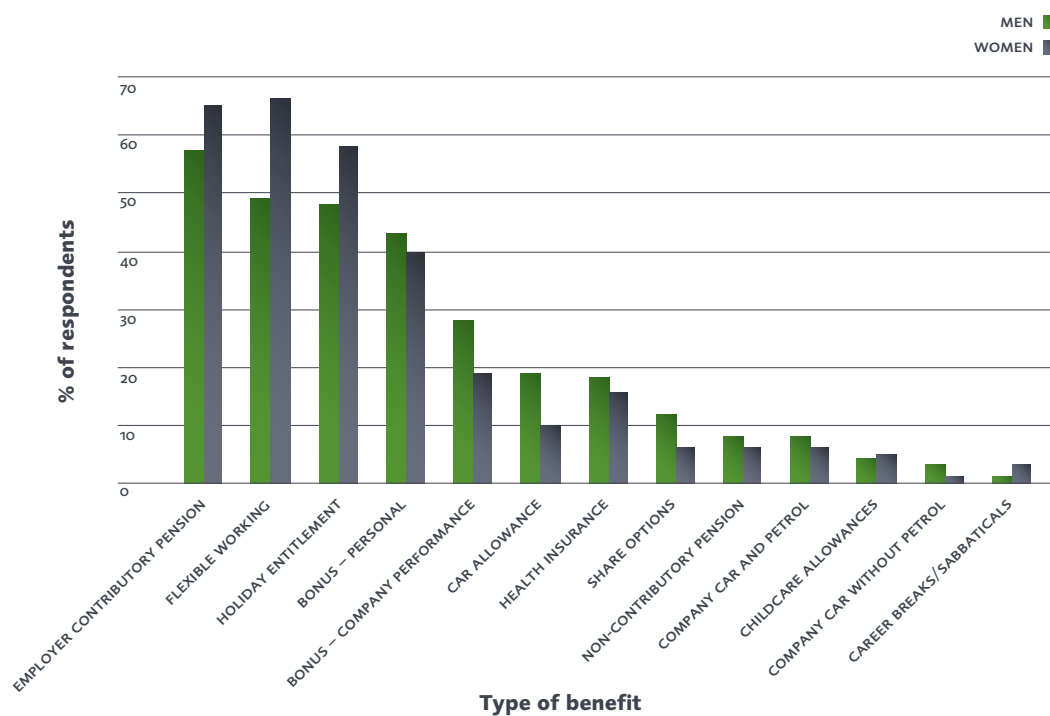
3.6 – Importance of benefits as part of a remuneration package



71% of respondents receive some form of company benefit or bonus as part of their remuneration package. Respondents felt that the three most important employer benefits as part of a remuneration package were an employer contributory pension (59%), flexible working (54%) and holiday entitlement (51%). Child care (4%) and career breaks (2%) were considered the least important benefits.

3.7 Importance of benefits as part of a remuneration package by gender

3.7 – Importance of benefits as part of a remuneration package by gender



For men and woman an Employer contributory pension is considered to be the most important benefit in an overall remuneration package, followed by flexible working and holiday entitlement. Men tend to value bonuses, car allowances and share options as important factors in their overall benefits package. Woman value flexible working and holidays more so than those factors.

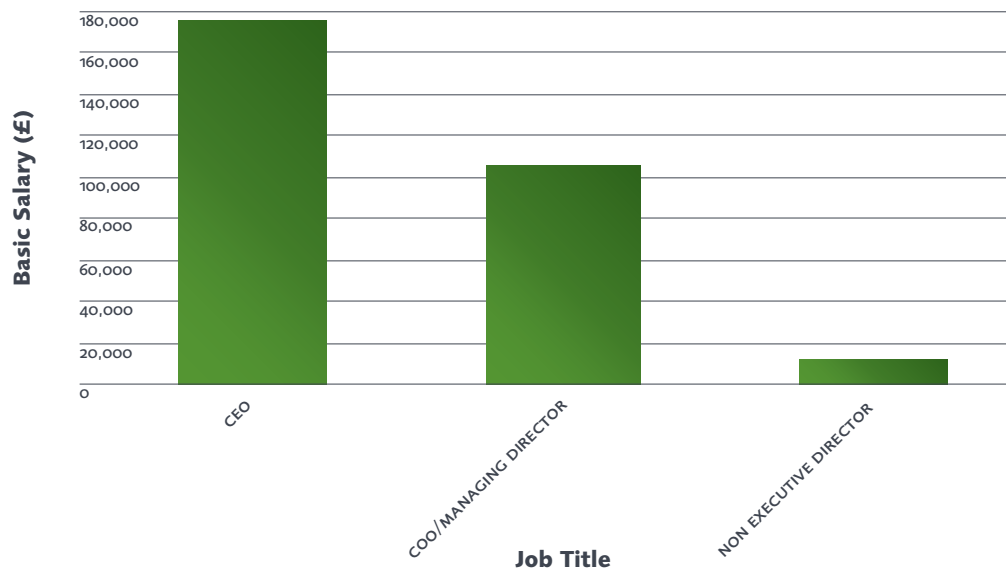


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Analysis of salaries in relation to discipline

4.1 Executive/Board level

Job Title	Range	Average Basic Salary
CEO	£100,000 – £180,000+	£175,000
COO/Managing Director	£80,000 – £120,000+	£105,000
Non Executive Director	£5,000 – £50,000+	£12,500



*Public sector and not for profit NEDs salaries range from between £5,000 and £15,000, the majority of which fall at the bottom end of the range. Private sector NED salaries, on the other hand, range from between £20,000 and £50,000 depending on ownership (i.e. Private Equity). PLC NEDs also earn more than those employed in privately owned businesses.

Salary ranges are broad and reflect the wide range of companies within the North East. These results should therefore only be used as a guide. For further information on your recruitment needs or on a particular role within this discipline, please contact one of our consultants on 0191 222 0770.



BASIC SALARY, EXCLUDING BENEFITS

The average basic salary, excluding benefits, at executive/board level is £110,000 with the average daily rate for a non-permanent executive, £530.

53% of respondents are either satisfied or moderately satisfied with their current remuneration.

29% are very satisfied and only 3% of respondents are very dissatisfied.

SALARY INCREASE RECEIVED AND EXPECTED

59% of respondents at executive and board level received between a 1% and 5% increase in their last salary review. 71% were expecting to receive the same percentage value as part of their next review.

BENEFITS

At executive and board level, 85% of respondents receive some form of company benefit or bonus as part of their remuneration package.

Car allowance

45% of respondents at executive and board level are entitled to a car allowance or loan. Fifty percent of those receive between £6,000 and £15,000 with 15% receiving more than £25,000.

Childcare allowance

79% of executive and board level respondents are entitled to a childcare allowance of which only 3% actually claim it.

Annual leave

36% of executive and board level respondents take between 21 and 25 days leave per year. 60% take more than 25 days.

Healthcare

59% of executive and board level respondents are entitled to a healthcare allowance of which 65% have cover that includes themselves and family members.

Pension

97% of executive and board level respondents are entitled to an employer pension fund. 44% have been paying into the fund for up to five years, with 21% for less than a year. 48% receive over 7% contributions from their employer. 13% receive in excess of an 11% contribution for their employer.

Typically, executive and board level respondents will contribute between 6% and 10% into their company pension fund.



BONUSES

Guaranteed bonus

7% of respondents at executive and board level receive a guaranteed bonus. This ranged from between 6% and 20%.

Company performance related bonus

72% of respondents at executive and board level receive a company performance related bonus. 24% received between 6% and 20% in their last bonus and 43% are expecting to receive between 21% and 40% in their next bonus.

Personal performance related bonus

45% of respondents at executive and board level receive a personal performance related bonus. 23% received between 6% and 20% in their last bonus and 38% are expecting to receive between 6% and 20% in their next bonus.

VIEWS

Skills shortages

At executive and board level, respondents highlighted that commercial acumen (74%), having the right personality (65%) and communication skills (32%) were the three key attributes that people often lack at the top.

Qualities required to be successful

To be successful at executive and board level, in the main, respondents indicated that a mix of good communication skills (88%), being flexible and adaptable (79%) and having professional knowledge (73%) were essential.

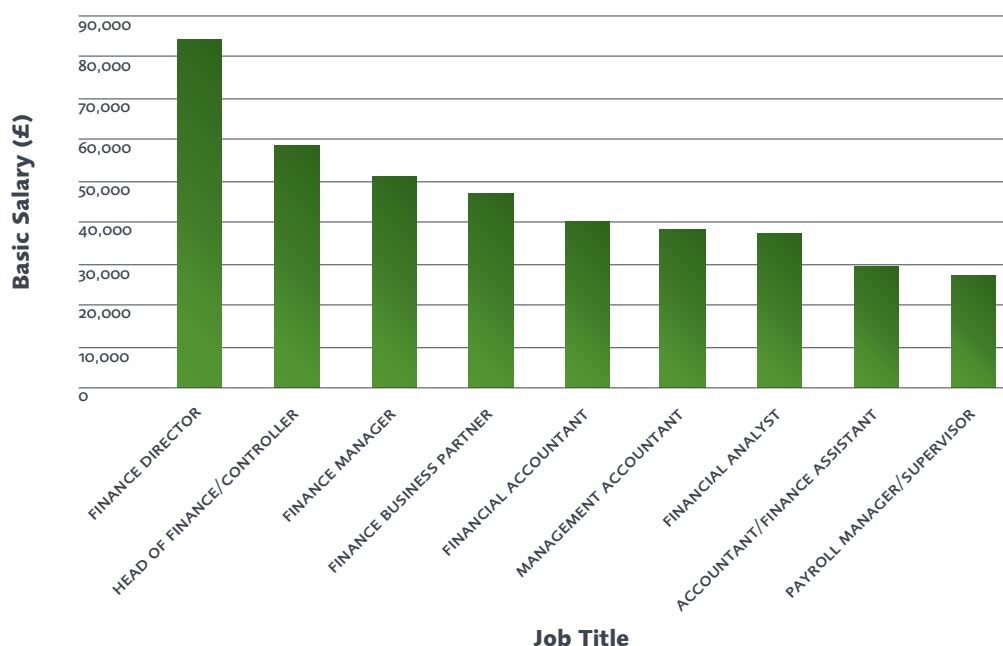
Importance of benefits

Respondents at executive and board level considered an employer contributory pension (56%), flexible working (44%) and a personal bonus (41%) to be the three most important benefits.



4.2 Finance and Accountancy

Job Title	Range	Average Basic Salary
Finance Director	£40,000 – £100,000+	£84,000
Head Of Finance / Controller	£50,000 – £80,000+	£58,500
Finance Manager	£45,000 – £80,000	£51,000
Finance Business Partner	£45,000 – £70,000	£47,000
Financial Accountant	£35,000 – £40,000	£40,000
Management Accountant	£32,000 – £40,000	£38,000
Financial Analyst	£30,000 – £40,000	£37,000
Accountant / Finance Assistant	£25,000 – £32,000	£29,500
Payroll Manager / Supervisor	£20,000 – £30,000	£27,000



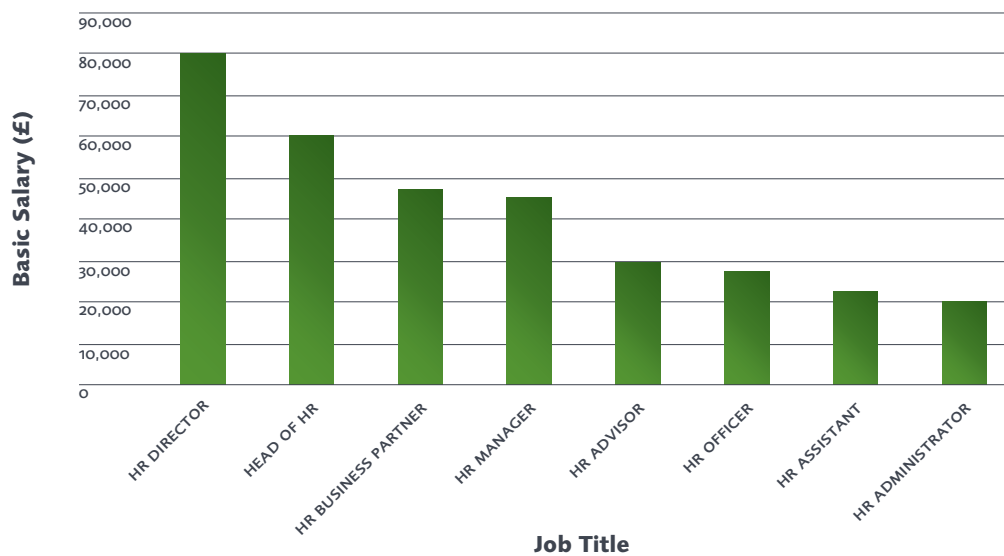
Salary ranges are broad and reflect the wide range of companies within the North East. These results should therefore only be used as a guide. For further information on your recruitment needs or on a particular role within this discipline, please contact one of our consultants on 0191 222 0770.

We are also able to provide detailed information regarding salaries within the accountancy profession in the North East region. However, due to the variance in salaries across the differing size of firms, and the different services lines therein, it would be inappropriate to give an average figure by job title.

For a discussion regarding salaries and associated benefits within the accountancy profession please contact Alistair Westwood, our specialist in that field, on 0191 269 0708.

4.3 Human Resources

Job Title	Range	Average Basic Salary
HR Director	£55,000 – £100,000+	£80,000
Head of HR	£45,000 – £90,000	£60,000
HR Business Partner	£30,000 – £50,000	£47,000
HR Manager	£20,000 – £70,000	£45,000
HR Advisor	£25,000 – £40,000	£30,000
HR Officer	£20,000 – £50,000	£28,000
HR Assistant	£18,000 – £30,000	£22,000
HR Adminsitrator	£18,000 – £40,000	£20,000

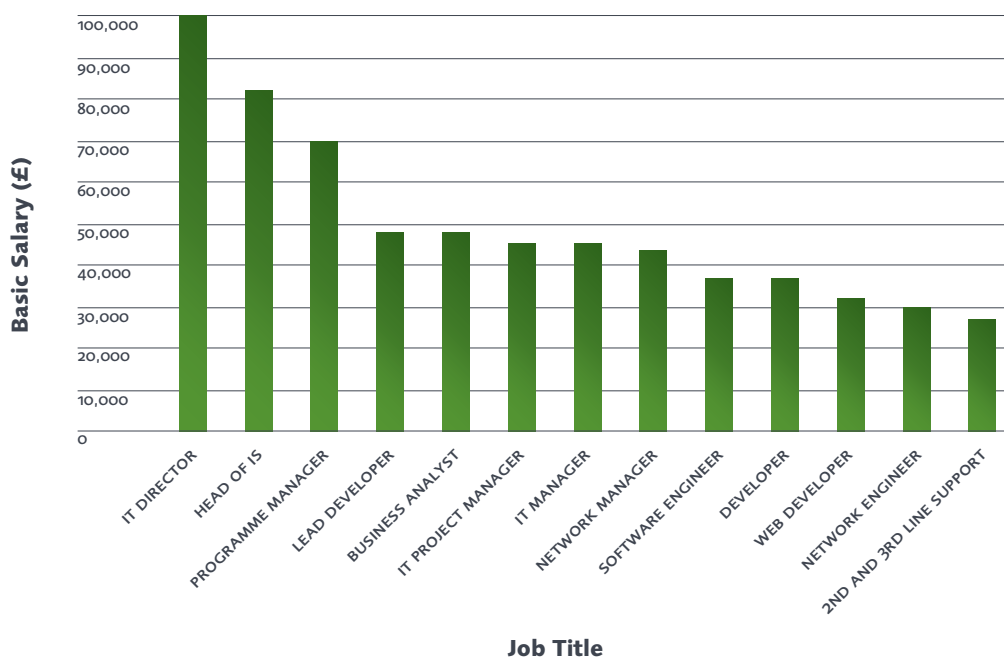


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4.4 Information Technology

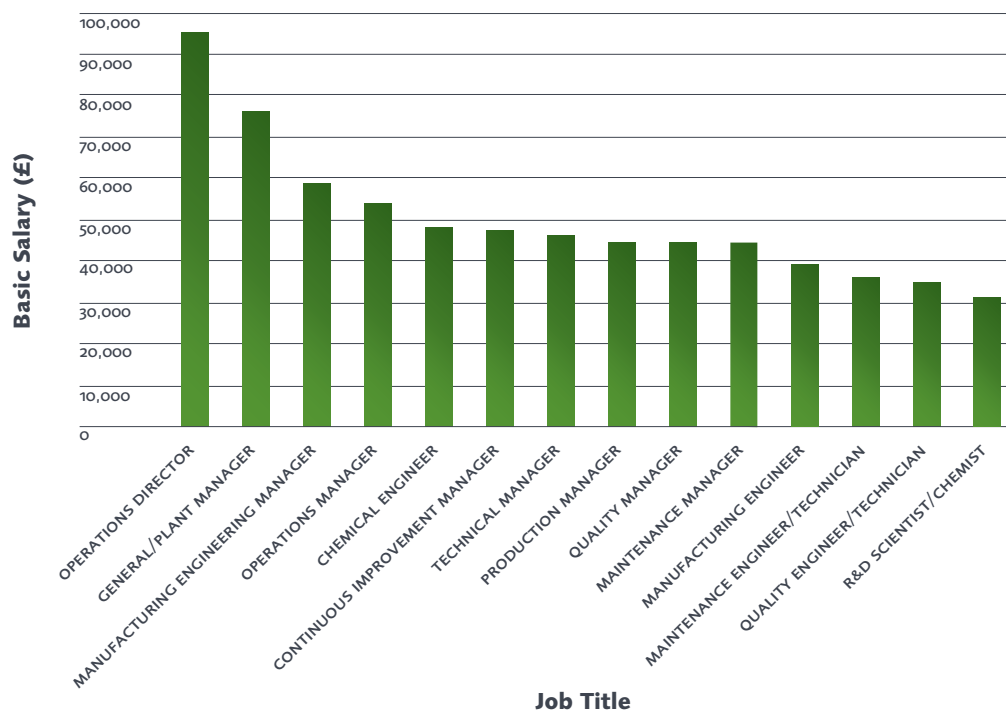
Job Title	Range	Average Basic Salary
IT Director	£65,000 – £130,000	£100,000
Head of IS	£50,000 – £100,000	£82,000
Programme Manager	£50,000 – £80,000	£70,000
Lead Developer	£30,000 – £90,000	£48,000
Business Analyst	£28,000 – £60,000	£48,000
IT Project Manager	£30,000 – £80,000	£45,000
IT Manager	£30,000 – £80,000	£45,000
Network Manager	£33,000 – £52,000	£43,000
Software Engineer	£20,000 – £50,000	£37,000
Developer	£25,000 – £60,000	£37,000
Web Developer	£24,000 – £35,000	£32,000
Network Engineer	£25,000 – £40,000	£30,000
2nd and 3rd Line Support	£22,000 – £35,000	£27,000



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4.5 Manufacturing

Job Title	Range	Average Basic Salary
Operations Director	£40,000 – £100,000+	£95,500
General / Plant Manager	£40,000 – £90,000	£76,500
Manufacturing Engineering Manager	£30,000 – £70,000	£58,000
Operations Manager	£30,000 – £80,000	£53,000
Chemical Engineer	£45,000 – £55,000	£48,000
Continuous Improvement Manager	£30,000 – £60,000	£47,500
Technical Manager	£30,000 – £80,000	£46,500
Production Manager	£30,000 – £70,000	£44,500
Quality Manager	£30,000 – £70,000	£44,500
Maintenance Manager	£35,000 – £50,000	£44,500
Manufacturing Engineer	£20,000 – £50,000	£39,000
Maintenance Engineer/Technician	£26,000 – £40,000	£36,000
Quality Engineer/Technician	£25,000 – £40,000	£35,000
R&D Scientist/Chemist	£20,000 – £40,000	£32,000

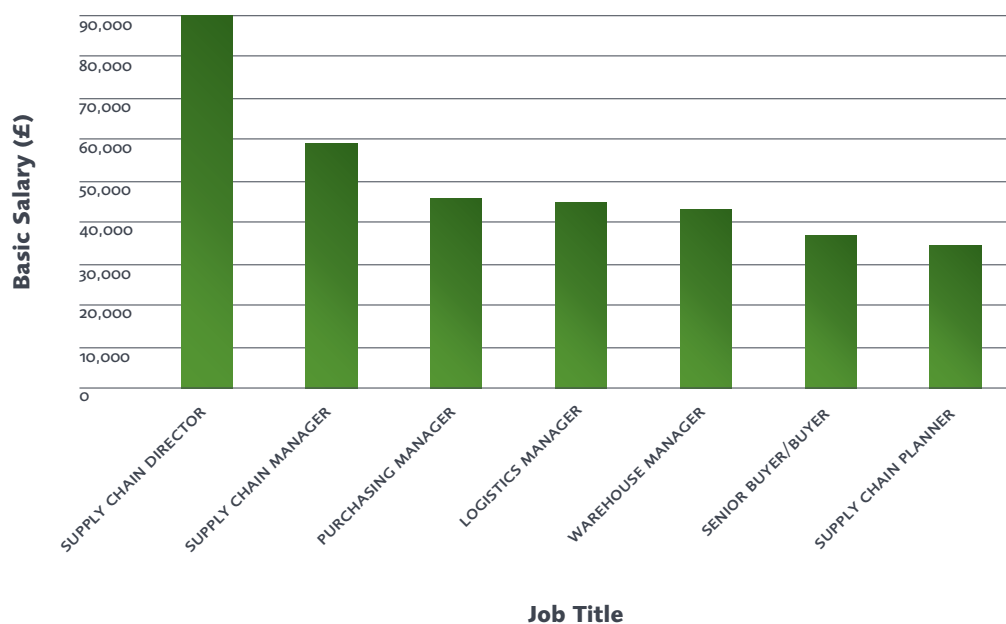


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4.6 Supply Chain

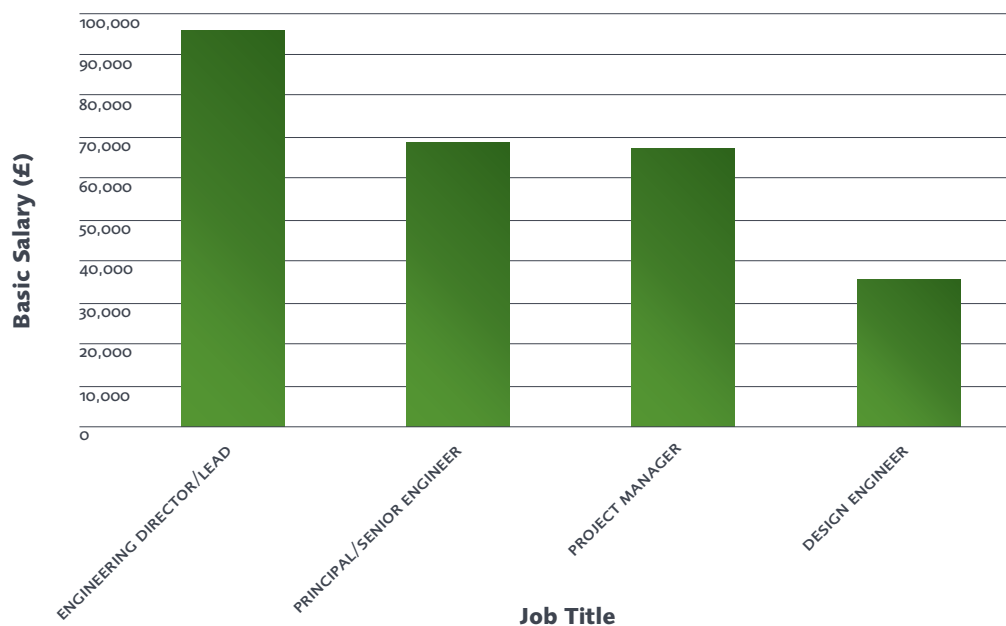
Job Title	Range	Average Basic Salary
Supply Chain Director	£70,000 – £100,000+	£90,000
Supply Chain Manager	£40,000 – £70,000	£59,000
Purchasing Manager	£30,000 – £70,000	£46,500
Logistics Manager	£30,000 – £70,000	£44,500
Warehouse Manager	£20,000 – £60,000	£42,500
Senior Buyer/Buyer	£20,000 – £50,000	£37,000
Supply Chain Planner	£20,000 – £40,000	£34,000



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4.7 Engineering

Job Title	Range	Average Basic Salary
Engineering Director/Lead	£70,000 – £120,000+	£95,500
Principal/Senior Engineer	£50,000 – £80,000	£69,000
Project Manager	£40,000 – £70,000	£67,000
Design Engineer	£20,000 – £60,000	£36,000

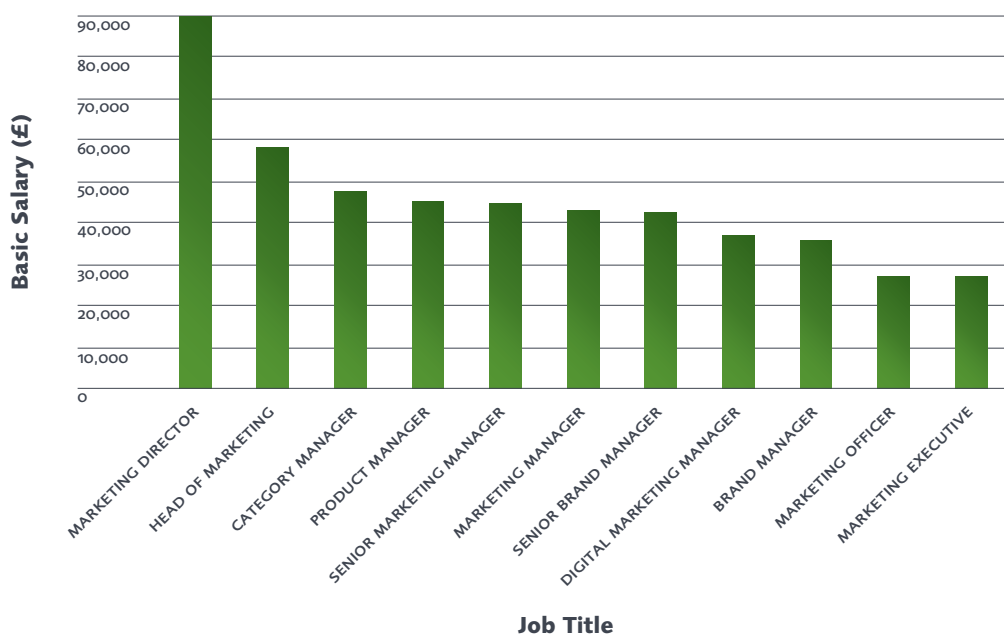


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4.8 Marketing

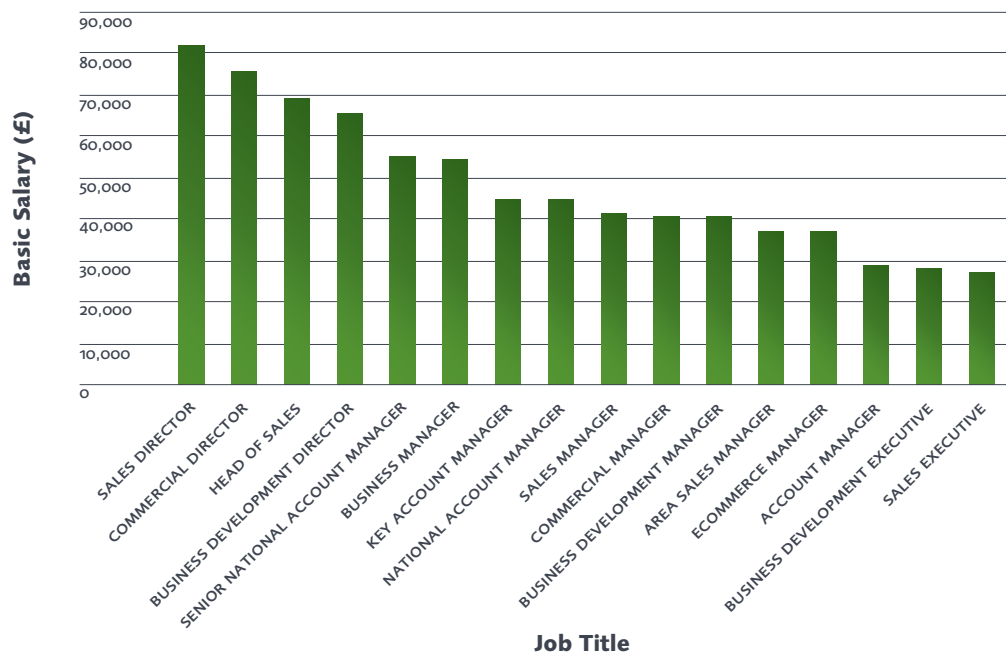
Job Title	Range	Average Basic Salary
Marketing Director	£50,000 – £100,000+	£90,000
Head of Marketing	£50,000 – £100,000	£58,000
Category Manager	£30,000 – £79,000	£47,500
Product Manager	£30,000 – £60,000	£44,500
Senior Marketing Manager	£30,000 – £100,000	£44,000
Marketing Manager	£30,000 – £80,000	£42,500
Senior Brand Manager	£30,000 – £50,000	£42,000
Digital Marketing Manager	£20,000 – £50,000	£37,000
Brand Manager	£20,000 – £60,000	£36,000
Marketing Officer	£20,000 – £30,000	£27,000
Marketing Executive	£20,000 – £30,000	£27,000



Salary ranges are broad and reflect the wide range of companies within the North East. These results should therefore only be used as a guide. For further information on your recruitment needs or on a particular role within this discipline, please contact one of our consultants on 0191 222 0770.

4.9 Sales

Job Title	Range	Average Basic Salary
Sales Director	£50,000 – £100,000+	£82,000
Commercial Director	£50,000 – £100,000+	£76,000
Head of Sales	£30,000 – £80,000	£69,000
Business Development Director	£40,000 – £100,000	£66,000
Senior National Account Manager	£30,000 – £70,000	£55,000
Business Manager	£30,000 – £60,000	£54,000
Key Account Manager	£20,000 – £60,000	£44,500
National Account Manager	£20,000 – £60,000	£44,500
Sales Manager	£20,000 – £80,000	£41,500
Commercial Manager	£30,000 – £60,000	£40,500
Business Development Manager	£20,000 – £50,000	£40,500
Area Sales Manager	£20,000 – £50,000	£37,000
Ecommerce Manager	£30,000 – £40,000	£37,000
Account Manager	£20,000 – £29,000	£29,000
Business Development Executive	£20,000 – £29,000	£28,000
Sales Executive	£20,000 – £40,000	£27,000



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