

2024 GAMING AND CASINO COMPENSATION STUDY



THE PURPOSE OF OUR 2024 GAMING – CASINO COMPENSATION REPORT



The contemporary employment picture in Gaming 2024 evidences once again the need for employees and employers to gain access to professional tools enabling them to objectively evaluate their own compensation and also their employer's hiring scenarios. To this aim, we are sharing with you our Renard Casino Compensation Reports which we hope you find both; interesting and informative.

Recently, during volatile hiring pressure, most companies suffer from a frequent lack of transparency in their quest to better understand, analyze, and judge what should be offered by their Hiring Managers. At Renard International, we are proud to have pioneered. The most read "Annual Global Hospitality Salary Survey". We offer it complimentary as we find an educated client and applicant is our best partner. This study of the compensation paid in Gaming Industry will enable you to objectively compare and benchmark your compensation strategies.

Historically our compensation report was prepared in either average or median format. Since 2022, we now use "Ranges". This is due to the competition and lack of talent in the workforce. It can be compared to a fish market. You say you want a two pound fish... the fishmonger says I have a 1 and a half or 3 pound fish. Take it or leave it! That is the hiring scenario again for 2024. The information is from hiring transactions which occurred in the last 9 months. "Appointments" have been "all over the board" and followed no set hiring patterns or pay grade. We therefore have outlined the ranges of salary for the roles offered and accepted to the best of our knowledge in the last 9 months August 1, 2023 to April 1, 2024. **PS as a matter of comparison. We asked Google and ChatGPT. Their salary ranges to compare to our studies.**

SOURCE OF DATA COMPENSATION IN RANGES?

Source of data for our 2024 Gaming and Casino Salary Report

- Our 2024 Gaming compensation survey is our companies major project of 2024, it is the culmination of hundreds of hours of work that commenced with initial planning in August 2023. Our researchers do not take this study casually, putting the information received through rigorous checking, and questioning data received that does not feel completely accurate.
- The outcomes for our 2024 Gaming compensation report were accumulated from a comprehensive information analysis extracted from Renard International's own candidate database and supplemental contacts. The sources also included written answers to our global survey sent to Executives in over 50 countries. Unfortunately, due to the remains of COVID in certain countries even today. The responses were less than in previous years.
- The data was also taken from thousands of Resumes received monthly from Renard offices and consultants worldwide, which confirm in writing individuals current remuneration, benefits, bonuses, etc. This also signposts desired salary, benefits, preferred location and ideal role.
- From August 2023 to this point in 2024, Renard Consultants successfully completed assignments in over

45 countries from Culinary to the CEO for a major Hotel/Casino Group. We have now assisted clients in countries that were non-existent when we commenced business 54 years ago. This information was also taken into consideration in our study.

The suggested salary figures offered in our guide are based on the points compiled from these and other sources. The other sources than above.

1. Company specific job boards like Melco, Wynn Sands and Galaxy etc.
2. Our companies talent applicant tracking system called "Deskflow"
3. Public job boards like LinkedIn, indeed, caterer global, etc.
4. Our own placements with our partners.

Note: Compensation offer may be affected by unusual factors such as:

- A. Urgent need
- B. Benefits specific to a company
- C. Bonuses specific to a location
- D. Company size
- E. Education requirements
- F. Specific talent, or work experience required
- G. Currency Exchange



2024 GAMING & CASINO COMPENSATION REPORT

INTRODUCTION TO COMPENSATION IN THE GAMING INDUSTRY

At the intersection of government and hospitality lies the **Global Gaming Industry**.

Among the 195 nations worldwide, gaming exists in over 70 % of them, from Nepal and Macau to the game reserves of Africa. Gaming is also accessible to more than 70% of the global population, who are now possible clients, encompassing both live and online platforms.

Gaming has emerged as a significant partner in the hospitality sector, necessitating its inclusion in any comprehensive discussion. For instance, the revenue per square foot in a gaming establishment surpasses that of any other hospitality venue by a substantial margin.

In the past, compensation offered to senior executives in successful publicly held gaming companies has frequently turned middle and senior managers into "millionaires" through receiving regular stock or stock options. When we first researched gaming compensation in 1993, our report was confined basically to Las Vegas and Atlantic City, with online gaming yet to emerge. Over three decades later, the landscape has drastically changed; online gambling is now the fastest-growing segment globally, generating over US\$30 billion in revenue in 2023 alone.

Soon, nearly every country will offer live or online gaming to their populations, following approval by government or religious leaders. The UAE plans to introduce gaming by 2026, driven by the desire for significant tax revenues from the gaming industry.

TALKING POINT – CASINO GAMING 2024

The “big winner” after covid has been online gaming, which, due to travel restrictions, has attracted millions of new players, as have lotteries. From 2021 to 2024, compensation for live casino executives saw a 12% increase. On the other hand, online gaming employees have received much more substantial salary hikes and huge bonuses.

If competition since 2022 for live gaming executive has been HOT, then the hiring frenzy in online gaming engineers, developers etc. is absolutely SCORCHING! Gaming facilities, which were temporarily shuttered, have now reopened post-Covid, with new casinos debuting in Cyprus, Japan, Korea, Dubai and Greece by 2026.

With normalcy returning and COVID behind us, demand for travel and cruising, like airlines and casinos, are experiencing capacity shortages. This is particularly evident in Las Vegas, where income from hotel-related services – especially food and beverage – far exceeds gaming revenues. Consequently, salaries for gaming specialists and culinary/F&B executives with celebrity management experience are skyrocketing and are highly negotiable. We anticipate that the staffing shortage for USA-trained gaming ,and food and beverage staff will remain a significant challenge.

REASONS FOR DEVELOPING THE REPORTS & METHODOLOGY OF OUR SURVEYS

Fierce competition for talent and defined salary restraints are making it more challenging than ever for employers to create a compensation package that will attract and retain skilled employees. To overcome these challenges, you need access to the most current compensation data to ensure your organization is competitively positioned so you can not only attract the talent you need, but also retain the valuable employees you already have.

"2024 Gaming & Casino Compensation Report" was completed in May 2024. The report outlines the outcomes from a comprehensive information analysis extracted from Renard International's own database of 68,000 candidates and supplemental 20,000 contacts as well as written answers to our survey sent to Executives in more than 25 countries. The data was also taken from thousands of resumes received monthly by Renard offices and Consultants worldwide, which confirm in writing individuals' current remuneration, benefits, bonuses, etc. They also signpost desired salary, benefits, preferred location and ideal role.

Some of the salary ranges in this guide are based on actual transactions between employers and employees of Renard International and represent a true reflection of the job marketplace.

As many of the world's major gaming organizations are publically held, much of the information on our surveys came from analyzing financial statements and public documents provided by the Freedom of Information Act as well as publically offered filings online.

In 2023, Renard Consultants successfully completed assignments in over 36 countries from Culinary to the CEO of a major North American/Casino Group. We have now assisted clients in nations that were non-existent when we first commenced business 54 years ago.

CONCLUSION – GOING FORWARD

With all major casinos now operating, the escalation of pay seems inevitable. **What does this mean for gaming companies?**

The answer: When higher payrolls, greater utilization of computerization, higher incentives and the overwhelming need to retain management talent. The catalyst for this is specialized US gaming, which is prevalent almost everywhere and adheres to the most stringent legal hiring requirements for gaming licenses. Overall, the majority of key casino employees hail from the USA** or Canada, which we call the Renard Birdcage Effect*. On the other hand, operation executives (non-gaming executives) can come from a more diverse range of places around the world.

As a result of worldwide casino growth, including many with no USA affiliation, American gaming consultants are training local executives. Therefore a non-American casino corporation can now employ locals with the ability to operate American-style casinos rather than hiring more expensive American casino management.

Our overall opinion is that 2024 going forward will continue to be a global scavenger hunt for these American-trained casino executives. Additionally, incestuous employment policies along with engagement bonuses will continue to be the norm.

Notes:

* The Renard Birdcage Effect refers to shaking the birdcage, causing the birds to change perches (talent moves from one company to another), however they are the same birds.

** American citizens or green-card casino executives (even offshore) pay some USA taxes, therefore American citizens are not tax-free and require financial incentives to recruit.



NORTH AMERICA

Corporate Management Overseeing both Casino & Hotel Operations

Corporate Management Survey (Salary Rounded to Closest Thousand, in US Dollars)

Title	2023 Compensation Range Formulated	MAY 2024		
	August 2023 Includes Stock or Options & Bonus Source Public Records	Google Range	ChatGPT Median	OUR Calculations
Chief Executive Officer	832 – 950	\$600,000 - \$1,500,000	\$400,000	675,000 - 1,640,000
Chief Financial Officer	555 – 615	\$350,000 - \$750,000	\$300,000	445,000 - 790,000
Chief Operating Officer	570 – 606	\$450,000 - \$900,000	\$350,000	560,000 - 950,000
Executive Vice President	500 – 548	\$300,000 - \$600,000	\$280,000	475,000 - 575,000
Sr. VP Operations	390 – 450	\$250,000 - \$500,000	\$250,000	360,000 - 520,000
VP Sales & Marketing	270 – 332	\$200,000 - \$400,000	\$225,000	250,000 - 442,000
VP Network				

NORTH AMERICA**

Executive Committee Hotel Services, Single Unit

Senior Management Compensation (Salary Rounded to Closest Thousand, in US Dollars)

Title	2023 SALARY RANGE FORMULATED	MAY 2024 BASE SALARY ONLY USA DOLLARS		
	August 2023 Base Salary Only	Google Range	ChatGPT Median	OUR Calculations
COO – Casino & Hotel Operations ⁺	265 – 300	\$300,000 - \$500,000	\$325,000	300,000 - 490,000
VP Sales & Marketing	205 – 221	\$200,000 - \$350,000	\$210,000	195,000 - 330,000
Property Finance Director	203 – 216	\$150,000 - \$250,000	\$190,000	185,000 - 245,000
Property Hotel Operation – Rooms Division Director	165 – 190	\$140,000 - \$220,000	\$180,000	135,000 - 250,000
Property Hotel Operations – Food & Beverage Director	105 – 162	\$130,000 - \$200,000	\$175,000	125,000 - 180,000

Source: Public Filings

Notes:

- Titles may be different as many operators use different designations due to size of complex, union, work Visa or for historic reasons.
- These roles in many cases are not the most senior in the organization so may not be the highest earners and report to another individual with a similar title in another division of the group.
- Size matters; highest compensation logically goes to the casino hotels which are the largest with biggest revenues.
- The examples used were mainly in Nevada, New Jersey, Florida, British Columbia and Ontario, Canada as well as other casinos with over 800 rooms and in excess of 1000 slot machines & tables combined.

- These figures do not include any initial hiring bonuses.
- Bonus programs potentially differ greatly between branded and independent operations.
- Long-term tenure employees have a great effect on base income.

⁺ Due to the enormous size of most Vegas hotels, these titles are normal and are property level roles.

^{*} This does not include any stock or stock options offered.

^{**} North America is defined as Canada, USA, Latin America and the Caribbean.

NORTH AMERICA

Department Head Hotel & Casino (Single Unit)

Hotel & Casino Department Head Compensation
Branded or Well-Established Casino Hotel - 750 Rooms or Greater

Title	2023 SALARY RANGE FORMULATED	MAY 2024 BASE SALARY ONLY USA DOLLARS		
	August 2023	Google Range	ChatGPT Median	OUR Calculation
Hotel Resident Manager	105 – 133.5	\$120,000 - \$180,000	\$130,000	140,000 - 210,000
Executive Chef	110 – 200	\$90,000 - \$150,000	\$120,000	110,000 - 190,000
Executive Sous Chef	72.8 – 135	\$70,000 - \$100,000	\$90,000	72,000 - 135,000
Food & Beverage Manager	96.5 – 175	\$80,000 - \$130,000	\$100,000	95,000 - 180,000
Executive Housekeeper Public Areas	60 – 99	\$70,000 - \$110,000	\$85,000	72,000 - 115,000
Security Manager	95 – 140	\$70,000 - \$120,000	\$80,000	85,000 - 141,000
Director of Sales	110 – 179.2	\$100,000 - \$160,000	\$115,000	112,000 - 185,000
Financial Controller (Singe Unit or Dept.)	85 – 145	\$100,000 - \$150,000	\$110,000	95,000 - 165,000
Social Media Supervisor	40 – 61.2	\$50,000 - \$80,000	\$60,000	50,000 - 75,000
Revenue Manager	59 – 91	\$90,000 - \$130,000	\$95,000	75,000 - 125,000

Casino Department Head

Surveillance Operations Manager (#2)	78 – 125	\$70,000 - \$110,000	\$85,000	85,000 - 130,000
Slot Marketing Manager (#2)	80 – 135	\$60,000 - \$100,000	\$80,000	85,000 - 138,000
Gaming Dealer – Multiple Games	43 – 66.1	\$30,000 - \$50,000	\$45,000	50,000 - 78,000
Cage Manager	71 – 175	\$60,000 - \$90,000	\$75,000	71,000 - 190,000
Casino Pit Manager	82.1 – 175.8	\$70,000 - \$100,000	\$70,000	85,000 - 185,000
IT Manager	85 – 126.1	\$90,000 - \$140,000	\$110,000	82,000 - 129,000
Graphic Designer	60.9 – 83	\$50,000 - \$80,000	\$65,000	60,000 - 87,000
HR Director	80 – 140	\$90,000 - \$140,000	\$125,000	91,000 - 147,000
Social Network Director	NO INFORMATION AVAILABLE 62,000 - 95,000			

GLOBAL** Non USA or Canada Based Casinos Corporate Management (USA Dollars)

Chief Executive Officer		\$635,101 - \$1,082,900	+ \$450,000	555,000 - 890,000
Chief Financial Officer		\$250,000 - \$363,559	+ \$350,000	275,000 - 365,000
Chief Operating Officer		\$280,000 - \$450,000	+ \$400,000	300,000 - 479,000
Executive Vice President	No Results Available for 2023	\$200,000 - \$350,000	+ \$325,000	240,000 - 378,000
Senior VP Operations		\$250,000 - \$375,000	+ \$300,000	210,000 - 365,000
VP Sales & Marketing		\$230,735 - \$300,000	+ \$275,000	245,000 - 303,000
VP Human Resources		\$230,00 - \$275,000	+ \$260,000	200,000 - 294,000
VP Food & Beverage		\$200,000 - \$275,000	+ \$250,000	180,000 - 279,000
VP Social Network				

** These ranges are for non USA based casinos and only included base compensation. With bonus and stock benefits depending on location of casino. These salaries could triple. These executives also receive generally net salaries or tax paid plus full expat benefits.

+ We assume ChatGPT has included only base salary. No bonus or stock benefits while Google may have added them in these calculations. ***Notes:** Source: Public Filings.

GLOBAL Executive Committee & Department Head Management of Both Casino & Hotels

Senior Management & Department Head Compensation
Branded or Well-Established Casino Hotel (Salary in USD)

	2023 SALARY RANGE FORMULATED	YR 2024 BASE SALARY ONLY USA DOLLARS		
Title	*August 2023 in USA 000	Google ** Range	ChatGPT Median	OUR Calculations
CEO – Casino & Hotel Operations ¹	439 – 496	\$350,000 - \$550,000	\$425,000	430,000 - 600,000
CEO – Hotel Services Only ¹	262 – 390	\$300,000 - \$500,000	\$400,000	295,000 - 540,000
VP Casino & Hotel Operations ¹	215 – 298.5	\$220,000 - \$350,000	\$300,000	230,000 - 375,000
VP Player Sales & Marketing (Casino)	136 – 207	\$200,000 - \$300,000	\$250,000	192,000 - 295,000
VP Sales & Marketing (Hotel)	154 – 195.9	\$200,000 - \$300,000	\$240,000	175,000 - 290,000
Casino Property Finance Director	162 – 225	\$150,000 - \$250,000	\$220,000	180,000 - 265,000
Rooms Division Dir / Paiza Manager (Hotel)	95 – 110	\$100,000 - \$150,000	\$200,000	120,000 - 200,000
Food & Beverage Dir (Casino)	90 – 128	\$150,000 - \$225,000	\$190,000	150,000 - 195,000
Casino Department Head (Not ExCom) ++				
Surveillance Operations Manager (#2)	76 – 95	\$80,000 - \$120,000	\$120,000	78,000 - 125,000
Slot Marketing Manager (#2)	77 – 125	\$75,000 - \$110,000	\$115,000	78,000 - 122,000
Gaming Dealer – Multiple Games	48 – 64.6	\$40,000 - \$60,000	\$50,000	48,000 - 80,000
Cage Manager	74 – 111	\$50,000 - \$75,000	\$95,000	78,000 - 120,000
Casino Pit Manager	79 – 120	\$70,000 - \$100,000	\$90,000	78,000 - 130,000
IT Manager	73.8 – 87	\$90,000 - \$130,000	\$130,000	75,000 - 125,000
Graphic Designer	54 – 72	\$60,000 - \$85,000	\$70,000	58,000 - 80,000
HR Director – Casino Staff Only	92 – 131.2	\$100,000 - \$150,000	\$135,000	105,000 - 162,000
VP Social Networking	NO INFORMATION AVAILABLE			92,000 - 147,000

Size of hotel for this study was 500 rooms or larger. 25 casinos used for this survey; some casinos did not have a hotel component or were not associated with a connecting or nearby hotel.

Notes: Source: Public Filings.

** Google may have added Benefit or Bonuses to their calculations.

- Gross or net depends on jurisdiction i.e. Macau, Cyprus Cambodia, Philippines, Singapore are gross, Bahamas, Caribbean is net.
- Base salary only, benefits, initial hiring bonus and other bonuses are not included.
- Bonus programs potentially differ greatly between branded and independent operations.
- This does not include any perks, stocks or stock options offered.
- Some employees had extensive tenure which has a great effect on base income.
- Size matters; highest compensation logically goes to the casino hotels which are the largest with biggest revenues.
- Some salaries and bonuses are unchanged. But difference are currency exchange in 2024.

** Gratuities substantially increase salary if this is an hourly paid role

** All locations excluding USA and Canada + All receive full expatriate benefits, including schooling for children if applicable.

* Source public filing.

++ All receive some expatriate benefits.

¹ These are the most senior individuals overseeing a single unit casino, but may report to an individual in another division if a multi-unit organization. Titles are diverse due to size of complex company or work visa policies or for historic reasons but all are property level roles.



GLOBAL

Executive Committee Hotel Services

No Casino Responsibility Only Hotel Single Unit

Senior Management Compensation
Branded or Well-Established Casino Hotel (Salary in USD)

	2023 SALARY RANGE FORMULATED	YR 2024 BASE SALARY ONLY USA DOLLARS		
Title	August 2023 in USA 000	Google ** Range	ChatGPT Median	OUR Calculations
General Manager ²	243 – 326	\$100,000 - \$200,000	\$225,000	140,000 - 265,000
Hotel Resident Manager ¹	82.5 – 142	\$80,000 - \$130,000	\$180,000	80,000 - 150,000
Executive Chef	86 – 131	\$75,000 - \$120,000	\$160,000	115,000 - 150,000
Executive Sous Chef	65 – 94	\$60,000 - \$90,000	\$120,000	66,000 - 91,000
Food & Beverage Director	75 – 128	\$90,000 - \$130,000	\$140,000	90,000 - 150,000
Executive Housekeeper	72 – 111.5	\$60,000 - \$90,000	\$100,000	65,000 - 96,000
Responsible for Casino Public Areas & Hotel only				
Hotel Security Manager	63.9 – 92	\$70,000 - \$100,000	\$90,000	70,000 - 100,000
Hotel Director of Sales & Marketing	108 – 154	\$100,000 - \$150,000	\$150,000	130,000 - 190,000
Revenue Director	52 – 58	\$90,000 - \$130,000	\$130,000	80,000 - 125,000
Hotel Financial Controller	72 – 104.3	\$100,000 - \$150,000	\$145,000	100,000 - 165,000
Social Media Manager	36 – 42	\$50,000 - \$75,000	\$70,000	48,000 - 72,000
Human Resources Dir. – Hotel Staff Only	76 – 106.5	\$75,000 - \$120,000	\$120,000	72,000 - 132,000

Size of hotel for this study was 500 rooms or larger. 25 casinos used for this survey; some casinos did not have a hotel component or were not associated with a connecting or nearby hotel.

Notes:

** We believe ChatGPT in this survey have added value, Benefit & Bonuses to their calculations.

- These are the most senior individuals overseeing a single unit, but may report to an individual in another division if a multi-unit organization. Titles are diverse due to size of complex or for historic reasons but are property level roles.
- All receive expatriate benefits.
- Gross or net depends on jurisdiction i.e. Macau, Cyprus Cambodia, Singapore are gross, Philipines, Caribbean, Bahamas are net.
- Base salary only, benefits, initial hiring bonus and other bonuses are not included.
- Bonus programs potentially differ greatly between branded and independent operations.
- This does not include any perks, stocks or stock options offered.
- Some employees had extensive tenure which has a great effect on base income.
- Size matters; highest compensation logically goes to the casino hotels which are the largest with biggest revenues.

** These exclude locations USA, Canada and West Europe.

In some instances all restaurants managed by the casino non outsourced, but some operated under license.

¹ May be termed as Hotel Manager, Director of Operations or EAM reporting to the General Manager.

² Hotel Operations ONLY and reports to the CEO of both the Casino and Hotel.



ONLINE GAMING 2024

2024 Online Gaming Review Survey. Base Salary Only (in USD)

Department Head Rules	2022 Salary Range Formulated	2023 Salary Range Formulated	Google Range	ChatGPT Median Range	Our Calculation
Title	April 2022	August 2023			
Software Engineer 105 International Game Technology	125 – 175	125 – 210	80,000 – 120,000	93,427	125 – 225
Software Engineer II 59 International Game Technology	100 – 140	110 – 155	85,000 – 125,000	102,000	120 – 175
Systems Analyst 53 International Game Technology	95 – 115	100 – 125	70,000 – 100,000	78,000	110 – 135
Software Engineer III 51 International Game Technology	125 – 175	130 – 200	100,000 – 140,000	112,000	130 – 210
Software Engineer IV 26 International Game Technology	120 – 160	125 – 165	110,000 – 150,000	132,000	140 – 175
Computer Systems Analyst 16 International Game Technology	100 – 150	105 – 162	70,000 – 100,000	78,000	105 – 170
Project Manager 15 International Game Technology	96 – 110	101 – 111	90,000 – 130,000	87,000	105 – 115
Systems Analyst 15 International Game Technology	95 – 100	96 – 109	70,000 – 100,000	78,000	100 – 110
Business Analyst 13 International Game Technology	80 – 100	88 – 106	65,000 – 95,000	83,000	88 – 110
Software Engineer I 11 International Game Technology	90 – 125	95 – 130	70,000 – 100,000	80,000	100 – 130
Technical Manager 11 International Game Technology	105 – 160	105 – 163	110,000 – 150,000	120,000	115 – 160
Manager 9 International Game Technology	125 – 155	130 – 165	100,000 – 140,000	110,000	130 – 175
Software Engineer (Product Assurance Engineer II) 9 International Game Technology	110 – 135	113 – 139	85,000 – 125,000	102,000	115 – 155
Senior Software Engineer 8 International Game Technology	132 – 190	135 – 198	110,000 – 150,000	115,000	145 – 205
Lead Software Engineer 8 International Game Technology	98 – 135	100 – 143	120,000 – 160,000	129,334	143 – 180

The global online gaming market generated revenues of more than \$84 billion in 2024 growing at a CAGR of approximately 10% during 2018 – 2024.

Note: Some increases in compensation in our survey are due to currency exchange.

The increasing availability of cost-effective mobile applications worldwide supports online gaming companies in generating higher revenues in the global market. Dynamic changes in lifestyle, improvements in living conditions, the high spending power of the middle class, and awareness of the latest technologies have contributed to the market's exponential growth. Online gaming is driven by the cost-effectiveness of mobile applications, attracting new players daily. Despite recent higher inflation and interest rates, online game revenues remain strong.



RENARD INTERNATIONAL HOSPITALITY SEARCH CONSULTANTS

INTRODUCTION – GAMING & CASINO COMPENSATION REPORT

Join Renard International in celebrating our 54th anniversary in 2024!

We are proud of our company's success over the past five decades. Having been chosen by international and independent hotel companies, restaurants, casinos, and food service organizations around the world, we sincerely appreciate the respect we've earned as the renowned hospitality recruitment search firm in the world.

Our achievements are a direct result of the dedication and commitment of our remarkable team, who tirelessly serve both our clients and applicants. We're always working hard to better serve you and everyone we work with.

Renard International is honored to be regarded as a "benchmark" among recruitment companies. We extend our heartfelt gratitude for your loyalty throughout the past 54 years. We truly value your continued support.



Stephen J. Renard
STEPHEN J. RENARD
President

EXECUTIVE TEAM LEADERS



WE DELIVER...

In delivering our services, we prioritize the accuracy of our sourcing and selection process. The longevity of our placements is a testament to our unwavering commitment. All our successful hires have remained in their roles for an extended period, with many of them advancing to the upper echelons of renowned companies within our industry.

Thank you for your continued loyalty and confidence.

TORONTO, ONTARIO, CANADA

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