

## INDUSTRY BENCHMARK MATRIX (IBM) 2022

### FOCUS: BANKING INDUSTRY

78% ..... Availability (0-100%)  
4.2 ..... Satisfaction (1-5)

| LAY-OFF SUPPORT            | EARLY LEAVE | SEVERANCE FEE | INTERNAL CAREER COACHING | EXTERNAL OUTPLACEMENT | TRAINING BUDGET | NONE        |
|----------------------------|-------------|---------------|--------------------------|-----------------------|-----------------|-------------|
| Banking<br>(415 responses) | 38%<br>2.80 | 29%<br>3.86   | 19%<br>2.28              | 33%<br>3.18           | 11%<br>3.04     | 28%<br>n.a. |
| Big bank                   | 35%<br>2.96 | 32%<br>3.68   | 38%<br>4.36              | 12%<br>2.82           | 15%<br>2.66     | 24%<br>n.a. |
| Private bank               | 31%<br>2.60 | 29%<br>3.14   | 5%<br>2.56               | 46%<br>3.42           | 12%<br>3.18     | 23%<br>n.a. |
| Cantonal bank              | 22%<br>2.12 | 0%<br>n.a.    | 0%<br>n.a.               | 34%<br>3.08           | 5%<br>4.25      | 48%<br>n.a. |
| Foreign bank               | 63%<br>3.31 | 17%<br>4.22   | 8%<br>2.18               | 38%<br>3.30           | 6%<br>2.87      | 8%<br>n.a.  |
| Others                     | 48%<br>2.75 | 38%<br>4.36   | 13%<br>2.34              | 26%<br>2.94           | 9%<br>3.89      | 32%<br>n.a. |