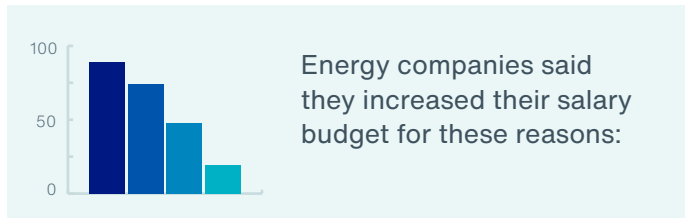


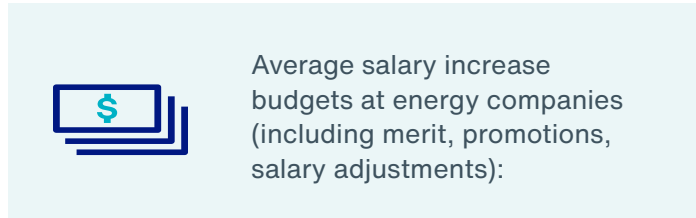
# Energy Companies Raise Salary Increase Budgets to Address Competitive Talent Market

We heard from 60 HR leaders at energy companies in February 2022 about changes they were making to their salary increase budgets. **Thirty-five percent** of energy firms have raised their overall salary increase budget since it was originally determined; fifteen percent are considering doing so. This is a significant revision and in direct response to the **tight talent market and high inflation** concerns.

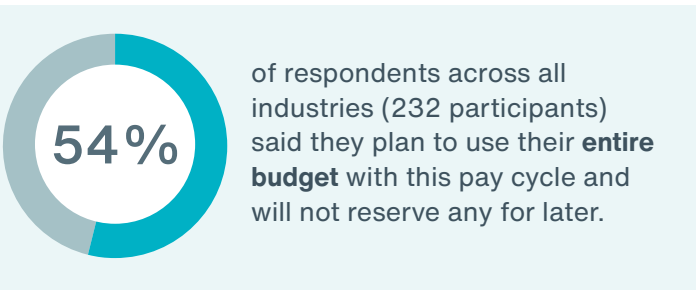
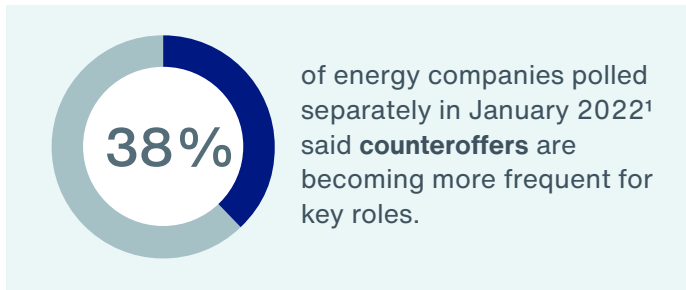
## Why did energy companies increase their salary budget for 2022?



- 89% the **competitive talent** landscape
- 74% to keep up with **inflation**
- 48% due to **losing people** over pay
- 19% **salaries** were below market



- 5.2% for firms that **raised** their budget
- 3.8% for firms that **did not raise** their budget



“

In a normal talent market, I would expect more companies to save some portion of their budget for reserves, including mid-cycle promotions. This year, the talent market is so tight that business leaders want to use all funds to maximize the impact.”

**Carlos Andina**  
 Leader of Aon’s energy data solutions business

<sup>1</sup>Aon Global HR Pulse Survey #8 conducted in January 2022 with 812 participants, including 43 energy companies

For more insights from our survey or to speak with one of our experts about these topics, please contact us at [humancapital.aon.com/contact-us](https://humancapital.aon.com/contact-us).