

# THE 2018-19 CXO COMPENSATION SURVEY



# DEEP-DIVE INTO KEY C-SUITE ISSUES

## CONTENTS

### SEGMENT

### AREAS ADDRESSED

#### C-Suite Structure



- Top-team size and composition
- CXO age profiles
- Gender diversity: current practices and trends over the last few years

#### Compensation



- Medians, distributions and ranges for total Cost to Company (CTC) and Base Pay for CXO positions in FY18, FY19 and FY20
- Pay composition: base pay, perquisites, and retirement benefits (% of CTC); and Long-Term Incentives (LTIs) as a ratio of total pay
- Changes in pay at each level – actual or projected – over FY18-20
- Drivers of compensation
- Analysis by segment, sector, ownership, listing status and turnover

#### Recruitment



- Trends in top-management hiring: last 12 and next 12 months
- Hiring conditions for CXO positions
- Recruitment channels, and desired traits/qualities at the leadership level – with category-wise splits

#### Attrition



- C-suite departures: actual and forecast
- Key drivers of attrition –voluntary and involuntary – with category splits

#### Board Structure and Functioning



- Size and composition, including break-ups by type of directors
- Frequency of Board and Committee meetings