

Executive Remuneration Audit

Assess pay levels for key strategic functions in your organization compared with the market.

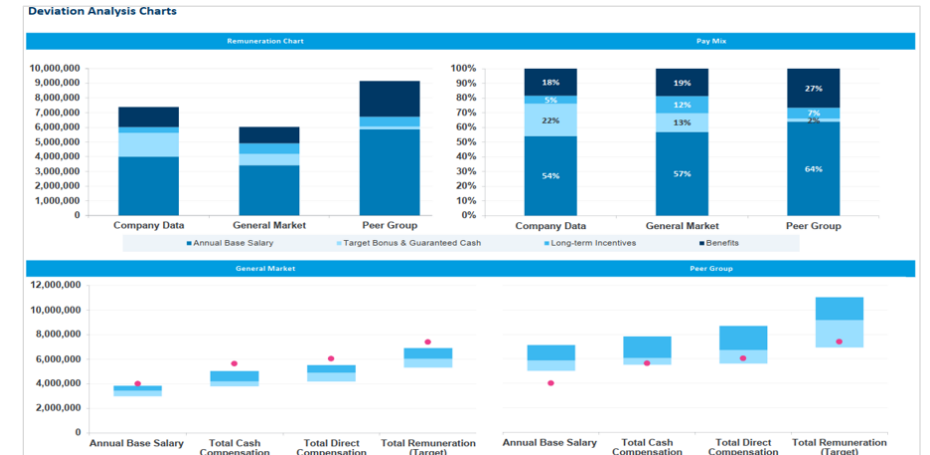


Overview:

- A benchmark analysis compares the compensation package for executive positions in the client's organization with those in the general market and the client's industry.
- Benchmark covers up to 5 compensation elements.
- Compare the market directly by considering the sample and the functions of the analyzed positions. The reference group consists of similar positions in multinational organizations of similar size located in the client's country

Key benefits:

- Comprehensive executive summary with an overview of the executive team's relative position to market.
- Provide your remuneration committee an objective view on current executive pay practices.
- A complete overview for each executive position, showing all compensation elements and total remuneration.
- Compensation mix analysis in relation to market for each position.



	General Industry			Company Data	Notes
	25th Perc.	Median	75th Perc.		
Base Salary	4,356,773	5,464,178	6,123,998	3,367,043	Benchmark: Head of Organization (CEO) - Regional Parent/Independent (E4), PC 70.
Base Salary + Allowances + STI Actual	4,920,632	5,540,526	6,014,728	3,872,065	
Base Salary + Allowances + STI Actual + LTI	5,192,405	5,776,577	7,279,733	4,882,808	
Base Salary + Allowances + STI Actual + LTI + Benefits	6,334,832	7,033,877	8,866,944	6,762,104	

The figure includes two pie charts showing the 'PAY MIX' for 'General Industry' and 'Company Data'. The General Industry chart shows: Base Salary (18%), STI & Allowances (31%), LTI (11%), and Benefits (78%). The Company Data chart shows: Base Salary (28%), STI & Allowances (19%), LTI (50%), and Benefits (7%).

[Sample](#)

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