

CXO SALARY SURVEY 2008

Designation		Component (A) Basic Salary	Component (B) Benefits & Reimbursement	Component (C) Performance Pay	Component (D) Retirals	Component (E) Valued Perquisites	CTC Avg Annual
Automotive							
				Monthly			
Company1	MD	5,00,000	4,35,000	16,66,667	1,59,050	2,07,500	3,56,18,604
Company2	MD	3,00,000	8,83,333	6,25,000	95,430	2,01,250	2,52,60,156
Company3	MD	7,50,000	6,05,833	6,25,000	2,38,575	1,99,167	2,90,22,900
Company4	VC & MD	6,25,000	5,30,416	10,41,667	1,98,813	2,01,250	3,11,65,746
Chemicals							
Company1	MD	6,00,000	5,03,333	22,91,667	1,90,860	89,448	4,41,03,696
Company2	MD	5,00,000	6,92,500	6,25,000	1,59,050	2,11,667	2,62,58,604
Company3	CEO	3,50,000	4,64,500	7,50,000	1,11,335	76,948	2,10,33,396
Company4	MD	2,75,000	2,38,250	1,25,000	87,478	76,948	96,32,106
Company5	MD	3,00,000	2,55,333	1,50,000	95,430	76,948	1,05,32,532
Company6	MD	2,00,000	1,87,000	2,08,333	63,620	76,948	88,30,812
Company7	MD	6,25,000	8,32,916	6,25,000	1,98,813	2,01,250	2,97,95,742
Company8	MD	3,50,000	4,87,500	1,75,000	1,11,335	74,448	1,43,79,396
Company9	MD	2,75,000	4,18,750	4,16,667	87,478	74,448	1,52,68,110
Company10	MD	4,00,000	3,66,666	4,00,000	1,27,240	1,92,500	1,78,36,872
Company11	MD	1,50,000	2,75,833	6,25,000	47,715	74,448	1,40,75,952
Company12	MD	5,00,000	4,35,000	3,33,333	1,59,050	7,44,48	1,80,21,972
Company13	MD	6,00,000	5,03,333	2,50,000	1,90,860	1,92,500	2,08,40,316
Company14	MD	4,00,000	3,66,666	4,00,000	1,27,240	1,92,500	1,78,36,872
Company15	MD	4,30,000	6,02,166	4,30,000	1,36,783	74,448	2,00,80,764
Core							
Company1	MD	6,00,000	5,11,250	14,16,667	1,90,860	2,24,167	3,53,15,328
Company2	MD	10,00,000	17,60,000	23,08,334	3,18,100	2,13,750	6,72,02,208
Company3	MD	10,00,000	7,66,666	20,00,000	3,18,100	2,01,250	5,14,32,192
Company4	JT MD	3,50,000	5,95,000	12,50,000	1,11,335	81,115	2,86,49,400
Company5	MD & CEO	1,85,000	1,76,750	2,08,333	58,849	76,948	84,70,554
Company6	MD	3,00,000	2,98,333	6,25,000	95,430	1,92,500	1,81,35,156
Company7	MD	5,00,000	4,35,000	10,00,000	1,59,050	1,92,500	2,74,38,600
Company8	MD	2,25,000	2,47,083	2,00,000	71,573	74,448	98,17,242
Diversified							
Company1	CMD	12,00,000	9,26,250	29,16,667	12,21,720	2,11,667	7,77,15,648
Company2	MD	8,00,000	7,05,000	6,25,000	2,54,480	2,07,500	3,11,03,760
Company3	MD	2,30,000	3,45,500	2,10,000	73,163	74,448	1,11,97,332
Company4	MD	2,30,000	2,50,500	6,25,000	73,163	1,92,500	1,64,53,956
Company5	MD	5,00,000	6,85,000	6,25,000	1,59,050	1,92,500	2,59,38,600
Durables							
Company1	CEO & MD	10,00,000	7,76,666	7,50,000	3,18,100	2,01,250	3,65,52,192
Company2	MD	5,00,000	3,92,000	2,50,000	1,59,050	76,948	1,65,35,976
Company3	MD	3,00,000	2,55,333	2,00,000	95,430	76,948	1,11,32,532
Company4	MD	5,00,000	6,90,000	1,50,000	1,59,050	1,92,500	2,02,98,600
Company5	MD	2,50,000	3,46,166	4,16,667	79,525	76,948	1,40,31,672
Company6	MD	5,00,000	4,35,000	4,16,667	1,59,050	74,448	1,90,21,980
Company7	MD	5,00,000	4,35,000	5,00,000	1,59,050	1,92,500	2,14,38,600

All figures in Rs
Component A: Basic Salary. **Component B:** Allowances & Reimbursements covering Special Allowance, HRA, Educational Allowance, Utility Allowance, LTA, Medical, Conveyance Allowance etc.
Component C: Variable Salary; **Component D:** Retirals i.e., Provident Fund, Superannuation & Gratuity
Component E: Valued Perquisites such as Company Car/Car Lease Value/Subsidy, White Goods, Lunch Subsidy, Telephone etc.

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Designation		Component (A) Basic Salary	Component (B) Benefits & Reimbursement	Component (C) Performance Pay	Component (D) Retirals	Component (E) Valued Perquisites	CTC Avg Annual
Engineering							
				Monthly			
Company1	CEO & MD	2,50,000	3,49,583	1,25,000	79,525	90,385	1,07,33,916
Company2	CEO	1,30,000	2,03,750	2,77,917	41,353	72,450	87,05,640
Company3	CMD	3,50,000	2,59,083	1,05,000	1,11,335	1,44,833	1,16,43,012
Company4	JT MD & CEO	4,16,667	5,09,305	0	1,32,542	89,448	1,37,75,544
Company5	MD	2,00,000	2,30,000	15,00,000	63,620	76,948	2,48,46,816
Company6	MD	2,25,000	2,04,083	1,00,000	71,573	76,948	81,31,242
Company7	MD	3,25,000	3,15,416	2,25,000	1,03,383	74,448	1,25,18,958
Company8	MD	8,57,500	7,09,291	4,28,750	2,72,771	1,92,500	2,95,29,741
FMCG							
Company1	MD	2,75,000	10,78,333	1,250,000	87,478	2,20,000	3,49,29,726
Company2	MD	8,50,000	1,109,166	10,00,000	2,70,385	1,61,500	4,06,92,612
Company3	CEO	6,25,000	8,37,916	18,33,333	1,98,813	1,57,333	4,38,28,734
Company4	MD	7,50,000	10,00,833	12,50,000	2,38,575	1,99,167	4,12,62,900
Company5	MD	6,00,000	5,78,333	5,00,000	1,90,860	1,99,167	2,48,20,320
Company6	CHAIRMAN	20,00,000	14,60,000	20,83,333	6,36,200	2,07,500	7,66,44,396
Company7	CMD	15,00,000	11,33,333	20,83,333	4,77,150	2,07,500	6,48,15,792
Company8	MD	3,00,000	2,98,333	4,16,667	95,430	74,448	1,42,18,536
Company9	CEO & MD	10,00,000	12,76,666	16,66,667	3,18,100	1,92,500	5,34,47,196
Company10	PRESIDENT	4,50,000	4,00,833	5,00,000	1,43,145	1,92,500	2,02,37,736
Heavy Engineering							
Company1	MD	8,25,000	7,40,416	4,16,667	2,62,433	89,448	2,80,07,562
Company2	MD	2,50,000	2,21,166	1,50,000	79,525	76,948	93,31,668
Company3	MD	2,75,000	3,98,750	5,00,000	87,478	74,448	1,60,28,106
Company4	MD	3,00,000	4,48,333	5,00,000	95,430	1,92,500	1,84,35,156
Company5	MD	6,42,540	5,32,402	3,21,270	2,04,392	1,99,167	2,27,97,252
Company6	MD	5,00,000	4,35,000	10,00,000	1,59,050	1,92,500	2,74,38,600
IT							
Company1	CEO & MD	7,50,000	6,05,833	16,66,667	2,38,575	2,01,250	4,15,47,900
Company2	CEO	8,00,000	7,30,000	8,33,333	2,54,480	2,07,500	3,39,03,756
Company3	CHAIRMAN & CEO	8,00,000	6,50,000	16,66,667	2,54,480	2,07,500	4,29,43,764
Company4	MD	18,50,000	4,47,500	7,50,000	5,88,485	2,07,500	4,61,21,820
Company5	VC, MD & CEO	15,00,000	11,18,333	6,00,000	2,52,150	1,99,167	4,40,35,800
Company6	MD	6,25,000	5,20,416	10,00,000	1,98,813	76,948	2,90,54,118
Company7	MD	2,25,000	2,47,083	5,00,000	71,573	74,448	1,34,17,242
Company8	MD	3,25,000	3,15,416	2,25,000	1,03,383	74,448	1,25,18,958
-Pharma							
Company1	MD	6,00,000	8,13,333	10,00,000	1,90,860	83,198	3,22,48,692
Company2	MD	7,50,000	9,80,833	2,08,333	2,38,575	83,198	2,71,31,268
Company3	MD & CEO	10,00,000	7,76,666	5,83,333	3,18,100	2,01,250	3,45,52,188
Company4	MD	3,50,000	3,32,500	1,25,000	1,11,335	74,448	1,19,19,396
Company5	MD	3,15,000	3,08,583	6,25,000	1,00,202	74,448	1,70,78,790
Company6	MD	7,50,000	6,05,833	3,33,333	2,38,575	1,92,500	2,54,42,892
Company7	MD	6,00,000	8,03,333	2,00,000	1,90,860	74,448	2,24,23,692
Company8	CEO	5,00,000	6,85,000	5,00,000	1,59,050	1,92,500	2,44,38,600
Company9	MD	5,00,000	6,35,000	3,00,000	1,59,050	1,92,500	2,14,38,600

All figures in Rs
Component A: Basic Salary. **Component B:** Allowances & Reimbursements covering Special Allowance, HRA, Educational Allowance, Utility Allowance, LTA, Medical, Conveyance Allowance etc.
Component C: Variable Salary; **Component D:** Retirals i.e., Provident Fund, Superannuation & Gratuity
Component E: Valued Perquisites such as Company Car/Car Lease Value/Subsidy, White Goods, Lunch Subsidy, Telephone etc.

CXO SALARY SURVEY 2008

DESIGNATION		COMPONENT (A) BASIC SALARY	COMPONENT (B) BENEFITS & REIMBURSEMENT	COMPONENT (C) PERFORMANCE PAY	COMPONENT (D) RETIRALS	COMPONENT (E) VALUED PERQUISITES	CTC AVG ANNUAL
REALTY & CONSTRUCTION							
				MONTHLY			
Company1	WTD	6,00,000	5,03,333	4,00,000	1,90,860	1,92,500	2,26,40,316
Company2	MD	10,00,000	13,96,666	16,66,667	3,18,100	2,01,250	5,49,92,196
Company3	MD	2,50,000	7,64,166	33,33,333	79,525	2,01,250	5,55,39,288
Company4	DY MD	5,00,000	4,35,000	13,33,333	1,59,050	81,115	3,01,01,976
RETAIL							
Company1	MD	7,50,000	6,05,833	8,33,333	2,38,575	1,55,250	3,09,95,892
Company2	MD	2,00,000	3,80,000	2,00,000	63,620	74,448	1,10,16,816
Company3	MD	4,00,000	8,66,666	5,00,000	1,27,240	1,92,500	2,50,36,872
Company4	CH EXEC	9,00,000	11,58,333	6,66,667	2,86,290	74,448	3,70,28,856
Company5	MD	4,50,000	6,25,833	4,50,000	1,43,145	74,448	2,09,21,112
SERVICES							
Company1	MD	3,75,000	3,06,583	2,50,000	1,19,288	76,948	1,35,33,822
Company2	MD	2,60,000	2,71,000	83,333	82,706	76,948	92,87,844
Company3	MD	5,40,000	4,62,333	4,16,667	1,71,774	1,92,500	2,13,99,288
Company4	MD	3,00,000	5,08,333	3,00,000	95,430	1,92,500	1,67,55,156
TELECOM							
Company1	MD	8,00,000	6,50,000	3,33,333	2,54,480	89,448	2,55,27,132
Company2	JT MD	10,00,000	8,31,666	18,75,000	3,18,100	2,07,500	5,07,87,192
Company3	MD	2,35,000	3,47,216	7,05,000	74,754	76,948	1,72,67,010
TEXTILE							
Company1	WTD	7,80,000	14,06,333	10,00,000	2,48,118	1,99,167	4,36,03,416
Company2	WTD & GROUP	9,00,000	7,08,333	9,00,000	2,86,290	83,198	3,45,33,852
Company3	JT MD	3,50,000	3,32,500	3,50,000	1,11,335	1,92,500	1,60,36,020
Company4	CEO	2,50,000	3,89,166	8,50,000	79,525	1,92,500	2,11,34,292
FINANCIAL SERVICES							
Company1	CEO	12,00,000	9,06,250	18,00,000	381,720	2,36,667	5,42,95,644
Company2	MD & CEO	12,50,000	10,35,333	6,25,000	3,97,625	2,11,667	4,22,35,500
Company3	MD	8,50,000	6,89,166	7,50,000	2,70,385	2,24,167	3,34,04,616
Company4	MD	6,75,000	10,52,500	4,72,500	2,14,718	2,03,333	3,14,16,606
ITES/BPO							
Company5	MD	10,00,000	23,31,666	16,66,667	1,68,100	2,20,000	6,46,37,196
Company6	MD	3,50,000	10,80,417	3,75,000	58,835	89,448	2,34,44,400
Company7	CEO	2,75,000	8,07,500	1,37,500	46,228	2,20,000	1,78,34,730
Company6	CEO	4,00,000	3,82,500	2,00,000	67,240	2,20,000	1,52,36,880

All figures in Rs

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Component C: Variable Salary. **Component D:** Retirals i.e., Provident Fund, Superannuation & Gratuity

Component E: Valued Perquisites such as Company Car/Car Lease Value/Subsidy, White Goods, Lunch Subsidy, Telephone etc.; **WTD:** Whole Time Director