

THE BT-OMAM CEO SALARY SURVEY 2003

Seventy three companies responded on the condition of anonymity, but these figures show just how much (or how little) our CEOs make.

DESIGNATION	CASH COMPONENTS (A)	CONTINGENCIES (B)	VARIABLE PAY ©	VALUED PERQUISITES (D)	TOTAL OF (A + B + C + D) PER MONTH	TOTAL OF (A + B + C + D) PER ANNUM
AUTOMOTIVE						
MD	846,166	314,376	100,000	476,566	1737,108	2,08,45,296
MD	442,834	140,502	200,000	249,983	1033,319	1,23,99,828
CEO	320,450	70,572	175,800	153,796	720,618	86,47,416
CEO	363,667	110,395	275,000	209,649	958,711	1,15,04,532
CONSUMER DURABLES						
MD	289,667	80,287	400,000	163,316	933,270	1,11,99,240
MD	496,667	128,459	745,000	240,316	1610,442	1,93,25,304
MD	628,584	170,610	531,250	303,316	1633,760	1,96,05,120
MD	446,250	90,323	404,167	183,316	1124,056	1,34,88,672
DIVERSIFIED						
MD	330,667	60,215	150,000	138,316	679,198	81,50,376
MD	511,108	133,810	940,833	248,314	1834,065	2,20,08,780
MD	673,883	183,936	458,200	323,236	1639,255	1,96,71,060
President & CEO	649,917	143,312	357,000	262,516	1412,745	1,69,52,940
CEO	532,500	132,473	330,000	246,316	1241,289	1,48,95,468
MD	390,792	102,567	355,500	199,949	1048,808	1,25,85,696
ENGINEERING						
CEO	519,583	130,466	325,000	243,316	1218,365	1,46,20,380
MD	746,500	224,000	558,000	379,783	1908,283	2,28,99,396
MD	335,583	100,358	250,000	196,649	882,590	1,05,91,080
President & CEO	476,708	111,799	417,750	215,416	1221,673	1,46,60,076
VC & MD	628,584	170,610	425,000	303,316	1527,510	1,83,30,120
CEO	445,667	140,502	350,000	250,483	1186,652	1,42,39,824
MD	311,583	70,251	87,500	149,983	619,317	74,31,804
CEO	451,917	114,409	356,250	219,316	1141,892	1,37,02,704
CMD	414,917	110,395	275,000	209,983	1010,295	1,21,23,540
ENTERTAINMENT						
CEO	434,717	110,395	275,000	213,316	1033,428	1,24,01,136
CEO	388,000	96,344	240,000	192,316	916,660	1,09,99,920
FINANCIAL						
MD & CEO	336,542	71,656	223,125	155,416	786,739	94,40,868
CEO	358,617	70,572	175,800	153,796	758,785	91,05,420
MD & CEO	773,333	220,788	550,000	378,316	1922,437	2,30,69,244
CEO	304,494	50,517	157,300	123,820	636,131	76,33,572
CH & MD	279,017	50,340	125,400	123,556	578,313	69,39,756
FMCG						
CEO	521,167	140,502	350,000	255,816	1267,485	1,52,09,820
CEO	606,250	150,538	375,000	273,316	1405,104	1,68,61,248
CEO	773,833	220,788	333,333	378,316	1706,270	2,04,75,240
CEO	686,583	190,681	475,000	331,649	1683,913	2,02,06,956
CEO	390,250	82,294	796,667	171,316	1440,527	1,72,86,324
CEO	773,333	220,788	687,500	378,316	2059,937	2,47,19,244
CEO	797,000	240,860	600,000	404,983	2042,843	2,45,14,116

All figures in rupees

Cash Components includes the following - Base Salary + Gas/Water / Electricity + Entertainment + Professional Development + Servant/Security+Flat Maintenance +Soft Furnishing + Driver Allowance + Petrol Expenses Contingencies includes the following - Medical Benefits + Retrials Variable Pay includes the following - Commision + Performance Bonus

Valued Perquisites includes the following - Car - EMI + Housing + Club Membership + Credit Cards + Telephone + Cellphone + Hard Furnishing

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FMCG						
MD	746,300	228,817	670,000	390,316	2035,433	2,44,25,196
MD	1376,916	481,720	600,000	764,649	3223,285	3,86,79,420
CMD	173,700	46,465	57,500	111,983	389,648	46,75,776
MD & CEO	566,242	128,981	321,300	241,096	1257,619	1,50,91,428
HOSPITALITY						
MD	663,417	224,000	558,000	387,283	1832,700	2,19,92,400
CEO	319,083	90,323	225,000	179,649	814,055	97,68,660
PETROCHEMICAL/FERTILISER/AGROCHEMICAL						
CEO	450,000	120,430	450,000	228,316	1248,746	1,49,84,952
CEO	333,617	70,572	175,800	153,796	733,785	88,05,420
MD	588,417	156,158	389,000	281,716	1415,291	1,69,83,492
MD	1669,500	481,720	891,667	768,316	3811,203	4,57,34,436
CMD	417,917	98,352	245,000	195,316	956,585	1,14,79,020
CEO	492,250	160,573	200,000	282,149	1134,972	1,36,19,664
MD	485,833	124,444	310,000	234,316	1154,593	1,38,55,116
PHARMACEUTICALS						
CEO	407,750	70,251	175,000	806,137	1459,138	1,75,09,656
CEO	746,500	224,000	558,000	379,783	1908,283	2,28,99,396
CEO	582,417	170,610	425,000	301,649	1479,676	1,77,56,112
CEO	521,167	140,502	350,000	257,383	1269,052	1,52,28,624
CEO	404,500	84,301	105,000	170,983	764,784	91,77,408
CEO	705,750	210,753	262,500	359,983	1538,986	1,84,67,832
POWER						
CEO	320,450	70,572	87,900	153,796	632,718	75,92,616
CEO	448,333	100,358	250,000	198,316	997,007	1,19,64,084
MD	393,750	90,323	225,000	183,316	892,389	1,07,08,668
MD	445,833	100,358	250,000	198,316	994,507	1,19,34,084
SOFTWARE						
MD & CEO	476,917	114,409	822,500	219,316	1633,142	1,95,97,704
CEO	357,750	70,251	195,833	153,316	777,150	93,25,800
CEO	386,917	90,323	225,000	153,796	856,036	1,02,72,432
MD	1239,000	341,218	1350,000	558,316	3488,534	4,18,62,408
TELECOM						
CEO	843,500	289,032	720,000	480,316	2332,848	2,79,94,176
MD	757,833	220,788	275,000	374,983	1628,604	1,95,43,248
CEO	332,750	70,251	175,000	153,316	731,317	87,75,804
CEO	225,500	48,172	60,000	114,483	448,155	53,77,860
BPO						
CEO	355,667	60,215	250,000	138,316	804,198	96,50,376
CEO	303,584	50,180	175,000	123,316	652,080	78,24,960
CEO	182,334	32,115	166,667	96,316	477,432	57,29,184
CEO	156,084	26,094	125,000	87,316	394,494	47,33,928

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