

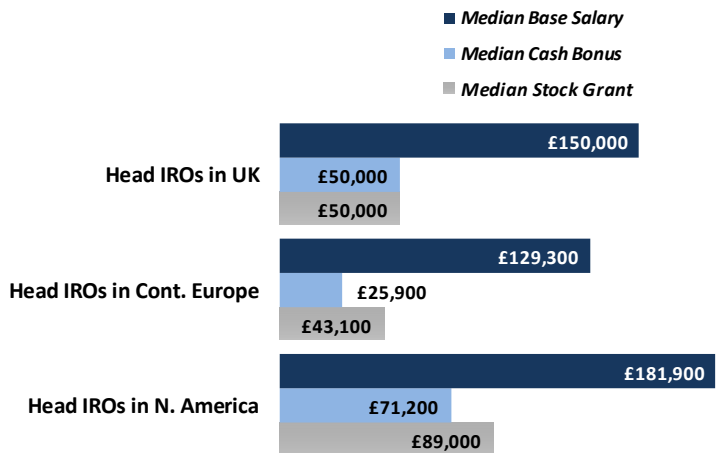
HEAD IRO COMPENSATION IN 2018

This summer Rivel closed the books on its biennial IRO compensation study in Europe and North America, where it surveyed recipients on their 2018 compensation. What we found was encouraging. Overall remuneration of senior-most IROs remains fairly generous (but it certainly varies by geography). Job satisfaction is quite high, with two-thirds of European IROs and three-quarters of their North American colleagues reporting that they are “very satisfied” with their jobs. Plus, there are unambiguous signs that the gender compensation gap is rapidly narrowing.

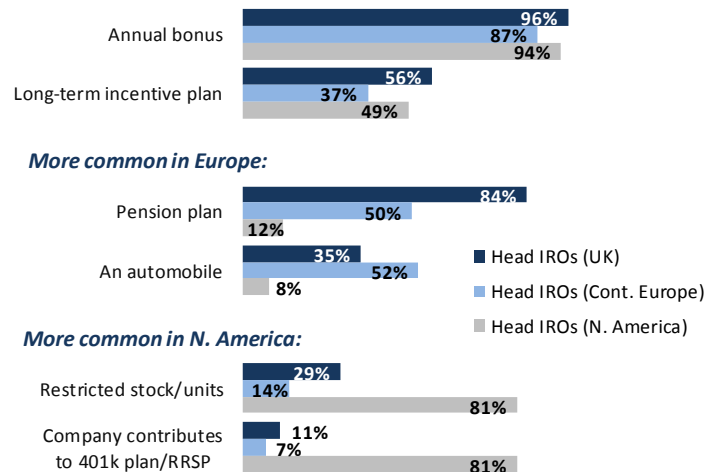
Senior-most North American IROs remain the most generously compensated on the three core aspects of their remuneration – base salary, cash bonus and stock grants – with their UK brethren coming in second. As would be expected, large-cap IROs out-earn their smaller-cap counterparts and those who have been promoted to “senior” vice president (or equivalent title) are much better remunerated than those with the nominal “vice” president (or equivalent) title.

Transatlantic differences also emerge regarding head IRO benefits packages. While an annual bonus is common to virtually all top IROs, those working for European companies more commonly are provided with pension plans and an automobile. By contrast, North American IROs are by far the most likely to be granted restricted stock/units. Few (10% or less) on either side of the Atlantic receive education/tuition reimbursement or paid parental (maternity/paternity/adoption) leave.

Components of Head IRO Compensation in 2018



Benefits Received in Addition to Cash Compensation (Aided) (In 2018)



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THE EXECUTIVE INTELLIGENCE COUNCIL

This data has been selected from Rivel's **Executive Intelligence Council**, the only programme of its kind that pairs the perspective of the global buy-side with that of IROs worldwide in the discussion of what is best-in-class IR. Learn more at rivel.com or contact Claire Lavery.