



ODGERS BERNDTSON

# Remuneration Advisory Services



## What we do

We provide remuneration advisory services to clients in order to determine appropriate levels of remuneration pertaining to Board and C suite executives in the Irish market place.

We undertake bespoke salary and remuneration surveys which are specific to our clients' industry sector and also based upon the size and scale of our clients' business.

Remuneration data is collated from our very extensive database of senior executives in Ireland and this is supplemented with qualitative research by our highly experienced research team.

### Executive Compensation Advice

We advise clients on current remuneration rates for their C-suite executives.

### Board Compensation Advice

Our Board practice advises client on appropriate Non-Executive Director compensation, including Chair, Committee Chair and Committee membership.

### Remuneration Benchmarking

We compare and contrast clients' existing Board and Executive compensation with current market rates as defined by industry sector and business turnover and size.

## Our Point of Difference

### Real Time Database

- Our executive database comprises remuneration data of more than 20,000 Board and C suite executives in Ireland

### Globally Connected

- Operating in 35 countries we can benchmark Irish executive remuneration against that of other leading economies

### Independence

- As a global search and consulting firm we are both impartial and independent in our services to clients



Industry Sectors	Consumer & Retail
	Financial Services
	Healthcare and Life Sciences
	Industrial / Infrastructure / Energy
	Technology and IT services
	Business and Professional Services
Positions Surveyed	Chair of the Board
	Non Executive Director
	Chief Executive Officer
	Chief Financial Officer
	Chief Commercial Officer
	Chief Operating Officer
	Chief People Officer / Chief HR Officer
	Chief Legal Officer / General Counsel
	Chief Technology Officer / Chief Information Officer
	Company Secretary
Remuneration & Benefits Surveyed (Executive roles)	Base salary
	Annual bonus / short term incentive plan (STIP)
	Long term incentive plan (LTIP)
	Executive share option scheme (ESOP)
	Company car / car allowance scheme
	Employer pension contribution
Health insurance scheme	
Remuneration/- Reward (Non-Executive roles)	Chair of the Board annuity
	Non-executive director annuity
	Board committee Chair fee
	Board committee membership fee

## Remuneration Advisory Services Team



RAY CAROLAN  
Partner



MARK O'DONNELL  
Managing Partner



FREYA McMORROW  
Research Consultant

