

MERCER

2011 TRS

Total Remuneration Survey

The key to designing competitive pay packages worldwide



Consulting. Outsourcing. Investments.

2011 Total Remuneration Survey



Consider these questions...

- Do you have an easy-to-use source for comparing compensation and benefits across geographies?
- Are you able to evaluate the competitive position of each of your total remuneration elements?
- Is your pay strategy consistent while ensuring external competitiveness and maintaining internal equity? Are you able to generate instant and fully customised comparisons of your organisation against the market?

Total Remuneration Survey

The Mercer Total Remuneration Survey (TRS) results will provide you with comprehensive information on compensation and benefits across the globe. Human resource professionals from some of the world's leading organisations obtain this information from Mercer because it provides consistent, accurate, high-quality data covering the full reward package.

Wherever you have operations, you need reliable, up-to-date information on market pay rates and benefits prevalence to ensure that your reward packages remain cost-effective and competitive in the marketplace.

TRS – designed to help you make informed decisions for 2011

- **Consistency** – the same methodologies are applied to an average of 400 general industry jobs in most countries, so you use one consistent data source locally, regionally and globally.

- **Coverage** - access about 300 global benchmarks in more than 100 markets and receive all industry as well as industry-specific results.
- **Reliability** - consistent participation by organisations creates a solid representation of multinational and local companies in each country.
- **Versatility** - online tools allow you to analyse survey data according to your individual needs and conduct “what if” analyses to instantly measure your competitiveness in specific markets.

Positions and functions surveyed

The Mercer TRS cover an average of 400 benchmark positions, from senior management to administrative level, in the following functions:

- | | |
|------------------------------|-----------------------------|
| ■ Administration | ■ IT deployment and support |
| ■ Communications | ■ Legal |
| ■ Consulting | ■ Manufacturing |
| ■ Contact centre | ■ Marketing |
| ■ Corporate affairs | ■ Project engineering |
| ■ Engineering | ■ Quality |
| ■ Finance | ■ Research and development |
| ■ Finance and administration | ■ Repair and maintenance |
| ■ Human resources | ■ Sales |
| ■ Information technology | ■ Sales and marketing |
| ■ IT analysis and design | ■ Supply and logistics |

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Evaluate the total rewards package

The Mercer Total Remuneration Surveys are made up of five components providing a complete picture of total remuneration data.

- COMP 1 Annual base salary**
(Monthly base salary times the number of months guaranteed)
- COMP 2 Total annual non-variable remuneration**
(COMP 1 plus other guaranteed or legally required cash payments)
- COMP 3 Total annual cash compensation**
(COMP 2 plus short-term incentives)
- COMP 4 Total annual cash and long-term incentives**
(COMP 3 plus value of long-term incentive programs)
- COMP 5 Annual total remuneration**
(COMP 4 plus values of most prevalent benefits and perquisites)

What do you receive?

- **Online access** - data delivered online through Mercer PayMonitor®, accessible anywhere, at anytime. Fully customise searches and statistics according to your individual needs, and receive instant comparisons of your organisation's data against the market.
- **Survey overview** - a general review of typical salary practices and compensation mix, employment trends and other economic indicators related to human resource management decisions.
- **Benefits and prevalence summary** - information on short-term and long-term incentive provision and benefits practices, including company cars, pensions and medical benefits.
- **Actual market data** - detailed market analysis of individual positions within job families,

helping you to determine which positions and families are paid a premium in the market and which are paid below overall market levels.

- **Market regression** - regression statistics and graphs by Mercer position class (IPE job level) and functional area (e.g. finance, human resources) for each of the major components of total remuneration.
- **Custom analyses** - you can generate custom statistics tailored to your needs, based on peer groups, revenue size, total employees and more, using Mercer PayMonitor®.



Mercer PayMonitor®

is a web-based, analytical tool that allows you to quickly access market data and regression analyses using template reports or custom reports. You may also view, download or print the entire published report.

In 2011, Mercer will introduce the **Mercer Workforce Intelligence Network™ (Mercer WIN)**. This single-point access to Mercer's unparalleled survey data and analytics represents one of the most comprehensive and intuitive platforms available.

With it, you can easily retrieve and synthesise vast amounts of data into usable packets of information relating to compensation and other HR issues. To make key decisions, you no longer need to sift through reams of information, stored in dozens of locations and formats. Instead, you can access the data and tools you need from a single location. **Stay tuned!**



TRS is available in over 100 markets, including:

Algeria	China-Dalian	Czech Republic	Indonesia	Pakistan	Sri Lanka
Argentina	China-Guangdong	Denmark	Ireland	Panama	Sweden
Australia	China-Hangzhou	Dominican Republic	Israel	Paraguay	Switzerland
Austria	China-Nanjing	Ecuador	Italy	Peru	Taiwan
Azerbaijan	China-Qingdao	Egypt	Japan	Philippines	Thailand
Bahrain	China-Shanghai	El Salvador	Kazakhstan	Poland	Tunisia
Bangladesh	China-Shenyang-Changchun	Estonia	Kuwait	Portugal	Turkey
Belarus	China-Suzhou	Finland	Latvia	Puerto Rico	Ukraine
Belgium	China-Tianjin	France	Lithuania	Qatar	United Arab Emirates
Bolivia	China-Wuhan	Germany	Malaysia	Romania	United Kingdom
Brazil	China-Wuxi	Greece	Mexico	Russia	United States
Bulgaria	China-Xi'an	Guatemala	Moldova	Saudi Arabia	Uruguay
Canada	China-Xiamen-Fuzhou	Honduras	Morocco	Serbia	Venezuela
Chile	Colombia	Hong Kong	Netherlands	Singapore	Vietnam
China-Beijing	Costa Rica	Hungary	New Zealand	Slovakia	
China-Changzhou	Croatia	India	Nicaragua	Slovenia	
China-Chengdu-Chongqing			Norway	Spain	
			Oman		

Mercer TRS membership

Join some of the world's leading organisations and use Mercer as your source of consistent, reliable, global total remuneration information. Enhance the value of your Mercer Total Remuneration Surveys with a membership programme including:

- Preferential pricing with multi-country membership
- Personal and privileged communications with a dedicated membership relationship manager
- Personalised implementation, project management and training

Choose access to the entire global database or a flexible package based on countries where you need total remuneration data. Consolidate the purchase of your international benchmarking data with a Mercer membership programme to ensure the most cost-effective means of acquiring this information. Visit imercer.com/membership for more details.



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Our company is interested in learning more about the Mercer 2011 Total Remuneration Survey (TRS) and would like to be contacted by a Mercer professional:

Company name: _____

Name: _____

First name: _____

Job title: _____

Address: _____

Telephone number: _____ Fax: _____

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Hong Kong	Thailand
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Italy	United States
Japan	Venezuela
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For further information, please contact your local Mercer office or visit our website at:

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