

TOTAL REMUNERATION SURVEY (TRS)

THE KEY TO DESIGNING COMPETITIVE PAY PACKAGES WORLDWIDE







INTRODUCTION

The Mercer Total Remuneration Survey (TRS) results will provide you with comprehensive information on compensation and benefits around the globe. Human resource professionals from some of the world's leading organizations obtain this information from Mercer because TRS 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.



MERCER WIN®

The Mercer Workforce Intelligence Network® (Mercer WIN®) is a single-point access to Mercer's unparalleled survey data and analytics. With Mercer WIN®, you can easily retrieve and synthesize 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.

MERCER WIN HAS POWERFUL AND FLEXIBLE FEATURES THAT ENABLE YOU TO:

- Access information readily and quickly via its easyto-use, simple, and clear navigation functions.
- Retrieve and compare data within and across industries, regions, and countries simultaneously.
- Produce multi-market refinements in one view.
- Analyze and compare structure to market by job, family, career level, and position class.
- Generate customized charts, graphs, and reports at the click of a button.

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 customized comparisons of your organization against the market?

TRS IS DESIGNED TO HELP YOU MAKE INFORMED DECISIONS



Coverage — TRS covers a broad selection of cross-industry jobs from executives to paraprofessional levels in more than 140 countries, covering the full remuneration package. Industry-specific data is also available, through **TRS Industry Supplements**.



Consistency — TRS provides market data on compensation and benefits around the globe with the same methodology applied in all countries. TRS as well as **TRS Industry Supplements** are underpinned with **Mercer Job Library** position coding and International Position Evaluation (IPE) systems for global consistency.



Reliability — Consistent participation each year which creates a solid representation of the market trends.



Versatility — Through Mercer WIN® you can analyze the survey results according to your needs and conduct "what if" analysis to instantly measure your competitiveness against the market.

POSITIONS AND FUNCTIONS SURVEYED

Mercer TRS covers close to 8,000 cross-industry jobs, from executives to para-professional levels, in the following job families:

Administration Facilities & Secretarial	Hospitality (Food Service & Lodging)
Communications & Corporate Affairs	Human Resources
Construction	IT, Telecom & Internet
Creative & Design	Legal, Compliance & Audit
Customer Service & Contact Center Operations	Project/Program Management
Data Analytics/Warehousing & Business Intelligence	Production & Skilled Trades
Engineering & Science	Quality Management
Finance	Real Estate Management, Property Development & Investment
General Management	Sales, Marketing & Product Management
Healthcare/Pharmacy Services	Supply Chain

CONSIDER THE TOTAL REWARDS PACKAGE

The Mercer TRS is made up of five components providing a complete picture of total remuneration data.

MERCER TRS TOTAL REWARDS PACKAGE



ANNUAL BASE SALARY

Monthly base salary times the number of months guaranteed.



TOTAL GUARANTEED CASH COMPENSATION

Base salary plus the annualized value of guaranteed allowances.





Total guaranteed cash compensation plus the annualized value of short-term incentive, sales incentive, profit sharing or other incentive awards.

TOTAL DIRECT COMPENSATION

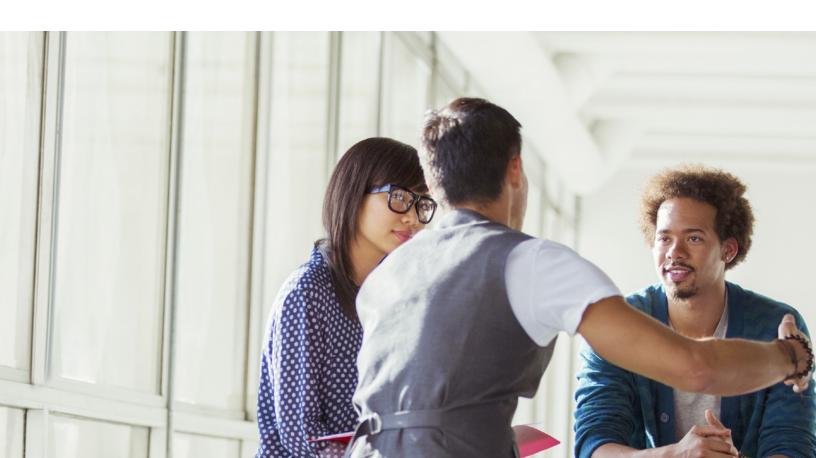


Total cash compensation plus the annualized value of any long-term incentive awards, valued using — methodology for appreciation-based awards.



ANNUAL TOTAL REMUNERATION

Total direct compensation plus the annualized value of benefits.





WHAT DO YOU RECEIVE?



ONLINE ACCESS

The survey results are delivered through Mercer WIN® which allows you to create custom views, analyze data across markets simultaneously, create unlimited peer groups, refine the market, compare your data vs. the market*, combine jobs, export to Excel, and much more!



MORE RELEVANT DATA

With the aggregated roll-ups, relationships between jobs becomes clearer - with data that best reflects your jobs and labor markets. From deeply specialized industry roles to combinations of related jobs within the broader talent pool, analyze competitive compensation industry levels, across related industries, or across an entire labor market.



SURVEY OVERVIEW

An overview of the market pay trends relative to the prior year as well as a summary of the economic, political and labor trends in the country.



BENEFITS & PREVALENCE SUMMARY

A summary of organizations' remuneration policies, which includes salary budget forecasts, compensation mix by employee groups, short-term and long-term incentive practices, as well as benefits.



ACTUAL MARKET DATA

Market analysis by job including all remuneration values, helping you determine which jobs are more competitive within the market.



MARKET REGRESSION

Market analysis by Position Class (Mercer's International Position Evaluation (IPE) methodology for job evaluation) for each of the major components of total remuneration.



CUSTOM ANALYSIS

Custom statistics tailored to your needs, based on peer groups, industry, revenue size, total employees, and more, using Mercer WIN®.

*Only available for participants

ADDITIONAL CONSULTING AND CUSTOM ANALYSIS

Get help comparing and benchmarking your compensation policy against the market – all of which can be provided based on general industry, specific industry or a peer cut – with Mercer's consulting and custom analysis. The following offerings supplement your Total Remuneration Surveys and are tailored to your needs.



PAY BAND TOOL helps you design pay bands based on Mercer market data. It provides a pragmatic approach for managing compensation through the creation of consistent pay bands year over year.



MARKET PRICING jobs can help with your organization's strategic goals and lead to greater employee satisfaction and productivity, which can enhance your company's success. Market Pricing, if done properly, with quality tools and resources can enhance your company's success by supporting its business strategy with a competitively paid and motivated workforce.



REMUNERATION DEVIATION REPORTS can help you maximize the effectiveness of your company's remuneration policies and practices, by providing you with a better understanding of how people are compensated in relation to the market.



EXECUTIVE REMUNERATION AUDIT provides an objective review and analyses of your executive compensation packages, offering an impartial view to your remuneration committee in relation to pay policy, market pay level and related peer groups.



POLICY & PRACTICE REPORT – INDUSTRY CUT provides insights into the benefits policies applied by organizations and displays organizations' salary review policies – such as increases and their frequency – within a selected industry. This report also provides detailed data on employer–sponsored benefits and identifies the most popular designs among similar organizations.



CUSTOMIZED/BESPOKE SURVEYS provide you with timely, cost-effective solutions by capturing specific pay and HR information from companies or sectors of your choosing.

WWW.IMERCER.COM/CCA

SAY HELLO TO MERCER JOB LIBRARY

Integration with the Mercer Job Library – a comprehensive job catalog for Mercer compensation and benefits surveys providing one global job catalog and job analysis approach. This cohesive job catalog provides more data with less guesswork, enhanced job content, intuitive results analysis, consistent data collection, and more!





MORE DATA, LESS GUESSWORK

Getting the right market compensation data for comparison to your jobs is painless with more data and the job combinations for more choices to reflect changing labor markets. Mercer serves up relevant alternatives for your consideration – removing the guesswork!



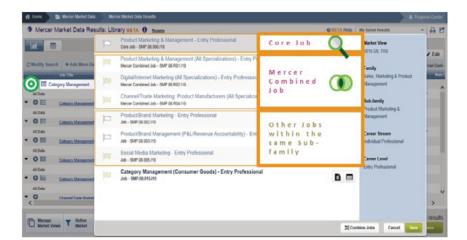
ENHANCED JOB CONTENT

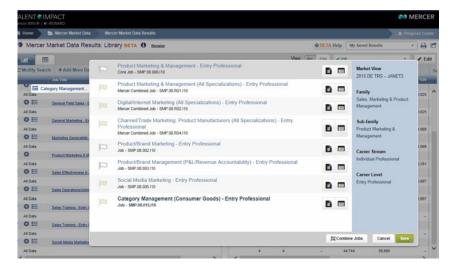
Comprehensive job descriptions, recognizable job codes, and better cross-market comparisons.



INTUITIVE RESULTS ANALYSIS

Mercer WIN® enhancements make analysis more intuitive, including browser-like filters and helpful hints throughout.







EVEN MORE RELEVANT DATA

With the aggregated roll-ups, relationships between jobs becomes clearer – with data that best reflects your jobs and labor markets. From deeply specialized industry roles to combinations of related jobs within the broader talent pool, analyze competitive compensation industry levels, across related industries, or across an entire labor market.

Learn more: www.imercer.com/mercerjoblibrary



TRS IS **AVAILABLE IN OVER 140** COUNTRIES WORLDWIDE

AMERICAS AND CARIBBEAN

- Argentina
- Bolivia
- Brazil
- Canada**
- Chile
- Colombia
- Costa Rica
- Dominican Republic
- Ecuador
- El Salvador
- Guatemala
- Honduras
- Jamaica
- Mexico

- · Acuna/Piedras
- Negras
- Baijo
- Guadalajara
- Matamoros
- Matamoros/ Reynosa
- · Menterrey/Saltillo
- Nogales
- · Reynosa
- Torreon Nicaragua
- Panama
- Paraguay
- Peru
- Puerto Rico
- Trinidad and Tobago

ASIA PACIFIC

- Armenia
- Australia
- Azerbaijan
- Bangladesh
- Cambodia
- **China**
- Beijing
- · Changsha
- · Changzhou
- Chengdu
- Chongqing Dalian
- Guangdong
- · Hangzhou/Ningbo
- · Hefei/Wuhu Nanjing

- · Qingdao • Shanghai
- · Shenyang/
- Changchun · Suzhou/Kunshan
- Tianjin
- Wuhan
- Wuxi
- · Xiamen/Fuzhou
- Xian
- Georgia
- ▶ Hong Kong
- India
- Indonesia
 - Japan
 - Kazakhstan

- Kyrgystan*
- Laos
- Malaysia
- ▶ Mongolia*
- Myanmar
- New Zealand
- Pakistan
- Philippines
- Singapore
- South Korea Sri Lanka
- Taiwan
- Thailand
- Uzbekistan
- Vietnam

EUROPE

- Austria
- **Belarus** Belgium
- ▶ Bosnia-Herzegovina
- Bulgaria
- Croatia
- Czech Republic
- Denmark
- Estonia
- Finland
- France
- Germany
- Greece
- Hungary Ireland
- Italy

- Latvia
- Lithuania
- Luxembourg
- Macedonia
- Moldova
- Montenearo
- Netherlands
- Norway
- Poland
- Portugal
- Romania
- Russia Serbia
- Slovakia
- Slovenia
- Spain Sweden

United

States**

Venezuela*

Uruguay

- Turkey
- Ukraine
- Switzerland

United Kingdom

- MIDDLE EAST / AFRICA
- Algeria
 - Angola
 - Bahrain
 - Benin

 - Bostwana Burundi*
 - ▶ Burkina Faso*
 - Cameroon

 - ▶ Chad* Democratic Republic of Congo
 - Egypt
 - Equatorial Guinea
 - Ethiopia
 - eSwatini (Swaziland)
 - Gabon
 - Ghana
 - Guinea-Conakry
 - Iran
 - Iraq

- Israel
- Ivory Coast
- Jordan
- Kenya
- Kuwait
- Lebanon
- Lesotho
- Libya
- Liberia*
- Madagascar
- ▶ Mali* Malawi
- Mauritius
- Mauritania*
- Morocco Mozambique
- Namibia
- Niger*
- Nigeria Oman

- Qatar
- ▶ Republic of Congo*
- ▶ Reunion*
- Rwanda Saudi Arabia
- Senegal
- ▶ Sierra Leone*
- South Africa ▶ South Sudan*
- ▶ Sudan*
- Tanzania
- Togo Tunisia
- Uganda United Arab
- **Emirates** Yemen
- Zambia
- Zimbabwe

* Includes Total Cash Compensation (TCC) only

^{**} Total Direct Compensation

MERCER TRS MEMBERSHIP

Join some of the world's leading organizations and use Mercer as your source of consistent, reliable, global total remuneration information. Enhance the value of your Mercer TRS with a membership program that includes:

- · Preferential pricing with multi-country membership.
- · Personal and privileged communications with a dedicated membership relationship manager.
- · Personalized 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 program to ensure the most cost-effective means of acquiring this information.

Visit imercer.com/membership for more details

MERCER INDUSTRY SURVEYS

In addition to the industry cuts that can be prepared through TRS for generic benchmark jobs, organizations can access additional industry-specific data through TRS Industry supplements or stand-alone Industry surveys. For more information please contact your local Mercer representative.



For further information on the Mercer Total Remuneration Survey (TRS), please contact your local Mercer consultant.

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