

# MERCER



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GUY CARPENTER OLIVER WYMAN

## Asia Pacific Information Product Solutions Catalogue

A blurred background image of a group of people in an office setting, appearing to be in a meeting or discussion. The image is out of focus, with a dark, semi-transparent overlay on top.

**Your authoritative source of information  
on compensation, mobility and benefits**

## About Mercer

Mercer is a leading global provider of consulting, outsourcing and investment services, with more than 25,000 clients worldwide. Mercer consultants help clients design and manage health, retirement and other benefits and optimize human capital. The firm also provides customized administration, technology and total benefit outsourcing solutions. Mercer's investment services include global leadership in investment consulting and multi-manager investment management.

Mercer's global network of 18,000 employees, based in more than 40 countries and territories, ensures integrated, worldwide solutions. Our consultants work with clients to develop solutions that address global and country-specific challenges and opportunities. Mercer is experienced in assisting both major and growing, mid-size companies.

The company is a wholly owned subsidiary of Marsh & McLennan Companies, Inc., which lists its stock (ticker symbol: MMC) on the New York, Chicago and London stock exchanges. For more information, visit [www.mercer.com](http://www.mercer.com)

## About Mercer Information Product Solutions Business

Mercer *Information Product Solutions Business* (IPS) brings together our worldwide human resource information capabilities to help improve our clients' strategic decisions for their human capital assets.

Through proprietary survey data and decision-support tools, we provide best-in-class information, unsurpassed global reach, dedicated support services and innovative solutions to help clients optimize business performance locally, regionally and globally.

## Our commitment to our clients

Our strong understanding of your business strategy guides our work. Together, we create and execute innovative solutions for all your unique human resource challenges, no matter how complex they may be. The best solutions come from a close collaboration between your experts and ours. We see ourselves as a member of your team, providing data-driven strategic and investment advice, implementation support and outsourced services. Our commitment to our clients and focus on results are second to none.

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# Compensation

“For organizations around the world, the challenges brought on by demographic changes are real, imminent and tough to resolve. Mercer’s assignments in this area typically arise due to increased pressure from ageing employee populations on leadership succession, workforce productivity, the financing of retirement and health care programmes and intergenerational knowledge transfer.”

## Total Remuneration Survey



Mercer's *Total Remuneration Surveys* (TRS) provide consistent, high-quality market data, covering the full rewards spectrum including annual base salary, guaranteed cash, variable pay, long-term incentives, benefits and perquisites.

The survey covers over 1,000 benchmark positions in more than 70 countries and territories around the world. Our comprehensive database contains remuneration information for all functions including Finance, Information Technology, Human Resource, Marketing, Engineering and Production, from senior management to staff level.

The survey is available for all industries and data can be cut by specific industries, for example Consumer Goods, Chemical and Pharmaceutical industries across Asia Pacific. Market specific surveys are available for selected industries and markets.

You can access the TRS for one country or multiple countries across the world through Mercer's online technology tool – *Mercer PayMonitor*®.

## Executive Remuneration Survey



Mercer's *Executive Remuneration Survey* (ERS) provides our clients with a reliable basis to compare the remuneration packages for top executives, namely Heads of Organization, Function Heads and Sub-Function Heads.

The survey focuses on compensation for executives across all functions including Finance, Information Technology, Human Resource, Marketing, Engineering and Production. Positions covered include executives with local, sub-regional, regional and global responsibilities.

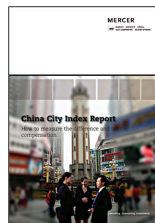
## Hi-tech Total Remuneration Survey



Designed by industry representatives, Mercer's *Hi-tech Total Remuneration Database* (Hi-tech TRD) employs a structured career framework and methodology to enable you to conduct sophisticated analysis for remuneration packages for the Hi-tech industry.

This database is the definitive source of executive and non-executive pay data for the Hi-tech industry. The database encompasses organizations from the hardware, software, telecommunications and information technology consulting sectors.

## China City Index Survey



This report provides companies with at-a-glance overview of the geographic base pay differentials practice of key national companies in over 160 cities located within more than 20 provinces and helps companies manage their compensation packages fairly and consistently, and monitor salary market trends and developments across cities

in China.

Price USD 2,360 Non-Participant

## Global Compensation Planning Report - Optimize your worldwide compensation strategy with economic data you need

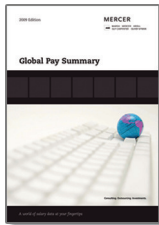


Mercer's *Global Compensation Planning Report* presents hard-to-find information on salary trends and key economic and labour market indices in one handy volume. Covering 89 countries, this report is a reliable, timely source of information on economic and salary increase trends

across career levels. For each country, we also include charts and data on GDP, inflation and employment indicators. Each quarterly updated will include: Pay increase information, economic indicators, regional overviews and data on short-term incentives.

**Price USD 950 Any 2 quarterly updates**  
**Price USD 1,900 All 4 quarterly updates**

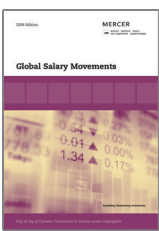
### Global Pay Summary Report – Current salary information from around the world at a glance



This report is a quick reference guide providing concise current pay information from around the world to help you stay up to date with global salary trends, enabling fast, informed decisions without the need to refer to weighty surveys. It covers 54 countries and 50 benchmark positions across 11 job families. Positions covered range from entry level to management roles.

**Price USD 540 Americas volume**  
**Price USD 540 Asia Pacific volume**  
**Price USD 540 Eastern Europe/ Middle East volume**  
**Price USD 540 Western Europe volume**  
**Price USD 1,800 all volumes**

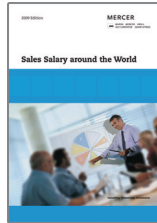
### Global Salary Movements Report – Fluctuations in salaries across geographies



This report draws on our broad data resources to present salary trends for 55 key markets around the world (53 countries, with city-specific information for China and Russia). The report provides valuable insights into how pay has changed for several key positions and focuses on year-over-year changes in: workforce by career level, regional trends by base pay, ten top-paying jobs in each of the 55 markets and job families in each region.

**Price USD910**

### Sales Salaries Around the World – Make sure your pay attracts and retains the right sales people.



This report enables you to compare median annual compensation for 10 sales positions including Head of Sales and Marketing, Marketing Manager, Market Analyst, Sales Manager and Customer Service across 38 countries. The report also presents five components of median annual compensation: base salary, non-variable remuneration, total cash, total cash plus long-term incentives and total remuneration.

**Price USD910**

### Short-Term Incentives Around the World Report – An important element of total compensation



Track short-term incentive compensation trends with Mercer's Short-Term Incentives Around the World Report. This report aggregates company survey statistics at the country level to consolidate incentive practice information, then presents cross-country comparisons. Annual (target and actual) and short-term incentive practices are given for each country and aggregated to depict the incentive practice in each region.

**Price USD910**

### Total Employment Costs Report – Compare the 'all in' costs of employment between countries and find out what it really costs to pay your employees



This report gives you real comparisons of your employment costs in each country where you do business and helps you highlight overall differences. It includes information on annual base salary, annual total remuneration, social security and pension contributions plus benefits for selected executive, management, professionals and paraprofessional positions around the world.

**Price USD910**

“Acquiring, organising and strategically deploying global resources; identifying and securing new markets; meeting the needs of global customers; and creating new global alliances and partnerships are all part of today's business dynamic. To succeed demands a new way of thinking and operating. What does it take to build and manage a truly effective global workforce? What are the critical elements that must be in place for it to work?”

Our experience with global firms on these and many related challenges is second to none. That experience, along with our global scale, connectivity and critical mass of local talent, uniquely positions Mercer to help you develop and implement the right solutions for navigating the sea of global enterprise. Take advantage of Mercer's experience in working with the world's leading organizations to design, implement and manage expatriate programs for a globally mobile workforce.”

## Cost-of-Living Report



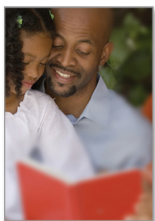
Mercer's *Cost-of-Living Reports* provide all the key elements needed to calculate cost-of-living allowances as well as the supporting information required to ensure acceptance and understanding of the results. Available for over 260 cities, each report includes a city-to-city index comparison, spendable income table, home country

housing norms, expatriate accommodation costs and education costs.

**Price USD 585 per city - one edition**

**Price USD 715 per city - two editions**

## Quality-of-Living Report



To encourage employment mobility and keep abreast of the competition, you need reliable information to help you calculate fair, consistent expatriate allowances. Based on 39 factors within ten categories, Mercer's *Quality-of-Living Reports* contain all the key elements you need to calculate hardship allowances for transfers

between 280 cities worldwide. Our reports are based on annual responses to a questionnaire developed by Mercer professionals, working closely with major multinational companies and other experts in the field.

**Price USD390 per city**

## Expatriate Compensation Calculator

Mercer's *Expatriate Compensation Calculator* performs all the research and calculations of expatriate compensation automatically. This calculator provides you with the flexibility to accommodate your organization's specific needs. It enables you to modify the standard options, such as cost-of-living index, spendable income and hardship allowance determinations and also to add special premiums or allowances as required.

The *Expatriate Compensation Calculator* produces a clear, comprehensive, transparent report that not only produces a compensation package but details each step of the process, enabling you to make adjustments as needed.

## Global HR Monitor®

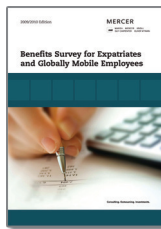
Offering the right expatriate package is a major factor in attracting, retaining and motivating your global workforce. Mercer's *Global HRMonitor®* is a web-based application that acts as a single source to support all aspects of expatriation management on a worldwide basis and/or regional basis. The reports and built-in calculators allow you to customize the data to your own specific needs and to obtain the best return on investment from your international assignments.

## MercerPassport™

MercerPassport™ is a web-based tool that provides expatriates with an extensive range of information to help them integrate into the new assigned country. It offers reference information that guides an expatriate through what it is really like to live in another country.

Besides covering the fundamentals of foreign living, MercerPassport™ also provides insights concerning costs and availability of essential goods and services in the host country. Expatriates can access articles which help them understand how they can better adapt to international assignments. This valuable tool will help your expatriates undertake international assignments successfully.

## Benefits Survey for Expatriates and Internationally Mobile Employees



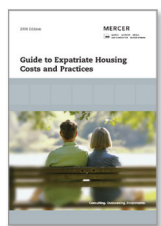
Benefit programs for globally mobile employees often cause major difficulties for multinational organizations, mainly due to the complexities of providing equitable packages across borders. The biggest challenge is arriving at a globally consistent approach for such a disparate group of people.

Our 2008 survey was one of the largest of its kind ever conducted, covering 243 multinational companies and over 94,000 expatriates and highlights the latest trends in international benefit policies and how they compare across different regions. It provides you with valuable data to assist you in developing competitive benefit programs for your international assignees.

**Price USD1,100**

**Related expatriate surveys are available in Greater China, India, Singapore, Korea and Japan**

## Global Expatriate Housing Costs in 50 cities

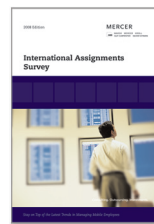


Housing remains one of the most sensitive issues in the expatriate package negotiation process, primarily because of its cost but also due to its significant impact on the assignee and family. Mercer's expatriate accommodation costs information can

help you make better-informed expatriate housing decisions in 50 cities across 43 countries.

**Price USD1,950**

## International Assignments Survey – The latest trends in managing mobile employees



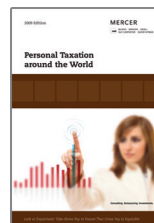
Aligning your company's practices and policies with the best practices in the market place will pave the way for successful international assignment programs. The survey report, containing information gathered from more than 200 multinational companies in more than 70 countries will assist in the development, modification and customization of expatriate packages.

This survey is a well-established source of information on expatriate management and addresses the key issues that affect international assignments. Based on data from major multinational firms in 32 countries, this report presents the latest international assignment practices and policy developments.

**Price USD1,110**

**Related local products are available in Hong Kong & Macau, Japan (In Japanese Only), Singapore, South Korea and Taiwan**

## Personal Taxation Around the World – Ensuring equitable gross pay



Covering 32 countries across the globe, this report presents tax rates, elements of taxation and an overview of corporate taxation. Personal tax aspects for Executive, Senior Management, Middle Management and Professional employee classes are displayed.

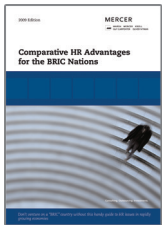
Analyses of components of taxation such as cross-country comparisons are broken down by regions. Case studies illustrate the impact of tax differentials when transferring employees between countries.

**Price USD950**

# Policies, Practices and Business Issues

“Increasing revenue is a major priority across all organizations and the resulting people and talent implications are tangible and urgent. Whether through innovative product design, increased sales effectiveness or identifying and successfully entering new markets, HR has a role to play in determining the right workforce strategy to ensure that the organization is ready to identify and seize revenue-enhancing opportunities. Mercer works with firms to help them design optimal workforce strategies that drive sustainable revenue growth.”

## Comparative HR Advantage for the BRIC Nations – A handy guide to HR issues in rapidly growing economies



This report presents Mercer consultants' broad knowledge of how best to do business in each of these economies. It focuses on important HR issues: how to attract skilled workers at competitive wages in markets that are subject to turmoil including legal, social and political issues that could affect the employer-employee relationship.

It also investigates creative pay and benefits, what outsourcing trends are shaping the economies in these markets and which markets are better for what type of outsourced work.

Price USD950

## Global Attraction and Retention Survey – Developing a cost-effective, realistic approach



Based on our survey of more than 100 companies distributed globally, this report helps you analyze the issue from the from multiple perspectives: compensation, benefit, career and supporting mechanisms. It gives insights into attraction and retention practices of valuable human capital, as well as turnover statistics, trends

and why employees resign. This report can also help you understand the dynamics of the global labour market and give you the details you need to obtain an optimal workforce.

Price USD950

Related local products are available in China and Indonesia

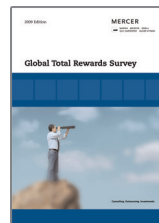
## Global HR Factbook Report – Essential HR facts for day-to-day decisions



This annual resource offers you practical advice on a wide range of compensation, benefits and employee mobility issues, allowing you to manage your global workforce more successfully. The report draws on more than a dozen public and private resources to provide vital HR and economic indicators. It includes five years of inflation and GDP growth trends for every country.

Price USD950

## Global Total Rewards Survey - Design sustainable rewards programmes and maximise ROI



To maximise returns on their investments, companies need to allocate efficient rewards aligned with the strategic business direction, cost constraints and workforce needs. Our report analyses information on rewards practices currently used to attract and retain the optimal workforce. With responses from over 1,000 companies

representing more than 40 sectors, this report contains insights on employers' current rewards strategies and the key determinants of reward structures. We also address differences in corporate rewards practices across regions and industry sectors, and explore the implications for developing effective total rewards strategies aligned with global trends.

Price USD950

**HR Atlas: Essential Information Report – Regional atlases of ‘must have’ data to make informed HR Decisions**

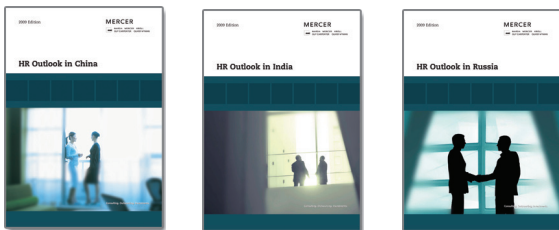


Each of the four regional volumes is packed with a wealth of information to provide you with: key indicators of economic conditions in countries within those regions; annual base salary and annual total cash information with figures in USD and local currencies; international mobility information; current, specific data on cost of living, expatriate housing and education; and typical hotel costs and meals in hotels and per diem travel cost in major cities to help you benchmark your short-term business travel costs. Our 2009 report presents current, reliable HR information across a range of key markets to help you set a strategic direction for doing business in that region.

- Price USD 950 Americas volume
- Price USD 950 Asia Pacific volume
- Price USD 950 Middle East & Africa volume
- Price USD 950 Europe volume
- Price USD 2,660 for all volumes

**HR Outlook in China, HR Outlook in India and HR Outlook in Russia – All the HR Data you need to operate effectively in these countries.**

These three reports are packed with practical information on crucial HR issues, challenges and trends relating to a range of topics including compensation, benefits, tax and expatriate issues. They (a) help you navigate the current HR environments and (b) alert you to emerging issues and trends in the local HR practices. Topics discussed includes market overview, benefits practice, emerging industries, tax and social security, compensation trends and expatriation issues.



Price USD950 per report

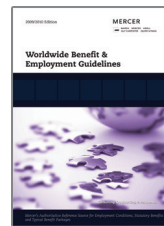
**Training & Workforce Development Trends in Asia - Building talent in current employees in Asia**



Developing a workforce of loyal, talented employees from the factory floor to the executive suite is essential to corporate success. Employers in different Asian countries take a surprisingly diverse approach to the programmes and practices they use to train and develop their workers. This report presents the current practices in training and development in 10 Asian countries.

Price USD950

**Worldwide Benefit and Employment Guidelines Report – An authoritative reference source for employment conditions, statutory benefits and typical benefit packages**



This report is the definitive reference on mandatory and private benefit practices around the world. It offers unparalleled quality and depth of data, and analysis from 63 countries. The report is available in five regional volumes as well as one-off country reports.

- Price USD330 per country
- Price USD1,220 Americas volume
- Price USD1,630 Asia Pacific volume
- Price USD1,630 Central & Eastern Europe volume
- Price USD1,220 Middle East & Africa volume
- Price USD1,630 Western Europe volume
- Price USD6,500 All 5 volumes

**Corporate Benchmark Monitor**

Mercer's *Corporate Benchmark Monitor* provides organizations with concrete, relevant and accurate information on 33 key organization performance metrics that benchmark your company against the industry.

This allows you to:

- ascertain the competitiveness of current HR policies
- identify areas where your organization's performance is significantly different from the market
- accurately measure the success and effectiveness of important HR initiatives
- track performance over time.

## Mercer BenefitsMonitor™ Asia Pacific

Mercer BenefitsMonitor™ is an interactive and user-centered online tool that provides you with direct access to the most current information on benefit plan designs. With a wide range of flexible and intuitive features, it enables you to easily benchmark plans, produce prevalence reports, view individual market data from one point of access, or run queries based on your organization parameters for quick reporting and analysis. The Mercer BenefitsMonitor™ is available to participants in the Benefits Survey, the fee of which is based on an annual subscription basis.

## International Car Policies Report

– Define new strategies and optimize your car policy



Based on responses from over 7,000 employers in 61 countries, this report provides you with information on allocation policies, cash alternatives to cars and associated tax regulations. It allows you to highlight differences in car policy practices across key markets, identify possible cost-saving measures and benchmark your car policy against others in the market.

Price USD 520 Americas volume  
Price USD 520 Asia Pacific volume  
Price USD 520 Europe & Middle East volume  
Price USD 1,250 All 3 volumes

## Korea Executive & Expatriate Benefits Survey



This benefits practice survey focuses on executive and expatriate positions. It identifies trends and provides insights on executive and expatriates' benefit packages in South Korea.

## Severance Pay around the World Report – Severance and restructuring practices



Prepared by local Mercer experts, this report contains information from 26 countries on employment contracts, the statutory and regulatory framework for employment in each country plus the rules for terminating employment (for both employers and employees). It outlines any severance payments due upon termination to individual employees or employee groups.

Price USD910

## International Position Evaluation™ System

Mercer's *International Position Evaluation™ System (IPE™)* is designed to objectively evaluate the relative ranking of positions. It is a simple, consistent yet highly accurate measure of relative job sizing that has universal application in today's fast changing environment.

The IPE™ system can be used to compare positions within or across job families and in different organizations in various countries. Through IPE evaluations and Mercer's compensation surveys, key positions can be compared and market priced across all regions of the world.

Recent enhancements to IPE are based on the latest developments related to organization structuring and the perception of relative job size. The supporting eIPE software is a simple and consistent yet highly accurate online tool allowing clients to compare positions within job families and across different business units and countries..

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## ePRISM®

ePRISM® is Mercer's web-based compensation management and salary planning tool. By combining compensation-specific tools with powerful analytics, ePRISM® gives you the power to evaluate data, plan strategies and execute compensation programs with confidence.

The **Market Pricing** module enables you to import electronic salary survey data from any provider to build an electronic file of survey jobs and match your jobs online. ePRISM® can provide the ability to conduct salary planning, merit modelling and pay structure analysis.

The **Salary Planning** module provides powerful analytical capabilities to streamline your salary plan costing process. Simply modify parameters in response to plan changes from management and quickly regenerate results using the querying and reporting tools.

The **Salary Structure** module enables you to design and develop your structures, model the cost impact and easily maintain them going forward. Once they are designed, you can use the querying and reporting tools to analyze results and make appropriate structure adjustments.

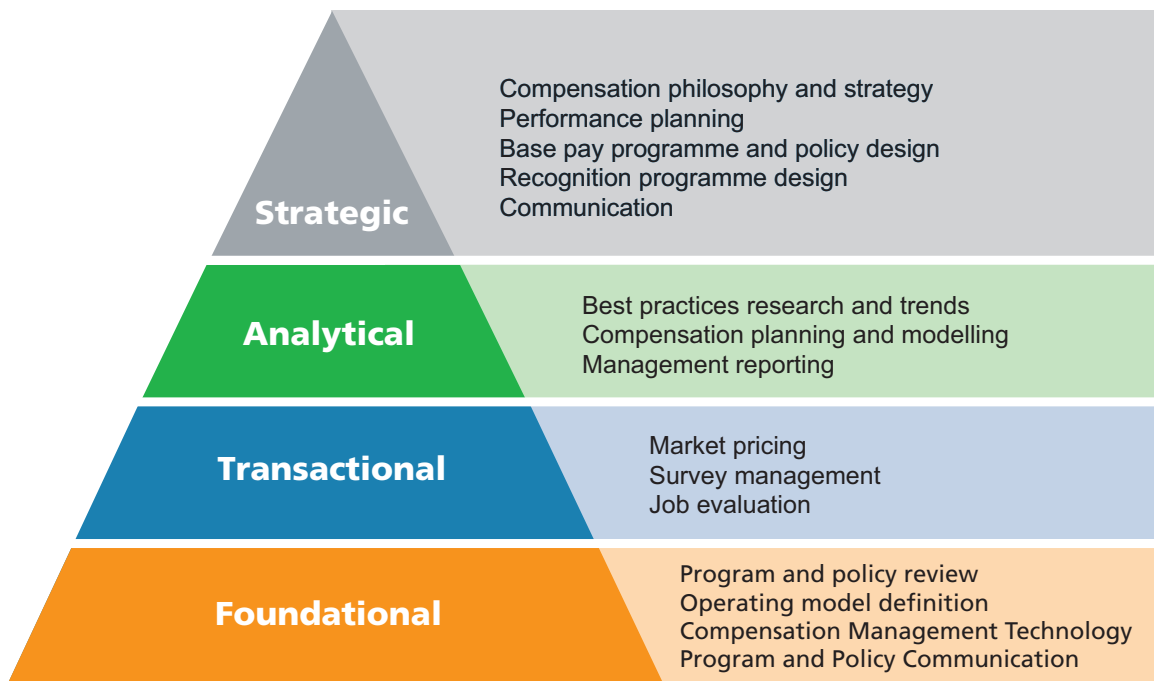
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## Co-Sourcing

Co-Sourcing is a partnership between an organization's compensation function and Mercer where responsibility for technology, transactions, analysis and strategic design are shared.

Mercer can assist as an integral operating unit of a client's service's delivery strategy or as a supplement, complement or replacement of internal staff. In some cases Mercer's resources are used as an extension of the client's staff.

Co-sourcing can also be offered as a bundle of stand-alone consulting services which can include data, design, and/or communications.



## Compensation Review Services

This is a partnership arrangement between the organization and Mercer. Mercer analyzes the organization's internal compensation data, along with other benchmarking data using Mercer's proprietary back-end technology. Updated salary ranges and analysis are produced in order to support the organization's annual salary review process.

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## Customized Surveys

Mercer conducts customized remuneration and HR-related surveys for clients with specific information needs not obtained within our regular surveys and publications. These surveys vary in size and scope, based on the positions to be covered and the level of analysis and are tailored to the specific requirements of an organization.

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## Market Value Pricing - Local Job Pricing

This consulting service takes advantage of Mercer's vast Local database of remuneration information. Job pricing services are available for both local and expatriate positions. For local position reports, components of the Annual Compensation Package or Annual Total Remuneration are provided from Mercer's *Total Remuneration Surveys*. The balance sheet approach is used for expatriate compensation calculations.

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## Salary Forecasting Services

Mercer's *Salary Forecast Model* breaks new ground in predicting salaries across a number of industries in the Asia Pacific region. Statistical tools such as correlation and regression of historical salary data plus data on economic and business parameters create a model that provides unbiased and quantitative predictions of salary increases. Mercer's capabilities in this area also include scenario analysis for specific positions and industries.

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## Site Selection

Selecting competitive labour markets and site locations can be one of the largest financial decisions for companies. Labour supply, quality and costs are often the largest and most variable factors when looking at options to expand or locate. Site decisions often arise from some combination of growth and geographic expansion, acquisition, recruiting difficulties and cost-reduction objectives. Mercer provides support tools to help organizations run scenarios, evaluate alternatives and validate site selection choices.

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## Survey Data Management

Depending on your requirements, Mercer can partner and support your data management by helping you load your surveys and data into ePRISM®. We are able to set up standard queries that allow you to run reports and analysis. You can also match your data to pay ranges or survey jobs throughout the year, at the click of a button.

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# Membership Programs

## Asia Pacific Monitor

Mercer's *Asia Pacific Monitor (APM)* program is tailored to service regional clients' HR needs in a personal and timely manner. APM provides members with strategic and operational human resources information spanning 15 countries across the Asia Pacific region.

Entitlements incorporate a package of individual products from job pricing and mobility calculations to quarterly bulletins and networking meetings, *HR Atlas* and *Worldwide Benefits & Employment Guidelines* for Asia Pacific. It also includes an annual Regional Conference and exclusive online access to a lounge.

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## Sales Pulse Program for the Hi-tech industry

Mercer's innovative *Sales Pulse Program* provides continuous information flow and analysis to improve the performance of your sales force.

This program is made up of three parts:

- a market survey and report which looks at the prevalence of sales incentive plans
  - research and insights which link elements in market practices back to thought leadership on sales effectiveness
  - a members-only networking community to discuss the findings of our survey at various forums.
- 

## Mercer Select Global Insights

Mercer Select Global Insights members get access to a wealth of data, content, analysis and news covering a wide range of global benefits, compensation, HR and other business topics:

- covering more than 90 countries worldwide
- articles, surveys and reports by Mercer experts on key HR matters around the world
- videos and podcasts updates interviews with clients in major multinational companies and weekly podcast of HR-related news and feature stories
- daily HR articles from major newspapers across the globe

**Price USD 10,000 (includes 15 Mercer Global Insights Publications)**

**Price USD 27,000 (includes full suite of Mercer Global Insights Publications)**

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*Whilst great care was taken in preparation of the data contained in this document, Mercer accepts no liability for the accuracy of information supplied, as this document should only be used as a guide.*

# Asia Pacific Information Product Solutions

## Order Form

**Order in any of the following ways:**

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Compensation	
China City Index Survey	<input type="checkbox"/> 2,360 Non-Participant
Global Compensation Planning Report	<input type="checkbox"/> 950
Global Pay Summary Report	<input type="checkbox"/> 540 per volume
Global Salary Movements Report	<input type="checkbox"/> 910
Sales Salaries Around the World	<input type="checkbox"/> 910
Short-Term Incentives Around the World Report	<input type="checkbox"/> 910
Total Employment Costs Report	<input type="checkbox"/> 910
Mobility	
Cost-of-Living Report	<input type="checkbox"/> 585 per city 1 edition <input type="checkbox"/> 715 per city 2 editions
Quality-of-Living Report	<input type="checkbox"/> 390
Benefits Survey for Expatriates and Internationally Mobile Employees	<input type="checkbox"/> 1,100
Global Expatriate Housing Costs in 50 cities	<input type="checkbox"/> 1,950
International Assignment Survey	<input type="checkbox"/> 1,110
Personal Taxation Around the World Report	<input type="checkbox"/> 950
Policies, Practices And Business Issues	
Comparative HR Advantage for the BRIC Nations	<input type="checkbox"/> 950
Global Attraction and Retention Survey	<input type="checkbox"/> 950
Global HR Factbook Report	<input type="checkbox"/> 950
Global Total Rewards Survey	<input type="checkbox"/> 950
HR Atlas: Essential Information Report	<input type="checkbox"/> 950 per volume
HR Outlook	<input type="checkbox"/> 950 per volume
Training & Workforce Development Trends in Asia	<input type="checkbox"/> 950
Worldwide Benefit and Employment Guidelines Report	<input type="checkbox"/> 330 per country <input type="checkbox"/> 1,630 asia volume
Benefits	
International Car Policies Report	<input type="checkbox"/> 520 per volume
Severance Pay in Major Markets Around the World Report	<input type="checkbox"/> 910

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Position title \_\_\_\_\_

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City \_\_\_\_\_ State/Province \_\_\_\_\_

Postal code \_\_\_\_\_ Country \_\_\_\_\_

Telephone \_\_\_\_\_ Fax \_\_\_\_\_

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Total Remuneration Survey	<input type="checkbox"/>
Executive Remuneration Survey	<input type="checkbox"/>
Hi-tech Total Remuneration Database	<input type="checkbox"/>
Publications	<input type="checkbox"/>
Mobility	
Expatriate Compensation Calculator	<input type="checkbox"/>
Global HRMonitor®	<input type="checkbox"/>
Mercer Passport	<input type="checkbox"/>
Cost of Living and Quality of Living Reports	<input type="checkbox"/>
Publications	<input type="checkbox"/>
Policies, Practices And Business Issues	
Publications	<input type="checkbox"/>
Corporate Benchmark Monitor	<input type="checkbox"/>
Benefits	
Mercer BenefitsMonitor™ Asia Pacific	<input type="checkbox"/>
Korea Executive & Expatriate Benefits Survey	<input type="checkbox"/>
Publications	<input type="checkbox"/>
Technology - Tools & Software	
International Position Evaluation™ System	<input type="checkbox"/>
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Services	
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Compensation Review Services	<input type="checkbox"/>
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Mercer Select Global Insights	<input type="checkbox"/>

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Position title \_\_\_\_\_

Company \_\_\_\_\_

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City \_\_\_\_\_ State/Province \_\_\_\_\_

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