

2011 TRS

Total Remuneration Survey

The key to designing competitive pay packages worldwide



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 customized comparisons of your organization against the market?

Total Remuneration Survey

The Mercer Total Remuneration Survey (TRS) report will provide you with comprehensive information on compensation and benefits across the globe. Human resource professionals from some of the world's leading organizations 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 organizations creates a solid representation of multi-national and local companies in each country.
- **Versatility** - online tools allow you to analyze 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 covers an average of 400 benchmark positions, from senior management to administrative level, in the following functions:

- Administration
- Communications
- Consulting
- Contact Centre
- Corporate Affairs
- Engineering
- Finance
- Finance & Administration
- Human Resource
- Information Technology
- IT Analysis & Design
- IT Deployment & Support
- Legal
- Manufacturing
- Marketing
- Project Engineering
- Quality
- Research & Development
- Repair & Maintenance
- Sales
- Sales & Marketing
- Supply & 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 customize searches and statistics according to your individual needs, and receive instant comparisons of your organization'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 & 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 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 sieve 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
Bolivia	China-Wuhan	Germany	Malaysia	Romania	Arab Emirates
Brazil	China-Wuxi	Greece	Mexico	Russia	United Kingdom
Bulgaria	China-Xi'an	Guatemala	Moldova	Saudi Arabia	United States
Canada	China-Xiamen -Fuzhou	Honduras	Morocco	Serbia	Uruguay
Chile	Colombia	Hong Kong	Netherlands	Singapore	Venezuela
China-Beijing	Costa Rica	Hungary	New Zealand	Slovakia	Vietnam
China-Changzhou	Croatia	India	Nicaragua	Slovenia	
China-Chengdu -Chongqing			Norway Oman	Spain	

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 Total Remuneration Surveys with a membership program including:

- 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.

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Our company is interested in subscribing to Mercer 2011 Total Remuneration Surveys (TRS) in:

Company name: _____

Address: _____

Telephone number: _____ Fax: _____

Send final report to: _____

Country: _____

Email address: _____

Send invoice to: _____

Country: _____

Email address: _____

Telephone number: _____ Fax: _____

Authorized signature: _____

Argentina	Malaysia
Australia	Mexico
Austria	Netherlands
Belgium	New Zealand
Brazil	Norway
Canada	Philippines
Chile	Poland
China	Portugal
Colombia	Singapore
Czech Republic	South Korea
Denmark	Spain
Finland	Sweden
France	Switzerland
Germany	Taiwan
Hong Kong	Thailand
Hungary	Turkey
India	United Arab Emirates
Indonesia	United Kingdom
Ireland	United States
Italy	Venezuela
Japan	



For further information, please contact your local Mercer office or visit our website at:

www.imercer.com/trs

Mercer (Singapore) Pte Ltd

18 Cross street #04-02

Marsh & McLennan Centre

Singapore 048423

Tel : +65 6398 2627

Fax : +65 6222 5792

Email : hrcsolutions.ap@mercer.com

www.mercer.com

www.imercer.com