



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 more than 20,000 employees, based in over 40 countries, 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.



# MERCER

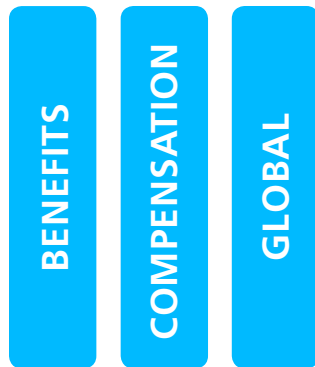
[imercer.ca](http://imercer.ca)

800 333 3070

# About this eReference Guide



This reference illustrates the variety of ways Mercer can add value to your organization's HR function. As you peruse this reference, please note these elements:



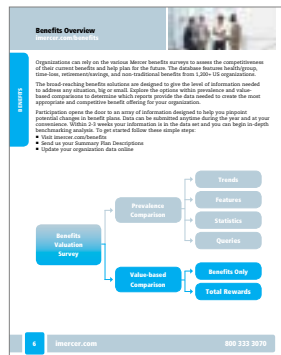
## Section tabs

Major sections are flagged with colored tabs. The sections (Benefits, Compensation, and Global) were named as you might organize them within your HR function.



## Feature

Look for this icon to learn about product-related case studies, client/consultant insights, and highlighted product details.



## Section Overview

Preceding the detailed pages, overviews briefly describe the core offering, outline key issues, and define the Mercer value.



## Mercer web address

Each page contains a specific url for accessing detailed information.



According to World Economic Forum findings, a significant talent challenge is looming for Canada, the US and UK due to demographic shifts caused by aging populations.

## Talent shortage

We are entering a period of unparalleled workforce change. With human capital replacing financial capital as the driving force of economic prosperity, skilled and specialized talent risks outpace supply. Economies and organizations will struggle to remain competitive as they realize the unprecedented challenges to attract and retain qualified talent.

The most recognized talent gap is the retirement of baby boomers. Their retirement will have significant implications for managing workforce quantity, quality, and costs.

Since the talent shortage is one of numbers and diversity, the gap widens when taking into account the raging demand for a highly-skilled, well-educated, and/or mobile-focused workforce. Within this decade, burgeoning global opportunities for this talent pool will be intense.

Organizations will compete for, and invest in top talent. Through integrated workforce training and re-training mechanisms, they will begin feeding their internal talent streams. Retention is at the heart of this initiative, and it applies as much to the top-management level as it does to the factory floor.



## Workforce Engagement

Measures taken during the recession created unusual workloads that resulted in high career stress and low workforce engagement. The fallout produced skeptical workers who are less enthusiastic to take on additional projects and responsibility. Now firms are beginning to recover economically while employees attempt to recover emotionally.

When employees are engaged, they are committed to a keener sense of ownership which drives positive results. The benefits of employee engagement affect safety records and impact health and well-being. Organizations with highly engaged employees realize the following advantages:

- 85% higher client satisfaction
- 70% better retention
- 70% stronger productivity level
- 25% lower absenteeism

Rebuilding a highly motivated workforce has an immediate and direct impact on growth and profitability. When available, use every reward stimulus; and while cash compensation is obvious, there are additional ways to foster employee engagement.

- Differentiate reward types
- Elevate high-performer visibility
- Adjust job responsibilities
- Consider mobility opportunities
- Develop noncash options (career planning, training, work/life)



The Mercer Workforce Intelligence Network (Mercer WIN) is single-point access to Mercer's unparalleled survey data and analytics, representing one of the most comprehensive and intuitive platforms available.

Instead of sifting through reams of information, stored in dozens of locations and formats to make key decisions, you can access data and tools from a single location. Using sophisticated yet easy-to-deploy tools, you are able to explore, interpret, and formulate insights on important human capital decisions and investments.



Mercer WIN not only makes information easily accessible, but also readily converts data into specific charts, graphs, and reports.

You will appreciate the flexibility in arranging, plotting, and exporting data by industry, country, or other criteria. You can easily retrieve and synthesize vast amounts of data into usable packets of information relating to compensation and share HR results in real time over the network to improve decision making.

## Mercer WIN®

The screenshot displays the Mercer WIN web application interface. At the top, there is a navigation bar with the 'win' logo and links for 'Administration', 'Messages (1)', 'Upgrade Options', and 'Help and Contact'. A user profile for 'Jane Smith' is visible in the top right corner. Below the navigation bar is a 'Your Homepage' section with a search bar and several icons for 'Mercer Market Data', 'My Market Library', 'My Jobs', 'My Employees', 'Pay Structures', 'Merit Plans', and 'Reports'. The main content area features 'My Widgets' and 'Mercer News'. One widget, 'Employees Matched to Market', shows a pie chart with 85% matched (blue) and 15% not matched (orange). Another widget, 'Competitive Snapshot', shows a grid of data for various departments like Administration, Finance, and Human Resources across different categories. The news section includes 'PRISMCast and Release Notes' and 'User Guide Has Been Updated'.

# Mercer Benchmark Database

[imercer.ca/mbd](http://imercer.ca/mbd)



The Mercer Benchmark Database is the premier general industry database for evaluating and developing competitive compensation offerings. Consisting of 9 different modules and blending positions across nearly 1,000 benchmarks, this is the best resource for aligning pay levels based on market demand, base pay, incentives, and other compensation elements.

### NEW in 2011!

- 24 positions added
- Enhanced organization data collection for more accurate data scopes
- Improved audit workbooks make it even easier to ensure your data is 100% accurate

### Mercer Benchmark Database MarketPulse and Executive Summary

As a participant in the Mercer Benchmark Database you will receive MarketPulse, a report that highlights early findings and trends in the 2011 data. You can preview changes in pay since the 2010 survey and see which jobs experienced the most change. Additionally, you will receive MBDspan, an executive summary containing key findings and insights from the 2011 survey.

## All MBD Modules

### Schedule

Questionnaire sent	February
Data effective	April 1
Report available	August

### Pricing Single primary user.

Participant	\$ 7,200
Nonparticipant	\$ 21,600
Flex (any 6 modules)	
Participant	\$ 5,300
Nonparticipant	\$ 15,900

Add MBD users \$1,040/ea.

Add Flex users \$520/ea.

### Organizations

Participants	800
Employees	457,000
Positions	970+

### Position families

Administration  
 Communications  
 Corporate affairs  
 Engineering  
 Finance  
 Human resources  
 Information technology  
 Manufacturing  
 Quality  
 Research and development  
 Sales/marketing  
 Supply and logistics  
 Top management  
 and more

# Mercer Benchmark Database Modules

[imercer.ca/mbd](http://imercer.ca/mbd)



## Corporate Services and HR

### ■ Schedule

Questionnaire sent	February
Data effective	April 1
Report available	August

### ■ Pricing

Single primary user. Add users \$150/ea.

Participant	\$ 1,000
Nonparticipant	\$ 3,000

### ■ Organizations

Participants	730
Observations	60,575
Positions	157

### ■ Position families

Actuarial	Project management
Administrative support	Public relations
Economics	Regulatory affairs
Editing/writing	Security and loss prevention
Graphic design/publishing	Translation
Human resources	Underwriting
Investor relations	and more

# Mercer Benchmark Database Modules

[imercer.ca/mbd](http://imercer.ca/mbd)



## Engineering and Design

### ■ Schedule

Questionnaire sent	February
Data effective	April 1
Report available	August

### ■ Pricing

Single primary user. Add users \$150/ea.

Participant	\$ 1,000
Nonparticipant	\$ 3,000

### ■ Organizations

Participants	395
Observations	35,057
Positions	141

### ■ Position families

CAD designers/drafters	Mechanical engineer
Civil engineer	Plant engineer
Chemical engineer	Process engineer
Construction engineer	Professional engineer
Electrical engineer	Project engineer
Instrument and control engineer	Reliability engineer
Manufacturing engineer	and more

# Mercer Benchmark Database Modules

[imercer.ca/mbd](http://imercer.ca/mbd)



## Executive

### ■ Schedule

Questionnaire sent	February
Data effective	April 1
Report available	August

### ■ Pricing

Single primary user. Add users \$150/ea.

Participant	\$ 1,000
Nonparticipant	\$ 3,000

### ■ Organizations

Participants	709
Employees	8,932
Positions	88

### ■ Position families

Administration  
Communications  
Corporate affairs  
Finance  
Human resources  
Information technology  
Legal  
Manufacturing

Marketing  
Property/real estate management  
Quality  
R&D  
Sales  
Supply and logistics  
Top management

# Mercer Benchmark Database Modules

[imercer.ca/mbd](http://imercer.ca/mbd)



## Finance, Accounting and Legal

### ■ Schedule

Questionnaire sent	February
Data effective	April 1
Report available	August

### ■ Pricing

Single primary user. Add users \$150/ea.

Participant	\$ 1,000
Nonparticipant	\$ 3,000

### ■ Organizations

Participants	717
Employees	32,418
Positions	88

### ■ Position families

Accounting	Financial control
AP/Receivable	Financial planning/analysis
Audit	Investment
Billing operations	Legal
Budget	Risk management
Cost accounting	Tax
Costing/pricing	Treasury
Credit and collections	

# Mercer Benchmark Database Modules

[imercer.ca/mbd](http://imercer.ca/mbd)



## High-Tech and e-Commerce

### ■ Schedule

Questionnaire sent	February
Data effective	April 1
Report available	August

### ■ Pricing

Single primary user. Add users \$150/ea.

Participant	\$ 1,000
Nonparticipant	\$ 3,000

### ■ Organizations

Participants	210
Employees	14,164
Positions	77

### ■ Position families

Applications development	Pre-sales engineering
Hardware design	Product development
Information technology	Software development
Integrated technology solutions	Web development
IT business analysis	Website management
IT outsourcing	and more

# Mercer Benchmark Database Modules

[imercer.ca/mbd](http://imercer.ca/mbd)



## Information Technology

### Schedule

Questionnaire sent	February
Data effective	April 1
Report available	August

### Pricing

Single primary user. Add users \$150/ea.

Participant	\$ 1,000
Nonparticipant	\$ 3,000

### Organizations

Participants	591
Employees	38,933
Positions	182

### Position families

Applications development  
Cloud computing  
Database development  
and administration  
EDI  
Help desk  
Middleware  
Network design

Project management (technical)  
Social networking  
Systems administration  
Systems installation/Integration  
Systems security  
Telecommunications  
Website management  
and more

# Mercer Benchmark Database Modules

[imercer.ca/mbd](http://imercer.ca/mbd)



## Logistics and Supply Chain

### ■ Schedule

Questionnaire sent	February
Data effective	April 1
Report available	August

### ■ Pricing

Single primary user. Add users \$150/ea.

Participant	\$ 1,000
Nonparticipant	\$ 3,000

### ■ Organizations

Participants	472
Employees	27,138
Positions	74

### ■ Position families

Capacity planning	Production and inventory management
Dispatch and distribution	Scheduling
Import/export	Shipping and receiving
Inventory planning and control	Supply chain management
Logistics	Transportation/fleet
Materials management and handling	Warehousing and more
Purchasing	

# Mercer Benchmark Database Modules

[imercer.ca/mbd](http://imercer.ca/mbd)



## Manufacturing and Operations

### ■ Schedule

Questionnaire sent	February
Data effective	April 1
Report available	August

### ■ Pricing

Single primary user. Add users \$150/ea.

Participant	\$ 1,000
Nonparticipant	\$ 3,000

### ■ Organizations

Participants	475
Employees	36,366
Positions	104

### ■ Position families

Assembly  
General labour  
General maintenance  
Painting  
Plant management  
Production and shift management  
Production planning and forecasting

Quality control and assurance  
Shift/shop floor management  
Tools and die  
Trades people  
and more

# Mercer Benchmark Database Modules

[imercer.ca/mbd](http://imercer.ca/mbd)



## Marketing and Sales

### ■ Schedule

Questionnaire sent	February
Data effective	April 1
Report available	August

### ■ Pricing

Single primary user. Add users \$150/ea.

Participant	\$ 1,000
Nonparticipant	\$ 3,000

### ■ Organizations

Participants	641
Employees	208,211
Positions	137

### ■ Position families

Account management  
Advertising and promotion  
Business development  
Contract and bid management  
Customer service  
eBusiness/commerce  
Field service

Marketing analysis  
Sales administration  
Sales engineers  
Sales executives/managers  
Sales planning  
Sales representatives  
and more

# Executive, Management and Professional (EMP™)

[imercer.ca/emp](http://imercer.ca/emp) 

Disponible  
en  
français



The Executive, Management and Professional (EMP) Compensation Survey is a primary reference tool for benchmark positions across the Canadian job market.

The survey is a balanced cross-section of the most popular jobs in the Mercer Benchmark Database.

## Executive, Management and Professional (EMP™)

### Schedule

Questionnaire sent	February
Data effective	April 1
Report available	August

### Pricing

Single primary user.  
Add users \$150/ea.

Participant	\$ 1,300
Nonparticipant	\$ 3,900

### Organizations

Participants	790
Employees	165,699+
Positions	157
Industry segments	51

### Position families

Corporate affairs	Manufacturing
Engineering	R&D
Finance and administration	Sales and marketing
Human resources	Supply and logistics
Information technology	Top management and more
Legal	



### Feature Insight

Factors such as retention costs, availability of skills and productivity influence market rates and determine what an organization must pay to attract and retain talent in the respective locations.

Iain Morris – Partner, Mercer

# Contact Centre

[imercer.ca/contact](http://imercer.ca/contact) 



The Contact Centre Survey is a valuable resource for contact centre managers and HR professionals challenged with developing competitive compensation plans. You receive key compensation and incentive data for an array of functional positions.

The survey covers an extensive policy section providing you insight on:

- Turnover
- Shift and Language Differentials
- Variable Pay for Sales and Non-sales Positions
- Telecommuting

The Contact Centre Survey will enable you to benchmark your organization against the competition and improve costs and efficiency.

## Contact Centre

### ■ Schedule

Questionnaire sent	February
Data effective	March 1
Report available	August

### ■ Pricing

Single primary user. Add users \$150/ea.

Participant	\$ 1,000
Nonparticipant	\$ 3,000

### ■ Organizations

Participants	101
Observations	68,855
Positions	103
Contact centres	371

### ■ Position families

- Collections
- Customer service
- Full account management
- Inbound/outbound
- Inbound with selling
- Inbound-order entry
- Internet support
- Outbound with selling
- Outbound-lead generation
- Response collection/polling
- Retention
- Specialized support staff
- Technical support



## Feature Insight

The focus for contact centres in 2011 is on CRM. With a multitude of data available and the increased use of social media, customer expectations are higher than ever. Consistency across communication channels will become more important as consumers continue to utilize multiple media resources to achieve a desired outcome.

# Compensation Planning

[imercer.ca/cps](http://imercer.ca/cps) 

Disponible  
en  
français



The Compensation Planning Survey delivers useful information regarding current and projected data on pay increases, structure adjustments, variable pay programs, and nontraditional pay programs. This survey is regularly quoted by media sources. Data in this report is analyzed regionally by industry group for five employee levels.

As a participant in this survey you will receive FREE online results in Mercer's reporting tool and an invitation to provide updated figures later in the year.

## Compensation Planning

### ■ Schedule

Questionnaire sent	May
Data effective	N/A
Report available	August
Report update	December

### ■ Pricing

Participant	<b>FREE</b>
Nonparticipant	\$ 650

### ■ Organizations

Participants	600
Employees	1.5 million
Positions	N/A

### ■ Position families

Executive  
Management  
Office/clerical/technician  
Professional sales/non-sales  
Trades/production/service

# Geographic Salary Differentials

[imercer.ca/geo](http://imercer.ca/geo) 



The Geographic Salary Differentials (GEO) tool provides an analysis of pay differentials for more than 145 Canadian locations, including provinces, regions and cities. Rather than using data interpolation, Mercer's GEO provides specific salary differential information based on actual market data collected each year in Mercer's compensation surveys. This methodology ensures that the information reflects the ever-changing Canadian compensation landscape.

## Geographic Salary Differentials

### ■ Schedule

Questionnaire sent	N/A
Data effective	January 1
Report available	February

### ■ Pricing

First-time purchaser	\$ 850
Renewal	\$ 700

# Mercer Total Compensation Survey for the Energy Sector (MTCS)

[imercer.ca/mtcs](http://imercer.ca/mtcs)



MTCS provides you with the most comprehensive perspective on the energy sector in Canada.

The 2011 survey incorporates salaried and hourly compensation data and HR policies for staff across the energy industry value chain, from exploration to refineries, retailing and distribution. Each segment of the industry can be analyzed in isolation to examine sector-specific roles, or users can get a holistic picture of the entire energy labour market for petro-technical and other roles that exist across all segments of the industry.

## The MTCS allows you to:

- Access to the most up-to-date intelligence, reflecting your business' core labour markets.
- Avoid the burden of participating in multiple surveys with overlapping content and differing timelines.
- Analyze data using scopes including industry sub-sectors, revenue size, production volume and geography and access a consistent reporting framework for all job types/families.
- Use consistent job coding and career mapping across all functions nationally and globally.
- Benefit from increased sector coverage including more jobs in core technical fields, more downstream and new clean energy jobs.

## MTCS

### Schedule

Questionnaire sent	February
Submission meeting	March
Data effective	April 1
Report available	August
Results meeting	September

### Pricing

Single primary user. Add users \$150/ea.

Core	\$ 5,600
Add modules each	\$ 1,350

### Organizations

Participants	195
Employees	100,000+
Positions	603

### Industry Segments

Alternative energy  
Downstream  
Energy mining  
Energy-related Government entities and regulators  
Engineering, procurement, and construction  
Exploration and production  
Gas utilities  
Integrated oil and gas  
Midstream/pipelines  
Off shore platforms  
Oil field servicing  
Power utilities  
Refineries  
Terminal operations/storage  
Upgraders

# Mercer Total Compensation Survey for the Energy Sector (MTCS)

[imercer.ca/mtcs](http://imercer.ca/mtcs) 



## ■ Position families (by compensation module)

### Cross-segment

Regulatory/compliance  
Safety/environment  
Joint ventures  
Marketing  
Transportation and supply  
Engineering/geology/geophysics  
Technicians and technologists  
Construction and project management

### Downstream and oilfield services

Sales and contracts  
Product/brand management  
Terminal operations  
Refinery operations  
Completions  
Fluids servicing  
Wireline

### Field/hourly

Operators:  
Pipeline  
Field  
Control centre  
Heavy equipment  
Plant  
Trades

### General benchmark

Top management  
Investor relations  
Economists/risk analysts  
Communications/PR  
Human resources  
Accounting/finance  
Document controls  
Project controls

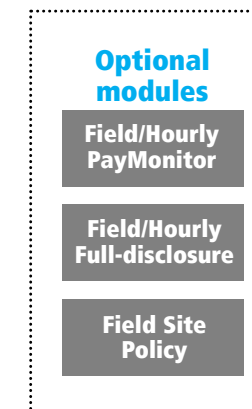
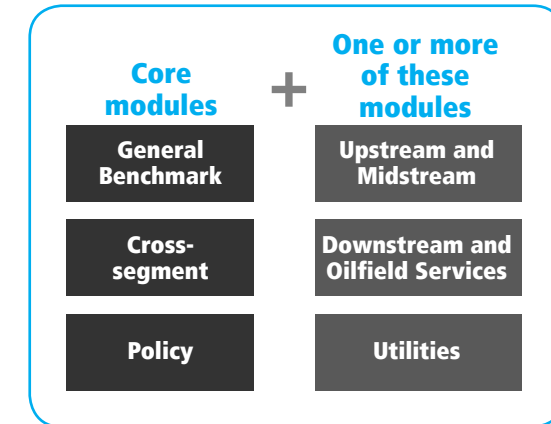
### Upstream/midstream

Community affairs  
Production accounting  
Drilling management  
Exploration and production management  
Pipeline management  
Land contracts and administration

### Utilities

Power generation management  
Rates analysts  
Power analysts  
Meter readers  
Line and wiremen  
Transmission systems management  
Energy programs representatives

## Choose modules based on:



# Mercer Total Compensation Survey for the Energy Sector (MTCS)

[imercer.ca/mtcs](http://imercer.ca/mtcs) 



## Core Modules

(Mandatory participation required in these modules)

### General Benchmark

Shared-services functions such as HR, accounting and IT, as well as other general industry benchmarks in administration, procurement/purchasing and finance are included in this module.

### Cross-segment

This module includes core jobs in upstream, midstream, downstream and utilities environments such as engineers, joint ventures representatives, geologists and geophysicists, health, safety, and environmental positions and technician/technologist roles.

### Policy

Each participant receives a detailed corporate policy report, which summarizes the key policies of our participants in such areas as compensation practices, long-term incentives, staffing practices, training and development and more.

## Choice Modules

### Upstream/Midstream

Includes the exploration, production, and transportation of oil and gas materials prior to the refining process. Functional executive, managerial and professional roles, as well as managerial roles in a “field” environment are included. Examples of jobs in this module include top land executives, exploration and production executives and managers.

### Downstream and Oilfield Services

Includes professional, managerial and executive roles specific to the downstream sector and oilfield services. It also covers the technical and non-technical sales roles that are common to both segments. Examples of jobs in this module include refinery managers and executives, product plus category managers, and field service supervisors.

### Utilities

This module includes roles unique to the utilities sector, including utility-specific executive roles and transmission and distribution roles on the ground. Examples are utilities executives, rate analysts, service dispatchers, and energy programs representatives.

# Mercer Total Compensation Survey for the Energy Sector (MTCS)

[imercer.ca/mtcs](http://imercer.ca/mtcs) 



## Optional Modules

### Field/Hourly Module - PayMonitor

Includes compensation data for non-managerial positions in non-corporate/office environments such as oil fields, plants, refineries, terminals, or along pipelines. Examples of benchmarks in this module include maintenance/trades positions, plant operators, field operators, equipment operators, and laboratory/chemical technicians.

### Field/Hourly Module - Full-Disclosure

Includes a fully-disclosed spreadsheet for non-managerial positions in non-corporate/office environments such as oil fields, plants, refineries, terminals, or along pipelines. Examples of benchmarks in this module include maintenance/trades positions, plant operators, field operators, equipment operators, and laboratory/chemical technicians.

### Field Site Policy Module

Gain access to policy data for field employees at the site level with results presented in summary format. This report summarizes the key policies of participants in such areas as joint councils and employee associations, living and other types of allowances, overtime, breaks, change of work policies, call-out policies, shift rotations and premiums, and much more. The 2010 Field Site Policy Module contained data for 97 organizations and over 600 field sites across Canada, and contains policies for the sample as a whole, as well as "cuts" of the report for each of 7 pre-defined geographic zones including the Oil Sands in and around Fort McMurray.

## Are you eligible to participate?

### Eligible Sectors

- Alternative energy
- Downstream
- Energy mining
- Energy-related government entities and regulators
- Engineering, procurement, and construction
- Exploration and production
- Gas utilities
- Integrated oil and gas
- Midstream/Pipelines
- Offshore platforms
- Oilfield servicing
- Power utilities
- Refineries
- Terminal operations/Storage
- Upgraders

MTCS Canada is a closed survey; only organizations purchasing the results may participate.

# Medical Device Technology

[imercer.ca/medec](http://imercer.ca/medec)



The Medical Device Technology Compensation Survey provides companies with valuable, up-to-date information about compensation practices in the medical device industry. Survey participants will receive access to data on 13 key roles exclusive to the medical device industry. In addition, participants will also have access to Mercer's Executive, Management and Professional (EMP) survey ([imercer.ca/emp](http://imercer.ca/emp)); Mercer's most popular and well-respected survey of 150+ of the most popular jobs. This complete package, designed exclusively for MEDEC, gives participants access to industry specific roles as well as much needed general benchmark data.

As an added benefit, participants will also receive MarketPulse reports from our Mercer Benchmark Database delivered from June through July. These reports provide you with early indicators of market movement in Canada and a glimpse into emerging trends in the data.



## Feature Insight

For more information about MEDEC or about the compensation survey please contact [membership@medec.org](mailto:membership@medec.org) or visit [www.medec.org](http://www.medec.org).

## Medical Device Technology

### Schedule

Questionnaire sent	February
Data effective	March 1
Report available	August

### Pricing

Single primary user. Add users \$150/ea.

MEDEC Member	\$ 1,750
Nonmember	\$ 2,250

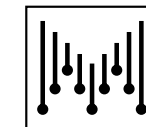
### Organizations

Participants	33
Employees	1,100+
Positions	167

### Position families

- Clinical field
- Clinical trials
- Continuing health education
- Contract negotiations
- Field service
- Regulatory affairs
- Sales representatives

Access to the MEDEC survey is only available to participating organizations in the medical device industry.



**MEDEC**

# Ontario Municipal

[imercer.ca/municipal](http://imercer.ca/municipal) 



Brought to you by Mercer and the Ontario Municipal Human Resources Association (OMHRA), the Ontario Municipal Compensation Survey will equip you with the insights you need to design competitive compensation packages that attract and retain the right people.

In addition, the survey looks at municipal compensation policies and practices giving you a better understanding and support for your human resource programs. The survey will allow you to support your compensation and HR decisions with credible and current information.

**Special for small municipalities!** Mercer also offers a Small Municipalities Report, which is comprised of data for 32 of the 218 positions reported, in addition to the full HR policy report.

## Ontario Municipal

### Schedule

Questionnaire sent	May
Data effective	June 1
Report available	October

### Pricing

Single primary user. Add users \$150/ea.

Participant	\$ 1,900
Nonparticipant	\$ 5,700

### Small Municipalities Report (PDF)

Participant	\$ 420
Nonparticipant	\$ 1,260

### Organizations

Participants	66
Employees	56,000+
Positions	219

### Position families

- Community services
  - Corporate services
  - Development services
  - Emergency services
  - Municipal administration
  - Public works
- Areas:
- Clerk and HR
  - Energy management
  - Fire and police
  - Parks and recreation
  - Planning and development
  - Public health
  - Roads
  - Transit
  - and much more...



### Feature Testimonial

We have been using the Mercer Ontario Municipal Compensation Survey for the past few years and find it very helpful in setting our benchmark wages.

**John Fleck**  
Director – Town of Ajax





Conducted for over 50 years, the OSPE Employer Compensation Survey is the only survey in the marketplace specifically designed for professional engineers in Ontario. It provides a valuable picture of hiring trends and compensation levels across all categories and disciplines of the engineering profession. The survey covers engineering responsibility levels from A-F.

This survey is open to any employer of engineers who work in Ontario.



## Feature Insight

To learn more about the Ontario Society of Professional Engineers (OSPE), please visit [ospe.on.ca](http://ospe.on.ca).

## Ontario Society of Professional Engineers

### Schedule

Questionnaire sent May  
Data effective June 1  
Report available September

### Pricing

Single primary user. Add users \$150/ea.

#### Standard

Participant \$ 275  
Nonparticipant \$ 825

#### Standard

Participant \$ 550  
Nonparticipant \$1,650

### Organizations

Participants 146  
Observations 14,500+  
Positions Engineering  
responsibility levels  
A-F

### Data

#### Standard Features

- PDF of prepared base salary and total cash compensation statistics for each of the 6 responsibility levels (A-F)
- Price benchmark roles
- Age statistics
- Run an unlimited number of reports and analyses
- Export and/or print data
- Access pre-defined markets based on 6 established scope criteria: location, industry, # of engineers, year of graduation, job type, gross revenues

#### Premium Features (All Standard Features Plus)

- Ability to customize markets based on queries you define, including any combination of 6 standard scopes plus number of employees, union, gender, and engineering discipline
- Exclude your data from calculations\*
- Compare your data to the market\*
- Full set of industry reports

\*Participants only

# Pharmaceutical and Biotechnology

[imercer.ca/pharma](http://imercer.ca/pharma) 



Every year, more organizations turn to the Mercer Pharmaceutical and Biotechnology Compensation Survey for quality industry data. If you're challenged by a lack of information to properly evaluate your compensation program, Mercer Pharmaceutical and Biotechnology Compensation Survey covers a broad selection of benchmarks ranging from biotechnology, pharmaceutical, research, sales, production and administration.

## Pharmaceutical and Biotechnology

### Schedule

Questionnaire sent February  
Data effective April 1  
Report available September

### Pricing

Single primary user. Add users \$150/ea.

Participant \$ 1,100  
Nonparticipant \$ 3,300

### Organizations

Participants 51  
Observations 5,000+  
Positions 112

### Position families

Account management	Medical
Applied research	Nutrition/dietary
Assembly	Pre-sales engineering
Bio-statistics	Product/brand management
Business development	Quality assurance
Clinical research	Quality control
Contract and bid management	Recruitment
Field sales	Regulatory affairs
Government relations	Sales administration
Health economics	Software development
Investor relations	Trademarks and patents
Laboratory	Validation



### Feature Insight

Even in the recession, pay in the Pharmaceutical industry continued to rise, varying significantly by position. As the economy continues to improve, pressure to pay and reward performance in the pharmaceutical industry will only increase.

# Retail Industry Compensation and Benefits

[imercer.ca/retail](http://imercer.ca/retail) 



This survey provides compensation and extensive HR and industry practices for all major market and merchandise categories, including specialty retailers. Data are displayed in aggregate and within key scope measures such as location and organization/store revenues and sizes.

In addition to compensation data, participants will also be able to access information on pay policies and practices as well as benefit information such as wage planning and merit increase budgets, short-term incentive programs, overtime, turnover, shift operations, vacation entitlement and much more.

## **NEW: Pharmacy positions added**

The survey now includes Pharmacy Manager, Staff Pharmacist and Certified Pharmacy Technician positions.

## **NEW: Easier participation!**

This year's survey is on a single questionnaire and returning participants questionnaires will be prepopulated with their 2010 HR policy information.



## Featuring

For clients with U.S. operations, Mercer is pleased to offer the US Retail Compensation and Benefits Survey. Details at [imercer.com/retail](http://imercer.com/retail).

## Retail Industry Compensation and Benefits

### ■ Schedule

Questionnaire sent	February
Data effective	April 1
Report available	August
HR Roundtable (Spring)	March
HR Roundtable (Fall)	September

### ■ Pricing

Single primary user. Add users \$150/ea.

Participant	\$ 1,100
Nonparticipant	\$ 3,300

### ■ Organizations

Participants	70
Employees	370,000+
Positions	114
Merchandise categories	5
Market categories	21

### ■ Position families

Head office/distribution centre:
Executives
Management
Salaried
Hourly
Store operations:
Management
Full-time/part-time

# Canadian Investment Management Industry

[imercer.ca/cims](http://imercer.ca/cims) 



The Canadian Investment Management Survey provides the Canadian financial services community with accurate compensation data for 96 positions. The survey is presented in partnership with Russell Reynolds Associates and is supported by an advisory committee of senior executives from the industry.

The report includes detailed information on long-term incentive plans and vesting provisions.

## Canadian Investment Management Industry

### ■ Schedule

Questionnaire sent	March
Data effective	March 1
Report available	August

### ■ Pricing

Single primary user. Add users \$150/ea.

Participant	\$ 3,000
-------------	----------

### ■ Organizations

Participants	47
Employees	97
Positions	4,000+

### ■ Position families

- Back office operations
- Finance
- Information technology
- Middle office operations
- Mortgage administration
- Portfolio managers
- Private client management
- Research/economics
- Sales and marketing executives
- Senior investment executives
- Top executives
- Traders

Presented in partnership with

**RUSSELL REYNOLDS ASSOCIATES**

# Professional Services Industry

[imercer.ca/psi](http://imercer.ca/psi) 



This survey is the leading source for compensation and HR policy information for professional services firms employing accounting professionals in Canada. It is sponsored by the four largest accounting firms in Canada and supported by an additional three accountancies with national operations.

## Professional Services Industry

### ■ Schedule

Questionnaire sent    October  
Data effective    November 1  
Report available    February  
Results meeting    April

### ■ Pricing

The PSI survey is a non-public survey and results are available to participants only. Call for participation and pricing details.

### ■ Organizations

Participants	15
Positions	200
Employees	18,500+

### ■ Position families

Audit  
Client accounting services  
Financial advisory services  
Risk advisory services  
Tax  
Translation services

Disponible  
en  
français



Prepared for the Engineering Human Resources Association (EHRA), this survey provides total annual cash remuneration data for a wide spectrum of engineering positions. The EHRA survey helps association members develop effective compensation plans for their professional engineering employees.

## Engineering Human Resources Association

### ■ Schedule

Questionnaire sent	May
Data effective	June
Report available	August

### ■ Pricing

Single primary user. Add users \$150/ea.

Participating EHRA members	FREE
-------------------------------	------

### ■ Organizations

Participants	65+
Employees	37
Positions	31,500+

### ■ Position families

Engineers  
Engineering technicians/technologists  
Project controls  
Materials management  
Contracts administration  
Scientists



### Featuring

To learn more about the Engineering Human Resource Association (EHRA), visit [ehra-agrhi.com](http://ehra-agrhi.com).



Engineering Human Resources Association  
Association des gestionnaires en ressources humaines en ingénierie

# Management and IT Consulting

[imercer.ca/mit](http://imercer.ca/mit) 



Mercer's Management and IT Consulting Compensation Survey collects industry-specific information regarding compensation and pay policies in primarily management and IT consulting environments.

## Management and IT Consulting

### ■ Schedule

Questionnaire sent	February
Data effective	March 1
Submission meeting	February
Report available	June
Results meeting	June

### ■ Pricing

This is a closed survey. Only survey participants can purchase the report. Please call for details.

### ■ Organizations

Participants	15
Observations	6,000+
Positions	28

### ■ Position families

Strategic/organizational consulting  
Business process consulting  
Information technology consulting  
Business development  
Program/project management  
Resource management

# Compensation Management Overview



## Forging a partnership

Mercer can work with you to define the scope and nature of the relationship that will help you meet your business goals. We offer a continuum of services and solutions permitting you to choose the level of involvement and support appropriate for your organization.

A compensation management partnership with Mercer can provide any or all of these advantages depending upon the nature of your engagement.

- Eliminate or reduce staff time spent on transactional activities
- Realize efficiencies related to staffing costs, technology acquisition, and market data
- Shift resources to other higher value/strategic areas of compensation management
- Mitigate the need to hire staff only during peak periods or for special projects
- Increase efficiency/effectiveness of compensation services delivery
- Implement global compensation program consistency, governance, and reporting
- Access Mercer Human Capital experts in a spectrum of specialty niches

## In-sourcing

You manage compensation using ePRISM

## Shared co-sourcing

Flexible combination of services and interaction between Mercer and you

## Compensation Management Co-sourcing

Mercer provides this solution to help organizations create a more robust and efficient compensation function. We share responsibility with you for compensation management transactions, analysis, strategic design, and technology. A co-sourcing partnership with Mercer permits you to leverage our specialized consulting capabilities, global footprint, robust market data, and technology. Learn more at [mercerc.com/compensationcosourcing](https://www.mercer.com/compensationcosourcing).



### ePRISM MAX

ePRISM is a comprehensive, web-based compensation management and analysis solution that enables you to evaluate your data and implement programs with confidence knowing they are aligned to your business objectives. With ePRISM you can do the following:

- Make immediate, well-informed decisions about compensation using the market-pricing tool
- Streamline your salary plan costing process by using powerful analytic capabilities
- Design and develop pay structures online, model cost impact, and easily maintain
- Produce customized reports instantly

### ePRISM PRO

ePRISM PRO enables you to access the power of ePRISM MAX without the investment of a fully-configurable solution. ePRISM PRO reduces costs and increases efficiency by streamlining compensation processes – you can save up to 75% of the time you now spend on survey participation and market pricing. Turn data into powerful insights with extensive analytics to evaluate data, plan strategies, and execute compensation programs. ePRISM PRO delivers a compensation-specific solution in a timely and cost-effective package.



### Feature Case Study

ePRISM PRO is the cornerstone of a solution that transformed an electronic retailer's compensation function into a strategic business partner rather than reactive administrator.



**NEW in 2011! – Information Analytics** – Survey participants have additional needs that require customized analysis. Mercer has created a suite of solutions to meet those needs.

**Match Gap Analysis: Vendor Critical Job Analysis** – Understand your survey data matches based on the most commonly used survey jobs. Your Match Gap Analysis may report:

- Common/critical survey jobs for your purchased surveys
- Your job matches to the commonly used survey jobs
- Title matching of your jobs to the most commonly used survey jobs

<b>Pricing</b>	US Mercer surveys	\$ 1,250
	US Non-Mercer surveys	\$ 1,750

**Survey Library Analysis** – ePRISM clients can have their survey library analyzed to determine how effectively purchased survey data is being used and the state of that data in ePRISM. Survey Library Analysis can include, but is not limited to:

- Thorough review of Survey Job Table – duplicate jobs, outdated survey data, number of scopes in use per survey, percent of survey jobs matched by source, and other analysis
- Recommendations for changes to survey database based on the analysis of the Survey Job Table
- Modifications and clean-up to Survey Job Table based on analysis

**Pricing** \$ 750

**End-of-Year Analysis** – An analysis of year-over-year market data changes highlighting significant insights. A sample analysis might include:

- Comparison of pre-refresh market data to post-refresh market data including observations about changes or swings in the data
- Analysis on years of survey data and the number of matches to non-refreshed data
- Analysis on surveys and sources including Survey Library Analysis report

**Pricing** \$ 1,000

# Global Overview

[imercer.com/global](http://imercer.com/global) 



With the recent addition of ORC Worldwide, Mercer is now the preeminent provider of international compensation and global mobility consulting services worldwide. With Mercer and ORC's combined suite of product/service offerings and domain knowledge, we can help your organization understand all available options and recommend comprehensive solutions to your global information needs.

With an economic environment that gets more dynamic every year, conducting business in multiple countries is complicated. But growing demand for goods or services could mean expanding operations into additional countries. There are myriad questions:

- Is it the right time to send expatriate staff?
- Would we hire locally?
- Should we consider one or more "sourcing" options?
- What are the economic developments and salary trends in that country?
- How do the statutory benefits compare?

## How Mercer is unique

- Conducts over 600 surveys for the most globally complete information available
- Strong international database of accurate, high-quality market data covers the full reward package, including all forms of cash compensation, long-term incentives, and benefits
- Web-based Global HRMonitor® provides 24/7 access to information to monitor and evaluate employees on a regional or worldwide basis
- Dedicated global resource center and local representatives composed of multi-cultural professionals with backgrounds in international business available to help you



## Feature Product

Mercer provides seamless delivery of human capital solutions across geographies. Learn more about Mercer **international consulting** on [mercer.com](http://mercer.com).

# Mercer Select Global Insights

[imercer.com/selectinsights](http://imercer.com/selectinsights)



## If you answer YES to any question...

1. Do you have HR responsibilities covering multiple countries?
2. Do you need to attract and retain talent globally?
3. Do you need to understand the changing global labor markets?
4. Do you need to identify cost-saving opportunities in global and regional talent recruiting?
5. Do you need to know changes in the benefits law and regulations?

## ...then Mercer Select Global Insights subscription is a YES for you!

- Save 25% from the list price for each report
- Premium complete subscription is the complete suite of 30+ global reports
- Premium customized subscription lets you pick 15 global reports
- Online premium tools, including video content and podcasts
- Trusted information to ensure your HR decisions are based on the best information available

## Mercer Select Global Insights subscription

### ■ Schedule

Reports available Ongoing

### ■ Pricing

Premium complete \$ 24,000  
Premium customized \$ 10,000

### ■ Countries

90+

### ■ Data/Analysis – key reports

Global benefits

- International Car Policies – Three regions
- Worldwide Benefit and Employment Guidelines – Five regions

Global compensation

- Global Compensation Planning Report
- Global Pay Summaries – Four regions
- International Geographic Salary Differentials
- Total Employment Costs around the World

Global HR policies and practices

- Global HR Factbook
- NEW – Global Workforce Metrics Trends

Global mobility

- Global Mobility Handbook – Two volumes
- Global Mobility Metrics: Focus on Retaining Key Talent



## Product Feature

Choose either the premium complete or premium customized subscription for exclusive access to a wealth of data, content, analytics, insights, and news covering a wide range of global benefits, compensation, HR, and other business topics.

# International Car Policies

[imercer.com/carpolicies](http://imercer.com/carpolicies) 



A company car is an important benefit for attracting and retaining top talent. International Car Policies is a valuable reference guide helping you define new strategies and manage your car policy in the most effective way and makes it easy to:

- Highlight differences in car policy practices across key markets
- Identify cost-saving measures
- Compare your car policy with others in the market

Based on responses from thousands of employers around the world, the Mercer International Car Policies provides information on allocation policies, cash alternatives to cars, and associated tax regulations.

## International Car Policies Report

### ■ Schedule

Report available February

### ■ Pricing

Americas	\$	540
Asia-Pacific	\$	540
Europe, Middle East, and Africa	\$	540
<b>All volumes / Best value</b>	<b>\$</b>	<b>1,290</b>

■ Countries 75

### ■ Data/Analysis

- Allocation policies
- Cash alternatives to cars
- Tax regulations
- Prevalence of company car policies
- Eligibility by level of employee
- Typical make/model car by employee level
- Car replacement policy
- Car value by purchase price
- Prevalence of supplemental benefits

# Worldwide Benefit and Employment Guidelines

[imercer.com/wbeg](http://imercer.com/wbeg)



Keeping track of constant changes in laws and regulations in every country is time-consuming and expensive, but you can be confident using this top-selling, trusted resource. Worldwide Benefit and Employment Guidelines (WBEG) contains the most comprehensive and reliable information on employment conditions, statutory employee benefits, and typical employer benefit practices.

With extensive analysis and narrative reports, WBEG offers unparalleled quality and is the ultimate reference for worldwide benefits and employment information. WBEG is available in five easy-to-use volumes for the major economic regions of the world.

## WBEG Online

**NEW – WBEG online** - access for one year to the entire set of WBEG reports, monthly updates, regular content updates, and download data by country

**WBEG subscription** - access your WBEG report and its comparators online to instantly compare specific categories of benefits between countries

**Employment Conditions Comparator** - compare specific employment provisions and contract features between countries

**Statutory Benefits Comparator** - evaluate country-specific statutory benefits and contributions

## Worldwide Benefit and Employment Guidelines

### Schedule

WBEG Online Report available Ongoing July

### Pricing

WBEG Online	\$ 9,900
Americas	\$ 1,275
Asia-Pacific	\$ 1,690
Eastern Europe	\$ 1,690
Middle East and Africa	\$ 1,275
Western Europe	\$ 1,690
<b>All volumes / Best value</b>	<b>\$ 6,800</b>

**Countries** 62

### Data/Analysis

Country overview  
Statutory benefits  
Typical benefits practices  
Employment conditions



## Feature Case Study

An IT services firm bought a global company and became a worldwide conglomerate. As a result, they needed to understand existing benefit programs in over 65 countries. WBEG helped inventory information for all markets and provided crucial market practice information on all prevalent benefit programs.

# Global Compensation Planning

[imercer.com/gcpr](http://imercer.com/gcpr)



Mercer introduces the new interactive, online Global Compensation Planning Report (GCPR), allowing you to make timely, fully informed decisions about compensation budgets. Instead of quarterly updates, GCPR Online continuously refreshes hard-to-find data you require to make quality decisions. Covering 89 countries, this is the most widely used source of information on economic and salary trends.

The one-year subscription to GCPR Online provides more content, more often:

- Immediate country-specific pay increase forecast and economic data
- Interactive charting with up to 15 years of pay data by job family with any economic data (i.e., inflation)
- Download to Excel® and manipulate/integrate with your data
- Videos on current compensation topics
- PDF versions of July and October reports in 2011

## NEW in 2011!

Industry specific surveys are available to participants only for consumer goods, energy, finance/insurance, and life science. Visit [imercer.com/gcpr](http://imercer.com/gcpr) for more information.

## Global Compensation Planning Report

### ■ Schedule

GCPR Online                      Ongoing  
Reports available      July/October

### ■ Pricing

GCPR Online                      \$ 2,500  
July/October reports      \$ 990

### ■ Countries

89

### ■ Data/Analysis

Salary increase trends  
Economic indicators and trends

- GDP growth
- Inflation
- Unemployment rates

Regional overviews  
Short-term incentives



## Feature Case Study

A global chemical manufacturer with a presence in over 150 countries needed to identify critical talent management approaches. This required current/accurate data to facilitate effective decision making. Mercer's GCPR helped successfully integrate the appropriate data into their operational fabric. They seamlessly explored market opportunities and earmarked crucial employee levels that impacted performance.

# Global Pay Summary

[imercer.com/gps](http://imercer.com/gps)



Mercer's Global Pay Summary is the quick reference for current, reliable pay information from around the world. The popular summation is ideal for busy HR professionals who must be current on global salary trends. You can depend on Global Pay Summary when you want fast, informed information without the need to reference weighty databases.

The 11 position families range from entry level to upper management and include easy-to-read information for 50 benchmark positions.

## Global Pay Summary

### ■ Schedule

Report available January

### ■ Pricing

Americas \$ 560

Asia-Pacific \$ 560

Eastern Europe/

Middle East \$ 560

Western Europe \$ 560

**All volumes / Best value \$ 1,870**

■ Countries 67

### ■ Position families

Administration	Operations
Corporate affairs	Research and development
Engineering	Sales and marketing
Finance	Supply and logistics
General management	
Human resources	
Information technology	

### ■ Data/Analysis

At-a-glance data by position  
Annual base pay/total cash compensation  
Regional position comparison

# International Geographic Salary Differentials

[imercer.com/intlgeo](http://imercer.com/intlgeo) 



International Geographic Salary Differentials features core information for HR professionals looking to compare salary levels around the world, move expatriates to new locations, and gather detailed information about different countries in terms of gross and net compensation, tax, and social security rates.

View salary differentials in easy-to-read tables on a country-by-country basis to help gauge the cost advantage of one country over another.

## International Geographic Salary Differentials Report

### ■ Schedule

Report available January

### ■ Pricing

Report \$ 940

### ■ Countries

66

### ■ Position families

Laborer - general and skilled

Management - lower and upper middle

Professional - junior and senior

### ■ Data/Analysis

Country-by-country salary differentials

Identify cost-saving opportunities in talent recruiting

Compare salary levels for six position levels

Get real value of salaries in different countries

# SIRS® Suite of Surveys

[imercer.com/sirs](http://imercer.com/sirs)



For more than 50 years Strategic Industry Reward Solutions (SIRS) has helped organizations determine competitive pay levels by aligning market demand with base pay, incentives, and additional compensation elements. SIRS benchmarks include cross-industry jobs present in most organizations as well as industry-specific jobs to capture highly specialized work.

## Industries

- Airlines and transportation
- Consumer products
- High technology
  - Aerospace and defense
  - Research and development
  - Electronics
  - Systems
  - Energy (includes clean energy)
  - Technical services
  - Manufacturing
- Life sciences
  - Agricultural
  - Contract healthcare services
  - Animal health
  - Medical devices
  - Biotechnology
  - Pharmaceutical

Mercer SIRS Suite of Surveys shares an underlying structure of benchmarks, job families, and job levels. Each SIRS benchmark summarizes the responsibilities of a particular job across all levels. This approach enables HR to gather feedback on work descriptions from line managers without the influence of specific job levels or titles. The result is greater accuracy and stronger management support for survey efforts.

<b>Job Family</b> <b>Fiscal</b>		<b>Family Code</b> <b>01</b>	
		<b>Subfamily Code</b> <b>01.05</b>	
<b>Subfamily Description</b>	<b>Accounting</b> Performs traditional general accounting functions such as accounts receivable, accounts payable, and general ledger.		
	<b>Subfamily</b> <b>Accounting - General</b>	<b>Non super.</b> <b>A100</b>	<b>Supervisory</b> <b>S009</b>
	<b>Industries using</b> <b>All Industries</b>		
	<b>Levels Used</b> <b>1-4</b>	<b>Levels Used</b> <b>1-4</b>	
<b>Benchmark Description</b>	Maintains or oversees the control of accounts and records in such areas as disbursements, expenses, tax payments, and income. Compiles and analyzes financial information to record transactions, prepare reports, and review and verify accuracy. Prepares balance sheet and profit-and-loss statements, and other accounting schedules and reports. May design, modify, install, and/or maintain account systems to ensure an adequate recognition of financial transactions. Responsible for the adherence to and communication of accounting and auditing policies and procedures.		

# SIRS® US Benchmark Survey

[imercer.com/sirsbenchmark](http://imercer.com/sirsbenchmark) 



By delivering market-pricing data for jobs from entry-level to first-level executive, the underlying SIRS benchmarks provide a job structure to help organizations design clear career paths, develop succession plans, and analyze efficiencies.

## SIRS US Benchmark Survey

### ■ Schedule

Enrollment open	February
Questionnaire sent	March
Data effective	April 1
Report available	July

### ■ Pricing

Participant only	
Standard	\$ 5,200
Premium	\$ 9,200

### ■ Organizations

Participants	560+
Observations	1.6 million+
Positions	1,400+

### ■ Benchmark families – cross industry

Administrative services	Legal and regulatory
Communications	Library sciences
Contracts	Marketing
Environmental, health and safety	Material and distribution
Facilities	Procurement
Fiscal	Sales
Human resources	Security
Information technology	Strategy and planning

### ■ Benchmark families – industry specific

Airline operations	Engineering and sciences support
Airport operations	Quality
Flight	Manufacturing
Engineering and sciences	



## Feature Case Study

A manager requested a 10% increase for one of her financial analysts in order to match a local competitor's job offer. Although the company tracked with the 50th percentile in their industry, the SIRS Benchmark Report revealed the local area pay for an analyst was 7-10% higher. With this data and help from a SIRS consultant, the manager recommended a salary range increase for the position.



## US Sales Medical Device module

Focusing on sales and marketing benchmark jobs in the medical device industry, benchmarks, levels, and modifiers are used as the standard of comparison. The compensation data is reported by primary product line, secondary product line, sales quota, and sales volume.

## US Sales Medical Device module

### ■ Schedule

Enrollment open	February
Questionnaire sent	March
Data effective	April 1
Report available	August

### ■ Pricing

Participant only	
Standard	\$ 1,000*

\*An addition to your standard or premium SIRS Benchmark purchase

### ■ Organizations

Participants	37
Observations	14,100
Positions	10

### ■ Benchmark families

- Clinical education
- Engineering - field
- Inside sales
- Sales - medical devices
- Sales - national accounts
- Technician - field training



## NEW – US Sales Policies and Practices module

The benchmark-specific information includes components used in sales incentive plan designs, pay practices for performance at various quota attainment levels, and policies on eligibility for benefits such as company cars.

Organization-wide information includes sales program administration policies, compensation philosophy, and practices for transferring and relocating salespeople.

## NEW – US Sales Policies and Practices module

### ■ Schedule

Enrollment open	February
Questionnaire sent	March
Data effective	April 1
Report available	August

### ■ Pricing

Participant only	
Standard	\$ 1,000*

\*An addition to your standard or premium SIRS Benchmark purchase

### ■ Data analyzed

Benchmark-specific  
Sales incentive plan designs  
Pay for performance  
Eligibility for benefits

Organization-wide  
Sales program administration policies  
Compensation philosophy  
Transfer and relocation policies

# SIRS® US Executive Survey

[imercer.com/sirsexecutive](http://imercer.com/sirsexecutive)



The Mercer US SIRS Executive Compensation Survey provides data for executive positions across all major functions with a focus on engineering, program management, and research and development jobs in Life Sciences, Airline, Consumer Products, and High Technology.

## SIRS US Executive Survey

### Schedule

Questionnaire sent	March
Data effective	April 1
Report available	August

### Pricing

Participant only	
Standard	\$ 3,100
Add regression analysis	\$ 1,000

### Organizations

Participants	131
Observations	5,685
Positions	127

### Benchmark families

Communications	Legal and regulatory
Contracts	Manufacturing
Engineering and sciences	Marketing
Engineering and sciences support	Material and distribution
Fiscal	Procurement
Human resources	Product support
Information technology	Quality
	Sales
	Strategy and planning

# International SIRS® Survey

[imercer.com/internationalsirs](http://imercer.com/internationalsirs) 



Collects total compensation for Life Sciences companies in Europe, Canada, and Latin America. The survey provides salary data that is consistent across business units and countries enabling them to make valid comparisons across markets and regions.

## International SIRS Survey

### ■ Schedule

Questionnaire sent	March
Data effective	April 1
Report available	August

### ■ Pricing

Participant only

1 Country	\$ 1,350
2-5 Countries	\$ 2,025
6-9 Countries	\$ 2,975
10+ Countries	\$ 4,050

### ■ Organizations

Participants	54
Observations	53,792
Positions	450

### ■ Industries

Agricultural sciences  
Animal health  
Biotechnology  
Contract healthcare services  
Medical devices  
Pharmaceutical

# Total Employment Costs around the World

[imercer.com/employmentcosts](http://imercer.com/employmentcosts)



Growing competition and workforce mobility have increased the demand for information on total employment costs. Salaries, bonuses, and cash-based incentive compensation are easy to compute. But total employment costs – employer’s real costs – need to be addressed for employers struggling to set remuneration strategies that attract and retain the right employees.

Total Employment Costs around the World provides an easy-to-read analysis of total costs and employee value in major markets. Comparisons by country include total remuneration for mandatory employer contributions (social security, pension, and medical) and typical employer-sponsored benefits (retirement and savings, health, death, disability, car, and other benefits). This report will help manage costs and optimize human capital investments.

## Total Employment Costs around the World Report

### ■ Schedule

Report available March

### ■ Pricing

Report \$ 940

### ■ Countries

66

### ■ Data/Analysis

Cost differences for selected positions  
Identify cost-saving opportunities in talent recruiting  
Insights on critical total employment cost issues and challenges  
Review key information for business planning

# Total Remuneration Survey

[imercer.com/trs](http://imercer.com/trs) 



## Consider these questions...

1. Do you have an easy-to-use tool to compare compensation and benefits across geographies?
2. Can you evaluate the competitive position of each total remuneration element?
3. Is your pay strategy consistent enough to ensure external competitiveness and maintain internal equity?
4. Do you instantly generate customized comparisons of your organization against the market?

## ...find the right answers

Mercer Total Remuneration Surveys (TRS) provide consistent, high-quality market data, including all forms of cash compensation, long-term incentives, and benefits. TRS is built on a common, global survey platform that delivers worldwide consistency for jobs, data, methodology, and technology. The surveys cover an average of 400 benchmark positions from the executive to administrative level in more than 100 countries across multiple regions.

TRS gives you valuable local, regional, and global market data. With tremendous flexibility and the functionality to allow multiple users access to the same survey, TRS is an economical time-saver. HR professionals at the world's leading organizations use TRS to keep their organizations competitive in the global marketplace.



# Total Remuneration Survey

[imercer.com/trs](http://imercer.com/trs) 



## What do you receive?

**Online access** – TRS surveys delivered online through Mercer WIN®, accessible anywhere, anytime – makes market pricing a snap

**Survey overview** – review salary practices, compensation mixes, employment trends, and human resource economic indicators

**Benefits summary** – information on benefit practices and typical provisions including retirement, profit-sharing, long-term incentives, and perquisites, i.e., company cars and club memberships

**Actual market data** – detailed market analysis of individual positions within job families

**Market regression** – regression statistics and graphs for each of the major components of total remuneration

**Custom analysis** – generate custom statistics tailored to your needs based on peer groups, revenue size, and total employees

## TRS – promotes concise decisions

**Consistency** – apply same methodology to 400 general industry jobs, use one consistent data source locally, regionally, and globally

**Coverage** – access benchmark positions in 100+ countries to get all-industry and industry-specific results

**Reliability** – rely on consistent participation for solid representation of multi-national and local companies

**Versatility** – analyze your data needs and create what-if situations to measure competitiveness

**Evaluate total reward package** Total Remuneration Surveys consist of five components that offer a complete view 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

(COMP1 plus other guaranteed or legally required cash payments)

### Comp #3

#### Total annual cash remuneration

(COMP2 plus short-term incentives)

### Comp #4

#### Total annual cash and long-term incentives

(COMP3 plus value of long-term incentive programs)

### Comp #5

#### Total remuneration

(COMP4 plus values of most prevalent benefits and perquisites)

# Total Remuneration Survey Membership

[imercer.com/membership](http://imercer.com/membership)



The TRS membership program ensures you have complete and easy access to Mercer's total remuneration data and services around the world. A membership provides value through the global coordination of services, consistency of methodologies and jobs, and opportunities to network with peer organizations.

## Membership benefits:

- **Customized pricing** – multi-country membership savings
- **Dedicated client relationship manager** – one point of contact to coordinate your services
- **Personalized services** – implementation, project management, communication, and training

## TRS is available in over 100 countries, including:

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



## Feature Case Study

A transportation and logistics organization with 400,000 employees wrestles with understanding market value and typical compensation policies in the 120+ countries where they have employees. They need consistent compensation and benefits survey data globally. With TRS, they are able to provide competitive market rates to the global HR centers where they operate, and their compensation staff speaks the same survey language.

# International Position Evaluation

[imercer.com/ipe](http://imercer.com/ipe) 



Jobs are basic but crucial building blocks for all organizational structures and people programs. Well-designed jobs clearly express the value they are expected to deliver and can help to realize an organization's value-creation potential. Without these crucial building blocks, negative results could include unnecessarily high turnover, flagging employee engagement, and unplanned costs.

Mercer's International Position Evaluation (IPE) tool is a robust, user-friendly job evaluation process that can form the foundation of today's integrated HR systems including:

- Rewards
- Organization design
- Talent development
- Career planning
- Performance management
- Mobility

## **IPE: A modern approach to job evaluation**

IPE evaluates each job by measuring the value it creates and ranking them within the context of your organization's unique operations. These evaluation profiles provide essential data and insight for your organizational design and HR programs. Emphasizing a job's relative contribution to overall results, rather than inputs, provides a stronger correlation with market values. Mercer achieves this by including IPE's unique value chain analysis to produce a more transparent and robust assessment of a job's value to the organization.

## **Put IPE to work for your worldwide organization**

IPE is supported by a web-based analysis tool and evaluation database (eIPE), multilingual supporting documentation, and consultants who are available across the globe so users in centralized or decentralized HR environments always have help on hand. Join hundreds of the world's top organizations that are experiencing the benefits of IPE. Mercer's IPE methodology delivers value to your key people, for details visit [imercer.com/ipe](http://imercer.com/ipe).

### **Data/Analysis**

Ensure pay is aligned with market values  
Gauge the effectiveness of organizational structures and job-person fit  
Align individual goals with organizational objectives  
Create effective employee development and succession planning programs  
Define career paths using actual job requirements and communicate career opportunities

Better manage employee mobility and international assignments  
Ensure smooth M&A integration of structures, rewards, and talent programs  
Multilingual user-friendly interface across geographies  
eIPE is preloaded with over 2,500 benchmark jobs and evaluations



Mercer Global HRMonitor® is our premier single source, web-based application designed to support you in all aspects of managing your expatriate employees worldwide.

With instant access to data, reports, and calculators, you will have the most sophisticated and easy-to-use global mobility database on the market. The online calculators let users customize data and expedite delivery of quality information to meet the needs of HR programs, administrators, and employees.

Mercer global mobility calculators include:

- Cost-of-Living Index
- Cost-of-Living Allowance
- Expatriate Accommodation Costs
- Expatriate Compensation
- International Spendable Income
- Quality-of-Living Index
- Short-term Assignment Allowance
- Spendable Income, Home Housing Norm, and Saving

Learn more and view a demo at [imercer.com/ghrm](http://imercer.com/ghrm).

## Global HRMonitor®

### ■ Pricing

Based on reports purchased

### ■ Countries

Global

### ■ Data/Analysis

Make home country balance-sheet calculations  
Address expatriate cost-of-living differences  
Compensate employees on short-term assignments  
Set the quality-of-living/hardship allowances  
Assess expatriate tax issues  
Identify global statutory benefit and employment conditions  
Compare local pay and benefits packages  
Review key economic indicators  
Learn about host countries

# Compensation Administration Services

[imercer.com/compas](http://imercer.com/compas)



Compensation Administration Services (COMPAS) provides ongoing, custom-tailored outsourcing support for expatriate compensation programs. COMPAS is a customizable co-sourcing option that extends the value of Mercer international compensation data through expert handling of tasks related to expatriate assignment management and compensation. Advantages of COMPAS include:

- Eases administrative burden
- Provides access to a dedicated consultant for ongoing assistance
- Prevents costly mistakes by inexperienced staff
- Improves expatriate communications with easy-to-understand worksheets

The COMPAS process is started by determining which type of assignment is needed and then matching appropriate policies and pay approaches. Choose from a range of international compensation data and expatriate consulting services to create a custom program that can include:

**Balance Sheets** – Individual worksheets showing expatriate compensation package in terms of base salary, family size, differentials, premiums/allowances, and taxes

**Short-term Assignment Per Diems** – Daily costs for assignments typically 3-12 months

**Net-to-Net Comparisons** – Analyze income taxes, social security contributions, housing costs, and cost of living between locations to adjust for difference in the host location

**Custom Housing Reports** – Housing data in specialized formats or nonstandard locations

**Custom Relocation Allowance** – Amount based on actual cost of defined market basket of goods typically purchased during relocation

Additional administrative assistance may be requested, such as preparing and updating compensation schedules and communication materials that can include employee specific assignment letters, developing and/or interpreting expatriate policy, and coordinating expatriate data and documentation.

## ■ Pricing

Contact us for details



## Feature Case Study

A major energy trading company is increasing employees overseas. They realize it is time to move from negotiated deals to a consistent policy but don't have in-house expertise and can't justify a full-time hire. With Mercer's COMPAS program, the client receives ongoing expertise, a consistent policy, and a cost-effective solution.

# Cost-of-Living Indices, Allowances, and Reports

[imercer.com/col](http://imercer.com/col) 



## Mercer/ORC – The Benefit of Two Approaches

Finding the best way to address the cost-of-living issue is a challenge when managing a modern global workforce that originates in, and is assigned to, a diverse array of locations. To help find the optimal solution, Mercer offers two distinct approaches and several index types.

### 1. Mercer Multinational Cost-of-Living

The Mercer Cost-of-Living surveys are based on more than 200 goods and services; our biannual surveys are conducted simultaneously by professional researchers in each of the 316 locations we cover. Carefully chosen vendors reflect only those outlets where your expatriates can buy goods and services of international quality. Mercer's precise cost-of-living information allows companies to assess fair and competitive cost-of-living allowances.

The multinational cost-of-living approach develops indices and differentials based on a blended spending pattern among a variety of expatriate types, nationalities, and assignment patterns. With weighting of goods and services the same for all locations, this approach compares prices of similar brands from similar retail outlets in the home city and host city. Indices may be "reversible."

## Mercer Multinational Cost-of-Living Surveys

### ■ Schedule

Report available May/November

### ■ Pricing

Per city \$ 745

### ■ Countries

154 countries; 316 locations

### ■ Goods and Services

200+

### ■ Data/Analysis

City-to-city index comparison

Home country/international spendable income

Home country housing norms

Expatriate accommodation costs

International education costs

Business travel expenses

Actual price lists

**Custom surveys** – contact us for details on non-standard location surveys.

# Cost-of-Living Indices, Allowances, and Reports

[imercer.com/col](http://imercer.com/col) 



## 2. Mercer ORC Home/Host Cost-of-Living

The Mercer ORC Home/Host Cost-of-Living approach develops cost-of-living indices and differentials that are based on the unique spending patterns in a base (usually home or headquarters) country. By using different weights for each home country, it ensures that expatriates can retain their expenditure pattern in the host location. This compares prices in the home country from a local-national perspective to prices in the host city from an expatriate perspective. Indices are not “reversible.”

Two ongoing service relationships are available. Both include online access to up-to-date information; Home Country Data and Tax Profiles; limited telephone consulting; an international consultant (or team) assigned to your company; a user guide for applying the data; and quarterly publications on expatriate living, international HR administration, and expatriate tax issues.

## Mercer ORC Home/Host Cost-of-Living Survey

### ■ Schedule

Report available Ongoing  
(minimum four times/year)

### ■ Countries

160 home locations;  
380 assignment (host) locations

### ■ Pricing – Service Relationships

**Single-Base Country Service** \$ 1,430\*

Appropriate for transferring employees of only one nationality; purchase data from a single home country to any assignment location

**Multinational Pay Systems Service** \$ 2,600\*

Order data from any home country to any assignment location

\*Plus additional fee for each home/host combination

### ■ Options Available with Service Relationships

#### International Compensation Tables

Request international compensation tables to determine cost-of-living allowances, foreign housing costs, home-country housing norms, and hypothetical taxes

Most locations \$ 745 (annual subscription with quarterly updates)

One-time table \$ 450

**Custom surveys** – contact us for details on non-standard location surveys.

# Balance Sheets

[imercer.com/balance](http://imercer.com/balance)



The Balance Sheet retains the expatriate in the home country salary structure and provides allowances to enable the assignee to maintain a standard of living similar to that enjoyed at home. These worksheets show an individual expatriate compensation package in terms of base salary, differentials, taxes, premiums, and allowances.

## Balance Sheets

### ■ Pricing

Current Service Relationship  
Non-Service Relationship

\$ 500-580 per worksheet  
\$ 935 per worksheet

### ■ Coverage

300+ locations

# Net-to-Net Compensation Analysis

[imercer.com/net-to-net](http://imercer.com/net-to-net) 



Net-to-net compensation analyses allow organizations to integrate expatriates into assignment location compensation programs. This is used for permanent or indefinite transfers, locally hired foreigners, and long-term expatriates.

With significant differences in income taxes, social security contributions, housing costs, and the cost of living between countries, the net pay in the home and host locations are analyzed to adjust for any difference in the host location.

## Net-to-Net Compensation Analysis

### ■ Pricing

Current Service Relationship	\$ 745 per comparison
Non-Service Relationship	\$ 935 per comparison

### ■ Coverage

300+ locations

# Mercer ORC Business Travel Allowances

[imercer.com/bta](http://imercer.com/bta)



## Mercer ORC Business Travel Allowances

The Mercer ORC Business Travel Allowance reports provide data to determine daily allowances for international business travelers in over 330 destinations and four key regions: Africa-Middle East, Americas, Asia Pacific, and Europe. The reports contain information on actual hotel and meal rates plus miscellaneous expenses at three budget levels: high, medium, and low. The reports help:

- Facilitate fair and efficient business travel costs
- Provide reasonable expenditure caps
- Estimate budgets more accurately
- Control costs

### ■ Pricing

Per city	\$ 210
Regional report	\$ 1,250
All cities	\$ 3,430

### ■ Coverage

334 locations

# Short-term Assignment Per Diems

[imercer.com/shortterm](http://imercer.com/shortterm) 



Short-term Assignment reports provide a daily living allowance for employees on short-term international assignments. For each assignment, modifications are made according to the length of stay, the number of expatriates in the location, and any requirements specific to the company's pay philosophy.

## Short-term Assignment Per Diems


### ■ Pricing

Per city  
(most locations)                      \$ 260

### ■ Coverage

334 locations

# Housing Data

[imercer.com/housingdata](http://imercer.com/housingdata) 



Housing decisions are emotional and costly. Determining how to compensate and provide for comfortable, safe accommodations for expatriates and their families can be a complicated process. The Mercer housing reports for assignment locations provide rental costs by:

- Type of housing (house/apartment, furnished/unfurnished, and number of bedrooms)
- Price category of expatriate-preferred neighborhoods

Housing data may be purchased on an as-needed basis by clients that do not receive cost-of-living data. The data can also be supplied in customized formats with optional factors.

## Housing Data

### ■ Schedule

Release date Every six months

### ■ Pricing

Per location \$ 220

### ■ Coverage

338 locations

# Utility Costs

[imercer.com/utilitycosts](http://imercer.com/utilitycosts)



Utility cost data is available for select home countries. The report includes shelter and utility estimates representing the average amount paid for housing by an individual in the home country. Shelter costs generally include home mortgage interest (excluding principal) and rent. Utilities typically include electricity, natural gas, sewer, oil, and water.

## Utility Costs

■ **Pricing**  
Per location

\$ 220

■ **Coverage**

Contact us for a list of locations

# Mercer Real-Time RentCheck<sup>SM</sup>

[imercer.com/rent](http://imercer.com/rent) 



Real-Time RentCheck helps manage assignment housing budgets and reduces time spent validating data, checking property availability, and negotiating with assignees. After taxes, housing costs represent the biggest expense for any international assignment. Having current data is critical for managing housing budgets when local rental markets experience rapid price fluctuations.

### Fast Facts:

- On-demand housing information provided within 48 hours
- Snapshot of market conditions and availability (up to 10 rental quotes)
- Choose location, cost category, property type, and number of bedrooms
- Entire housing process assistance: pre-assignment housing searches, establish final housing budgets, lease re-negotiations, and more

## Mercer Real-Time RentCheck<sup>SM</sup>

### ■ Pricing

Per report \$ 520

### ■ Coverage

132 locations

### ■ Data/Analysis

Currently open properties, neighborhood, monthly rental costs and property size (if available)

Readily available properties ratings in the selected area (low to high)

Actively compare trends, reflecting local market pricing (up, down, or stable)

Additional fees and specific host country information



## Feature Product

MercerPassport<sup>TM</sup> – complete, personal web resource to help expatriates succeed when relocating globally. Details at [imercer.com/mercerpassport](http://imercer.com/mercerpassport).

# Location Hardship Ratings

[imercer.com/qol](http://imercer.com/qol)



## Quality-of-Living Reports

### Mercer/ORC – The Benefit of Two Approaches

Employees are often assigned to locations that pose difficult living conditions. Recognizing and compensating expatriates for these conditions is key in terms of marketplace competitiveness and avoiding assignee dissatisfaction, which may come at a greater price.

To encourage mobility, reliable information is needed to help calculate fair, consistent expatriate allowances. Mercer offers two approaches: Quality-of-Living Reports (QOL) and Location Evaluation Reports (LER) that both provide valuable information and hardship premium recommendations.

### Which Approach Fits Your Needs?

QOL recommends a point-to-point assignment premium in order to recognize differences in home and host conditions. LER assesses living conditions against generally accepted standards, providing a single premium recommendation for all assignees.

### 1. Quality-of-Living Reports

Quality-of-Living Reports help determine competitive hardship allowances based on quality-of-living differences between the assignee's home location and the assignment location for transfers to over 330 locations worldwide. The quality-of-living index calculator provides a final quality-of-living index and recommended allowance, as well as a detailed breakdown of all the elements taken into account.

#### ■ Schedule

Report available November

#### ■ Pricing

Per location \$ 425

#### ■ Positions

39 factors in 10 categories

#### ■ Coverage

330+ locations

#### ■ Data/Analysis

City-to-city index comparison

Online quality-of-living calculator

Quality-of-living index and access to detailed breakdown of the categories

Quality-of-living allowance grid translates quality-of-living index into recommended hardship premium payments

# Location Hardship Ratings

[imercer.com/ler](http://imercer.com/ler) 



## 2. Location Evaluation Reports

Prepared in partnership with Control Risks Group, these reports assess over 130 locations worldwide on 14 factors that make up daily life for expatriates and their families. LER provides a recommendation that is independent of a home location. Explanations for each rating and factor are provided. The recommendation assists in maintaining an equitable approach to location-based compensation adjustments, as the premium can be applied across an entire expatriate population regardless of home location.

## Location Evaluation Reports

### ■ Pricing

Per location	\$ 220
All locations	\$ 15,600

### ■ Positions

14 factors

### ■ Coverage

130+ locations

### ■ Data/Analysis

Detailed description of local conditions based on 14 factors that affect daily life  
Mercer's unique methodology allows enhanced ratings for locations with extreme conditions  
Ratings for 14 factors producing an overall evaluation score for location  
Guidelines for applying hardship recommendation to compensation structure

# International Assignment Cost Projections

[imercer.com/iacp](http://imercer.com/iacp) 



## International Assignment Cost Projections

International assignments are a significant part of the total cost of the global business strategy. As a strategic partner, having an accurate estimate is vital for HR when providing a budget to management. Using actual costs or Mercer standard assumptions, customized individual cost projections can be prepared for a variety of assignment types, locations, and lengths.

Determining the estimated cost of expatriation can help:

- Decide whether an assignment is financially viable
- Evaluate less expensive alternatives, i.e., short-term assignments or local hiring
- Eliminate unexpected expenses

### Cost projection components

- All compensation-related elements
- Relocation costs (either company specific data or Mercer standard assumptions)
- Estimated worldwide tax and social security liability

### ■ Pricing

Current Service Relationship	\$ 750 per report
Non-Service Relationship	\$ 875 per report

# Global Mobility Policy Benchmarking

[imercer.com/policybenchmarking](http://imercer.com/policybenchmarking)



Benchmark your program using the world's largest database of multinational expatriate assignment policies and practices in the Americas, Asia Pacific, Europe, and the Middle East. Using the 2010 Worldwide Survey of International Assignment Policies and Practices, Mercer performs a comprehensive program assessment using a range of precise policy benchmarking tools and deliverables. Mercer has the comprehensive data and specialized knowledge to help present the plan and get the buy-in necessary to strengthen these programs.

## Global Mobility Policy Benchmarking

### Schedule

Release date June

### Coverage

Global

### Pricing

Long-term global mobility policy benchmarking	\$	19,000
+Long-term global mobility package cost benchmarking	\$	2,500
+Global Mobility Program Supplementary Custom Analysis		call for details
Short-term global mobility policy benchmarking	\$	6,000

### Data/Analysis

Long-term Global Mobility Policy Benchmarking

- **Comprehensive Policy Benchmarking** compares current expatriate assignment policies against peers, and includes expert commentary on overall competitive position
- **Graphic Policy Benchmarking Summary** rates an organization's standing against the most critical expatriate policy provisions, establishing policy provisions at, above, or below market compared to the custom benchmarking group
- **One-page Management Summary** of results, highlighting key opportunities to make policy adjustments to enhance services or reduce costs

Long-term Global Mobility Package Cost Benchmarking

- An added benchmarking component focused on the comparative cost impact of global mobility policy choices

Global Mobility Program Supplementary Custom Analysis

- Address unique benchmarking requirements
- Define the most critical issues to address
- Create custom benchmarking solutions

Short-term Global Mobility Policy Benchmarking

- Same deliverables as the Long-term Global Mobility Policy Benchmarking (above), but focused on short-term international assignment policies

# Global Mobility Events and Training

[imercer.com/gmevents](http://imercer.com/gmevents) 



## Expatriate Compensation Roundtables

Mercer Roundtables are ideal for organizations with a significant expatriate workforce and a commitment to international business. Members share best practices, analyze new ideas, discuss current issues, and exchange information in an open and confidential setting. The focus is on total international compensation and management of a global workforce and the effects of current economic, social, and political forces.

There are regional and industry roundtables, as well as an annual joint meeting of members from all regions. Regional and industry groups meet twice a year and maintain contact through a dedicated member website. For details visit [imercer.com/gmevents](http://imercer.com/gmevents).

## Expatriate Management Training Seminars

Mercer's expatriate compensation and management seminars offer hands-on, consultant training. The seminars are designed as a two-day course of introduction and application – an optional one-day course is available.

**Principles of the Balance Sheet Approach to Expatriate Compensation** is a one-day, in-depth explanation of the balance sheet methodology created for HR or compensation professionals with less than three years experience in expatriate compensation or program management.

- Understand balance sheet approach
- Create and handle ongoing balance sheet administration
- Learn answers to expatriate questions
- Gain skills and knowledge to administer expatriate compensation

**Advanced Data Applications, Compensation Approaches, and Policy Development** is a one-day seminar on pay packages and key policy, building on the skills learned in the principles seminar.

- Understand advanced compensation approaches
- Address expatriate needs in appropriate and competitive fashion
- Refine skills to communicate assignment policies more effectively
- Gain insight into comprehensive/competitive international assignment policies

### ■ Schedule

View dates and locations online

### ■ Pricing

One-day seminar	\$ 850 per person
Attend two back-to-back seminars	\$ 1,500 per person

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