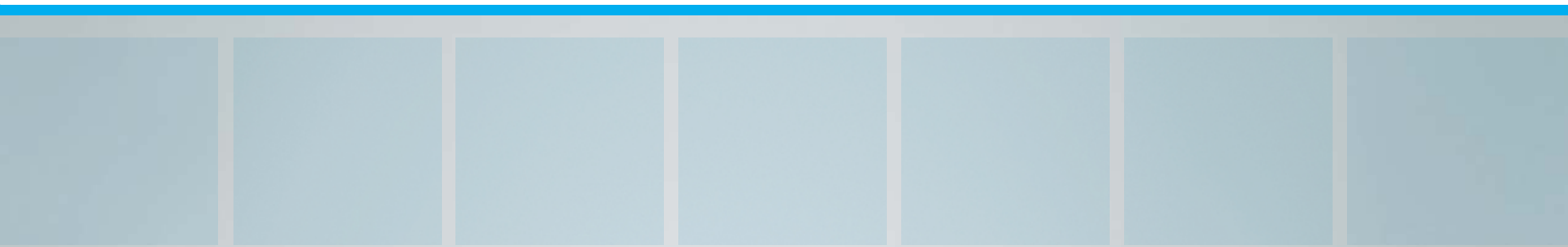


2011 Canadian Information Product Solutions Reference Guide



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

Table of Contents

Introduction 1

Compensation and Benefits 2

NEW Mercer WIN® 2

General

BEST SELLER	Mercer Benchmark Database	3
	Corporate Services and HR	4
	Engineering and Design	4
	Executive	4
	Finance, Accounting and Legal	5
	High-Tech and e-Commerce	5
	Information Technology	5
	Logistics and Supply Chain	6
	Manufacturing and Operations	6
	Marketing and Sales	6
BEST SELLER	Executive, Management and Professional (EMP™)	7
	Contact Centre	8
BEST SELLER	Compensation Planning	9
	Geographic Salary Differentials	9

Industry

BEST SELLER	Mercer Total Compensation Survey for the Energy Sector (MTCS)	10
	Medical Device Technology (MEDEC)	14
	Ontario Municipal Compensation Survey (OMHRA)	15
	OSPE Employer Compensation Survey	16
	Pharmaceutical and Biotechnology	17
BEST SELLER	Retail Industry Compensation and Benefits	18
	Investment Management	19
	Professional Services	19
	EHRA Engineering	20
	Management and IT Consulting	20

Compensation Management 21

BEST SELLER	ePRISM® MAX	22
BEST SELLER	ePRISM® PRO	23
NEW	Information Analytics	23

Mercer Select Global Insights 25

Global Benefits 26

	International Car Policies	26
BEST SELLER	Worldwide Benefit and Employment Guidelines	27

Global Compensation 28

BEST SELLER	Global Compensation Planning	28
BEST SELLER	Global Pay Summary	29
BEST SELLER	International Geographic Salary Differentials	30
BEST SELLER	SIRS® Suite of Surveys	31
NEW	SIRS US Benchmark	32
NEW	US Sales Medical Device	33
NEW	US Sales Policies and Practices	33
NEW	SIRS US Executive	34
NEW	International SIRS	34
	Total Employment Costs around the World	35
BEST SELLER	Total Remuneration Survey	36
BEST SELLER	Total Remuneration Survey Membership	38
	International Position Evaluation	39

Global Mobility 40

BEST SELLER	Mercer Global HRMonitor®	40
NEW	Compensation Administration Services	41
BEST SELLER	Mercer Multinational Cost-of-Living	42
NEW	Mercer ORC Home/Host Cost-of-Living	43
NEW	Balance Sheets	44
NEW	Net-to-Net Compensation Analysis	44
NEW	Mercer ORC Business Travel Allowance	45
NEW	Short-term Assignment Per Diems	45
NEW	Housing Data	46
NEW	Utility Costs	46
NEW	Real Time RentCheck SM	47
BEST SELLER	Location Hardship Ratings - Quality of Living	48
NEW	Location Hardship Ratings - Location Evaluation	49
NEW	International Assignment Cost Projections	50
NEW	Global Mobility Policy Benchmarking	51
NEW	Events and Training - Roundtables and Seminars	52

	By category	53
	By product	54

Introduction



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% stronger productivity level
- 70% better retention
- 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
- Adjust job responsibilities
- Develop noncash options (career planning, training, work/life)
- Elevate high-performer visibility
- Consider mobility opportunities



The Mercer Workforce Intelligence Network® (Mercer WIN) is single-point access to Mercer's unparalleled compensation and benefits 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. In an upcoming release, Mercer WIN will consolidate Mercer data and analytics, plus intelligence from other sources, and integrate into one comprehensive and highly intuitive platform.



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 compensation information and share HR results in real time over the network to improve decision making.

Mercer Benchmark Database

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



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
Employees	60,575
Positions	157

Position families

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

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
Employees	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 and more
Manufacturing engineer	

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	Marketing
Communications	Property/real estate management
Corporate affairs	Quality
Finance	R&D
Human resources	Sales
Information technology	Supply and logistics
Legal	Top management
Manufacturing	



Finance, Accounting and Legal

<p>■ Schedule</p> <p>Questionnaire sent February Data effective April 1 Report available August</p>		<p>■ Position families</p> <p>Accounting AP/Receivable Audit Billing operations Budget Cost accounting Costing/pricing Credit and collections</p>		<p>Financial control Financial planning/ analysis Investment Legal Risk management Tax Treasury</p>	
<p>■ Pricing Single primary user. Add users \$150/ea.</p> <p>Participant \$ 1,000 Nonparticipant \$ 3,000</p>					
<p>■ Organizations</p> <p>Participants 717 Employees 32,418 Positions 88</p>					

High-Tech and e-Commerce

<p>■ Schedule</p> <p>Questionnaire sent February Data effective April 1 Report available August</p>		<p>■ Position families</p> <p>Applications development Hardware design Information technology Integrated technology solutions IT business analysis IT outsourcing</p>		<p>Pre-sales engineering Product development Software development Web development Website management and more</p>	
<p>■ Pricing Single primary user. Add users \$150/ea.</p> <p>Participant \$ 1,000 Nonparticipant \$ 3,000</p>					
<p>■ Organizations</p> <p>Participants 210 Employees 14,164 Positions 77</p>					

Information Technology

<p>■ Schedule</p> <p>Questionnaire sent February Data effective April 1 Report available August</p>		<p>■ Position families</p> <p>Applications development Cloud computing Database development and administration EDI Help desk Middleware Network design</p>		<p>Project management (technical) Social networking Systems administration Systems installation/ Integration Systems security Telecommunications Website management and more</p>	
<p>■ Pricing Single primary user. Add users \$150/ea.</p> <p>Participant \$ 1,000 Nonparticipant \$ 3,000</p>					
<p>■ Organizations</p> <p>Participants 591 Employees 38,933 Positions 182</p>					



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	

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	Quality control and assurance
General labour	Shift/shop floor management
General maintenance	Tools and die
Painting	Trades people and more
Plant management	
Production and shift management	
Production planning and forecasting	

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	Field service
Advertising and promotion	Marketing analysis
Business development	Sales administration
Contract and bid management	Sales engineers
Customer service	Sales executives/managers
eBusiness/commerce	Sales planning
	Sales representatives and more

Executive, Management and Professional (EMP™)

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.

COMPENSATION GENERAL

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



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



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.

Schedule

Questionnaire sent	February
Data effective	April 1
Report available	September

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

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

Organizations

Participants	101
Employees	68,855
Positions	103
Contact centres	371

Position families

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

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.

Schedule

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

Pricing

Participant	FREE
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

COMPENSATION GENERAL

Geographic Salary Differentials

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.

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



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.

COMPENSATION 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.

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
Additional modules (each)	\$ 1,350

Organizations

Participants	195
Employees	100,000+
Positions	603

Industry Segments

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

Mercer Total Compensation Survey for the Energy Sector (MTCS)

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

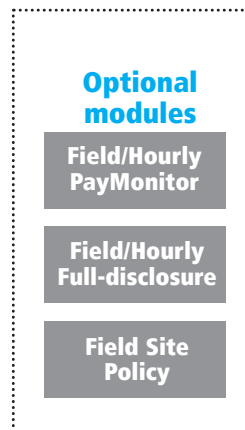
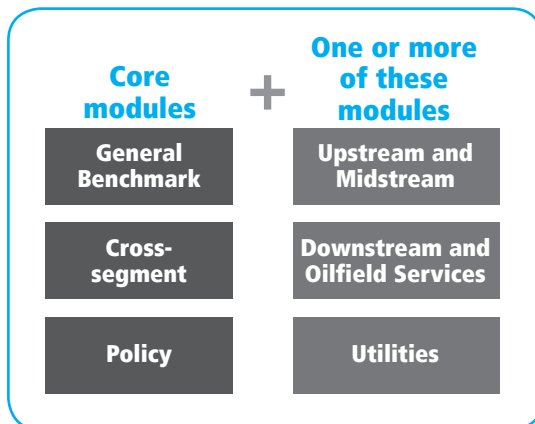
Community affairs
 Production accounting
 Drilling management
 Exploration and production management
 Pipeline management
 Land contracts and administration

Utilities

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

COMPENSATION INDUSTRY

Choose modules based on:



Mercer Total Compensation Survey for the Energy Sector (MTCS)

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



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.

*Mandatory participation required in these modules.

Are you eligible to participate?

Eligible Sectors

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

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

Medical Device Technology

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); 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.

Schedule

Questionnaire sent	February
Data effective	April 1
Report available	August

Pricing

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

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

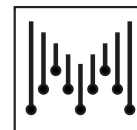
Organizations

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



Feature Insight

For more information about MEDEC or about the compensation survey please contact membership@medec.org or visit <http://www.medec.org>.



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.

<p>Schedule</p> <p>Questionnaire sent May Data effective June 1 Report available October</p>		<p>Position families</p> <p>Community services Corporate services Development services Emergency services Municipal administration Public works</p> <p>Areas:</p> <p>Clerk and HR Energy management Fire and police Parks and recreation Planning and development Public health Roads Transit and much more...</p>
<p>Pricing Single primary user. Add users \$150/ea.</p> <p>Participant \$ 1,900 Nonparticipant \$ 5,700</p>		
<p>Small Municipalities Report (PDF)</p> <p>Participant \$ 420 Nonparticipant \$ 1,260</p>		
<p>Organizations</p> <p>Participants 66 Employees 56,000+ Positions 219</p>		



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.

Schedule

Questionnaire sent	May
Data effective	June 1
Report available	September

Pricing – Employers

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

Standard

Participant	\$ 275
Nonparticipant	\$ 825

Premium

Participant	\$ 550
Nonparticipant	\$ 1,650

Organizations

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

Position families

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



ONTARIO
 SOCIETY
 OF PROFESSIONAL
 ENGINEERS



Feature Insight

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

Pharmaceutical and Biotechnology

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.

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
Employees	5,000+
Positions	112

Position families

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



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



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 questionnaire's will be prepopulated with their 2010 HR policy information

Schedule

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

Organizations

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

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

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

Position families

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



Featuring

For clients with U.S. operations, Mercer is pleased to offer the U.S. Retail Compensation and Benefits Survey. Details at imercer.com/retail.

Canadian Investment Management Industry

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.

Schedule

Questionnaire sent	March
Data effective	March 1
Report available	August

Pricing

Single primary user. Add users \$155/ea.	
Participant	\$ 3,000

Presented in partnership with

RUSSELL REYNOLDS ASSOCIATES

Organizations

Participants	47
Positions	97
Employees	4,000+

Position families

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

Professional Services Industry

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.

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

Engineering Human Resources Association

imercer.ca/ehra

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.

COMPENSATION INDUSTRY

Schedule

Questionnaire sent	May
Data effective	June
Report available	August

Pricing

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

Participating EHRA members	FREE
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Engineering Human Resources Association
Association des gestionnaires en ressources humaines en ingénierie

Organizations

Participants	65+
Employees	37
Positions	31,500+

Position families

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

To learn more about the Engineering Human Resource Association (EHRA), visit ehra-agrhi.com

Management and IT Consulting

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.

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
Employees	6,000+
Positions	28

Position families

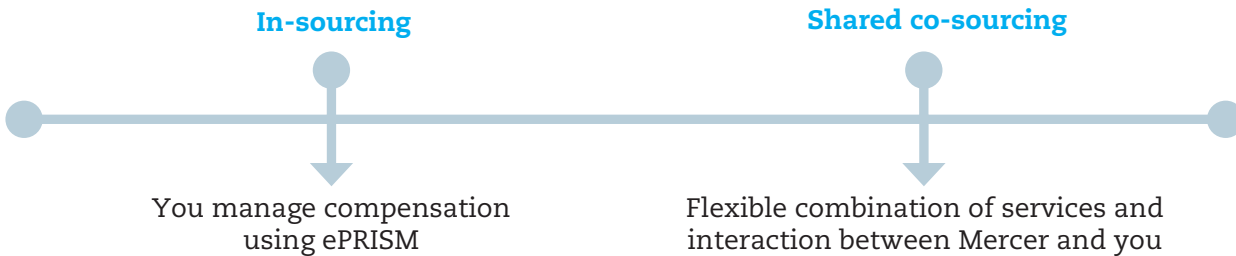
Strategic/organizational consulting	Business development Program/project management
Business process consulting	Resource management
Information technology consulting	

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

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 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

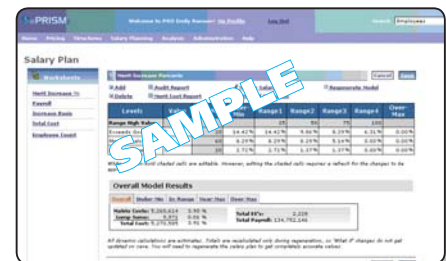
Market Analysis

- Compile a library with data from your survey provider
- Stay in tune with market by matching survey jobs
- Identify and address at-risk areas such as below market and high-performing employees
- Easily participate in surveys based on matches maintained in the system
- Be proactive with your market pay strategies



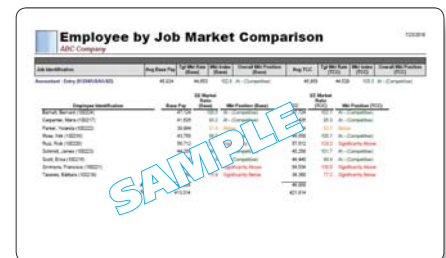
Salary Planning and Structure

- Manage costs with informed pay plan strategy decisions
- Rapidly examine the impact of budget increases and marketplace changes
- Deliver up-to-date results to line managers for hiring and pay decisions
- Evaluate pay philosophies against pay practices



Reporting and Analysis

- View your competitive position, compensation spend, performance, or any other metrics graphically
- Share results with reports containing easy-to-understand charts and diagrams
- Develop and review detailed analyses of your compensation programs for decision making and business planning





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.

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

Pricing: US Mercer surveys: \$ 1,250 USD
US Non-Mercer surveys: \$ 1,750 USD

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 USD

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 USD



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.



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?

To help plan and manage pay, benefits, and human capital strategies for your employees around the world, Mercer is your trusted source of current, accurate information. The wide range of topics includes legal/regulatory and tax requirements, typical and competitive compensation and benefits practices, labor costs and availability, cultural influences on HR, as well as market data.

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.



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

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.

<p>■ Schedule Reports available Ongoing</p> <p>■ Pricing (USD) Premium complete \$ 24,000 Premium customized \$ 10,000</p> <p>■ Countries 90+</p>	<p>■ Data/analysis (key reports)</p> <p>Global benefits</p> <ul style="list-style-type: none"> ■ International Car Policies – Three regions ■ Worldwide Benefit and Employment Guidelines – Five regions <p>Global compensation</p> <ul style="list-style-type: none"> ■ Global Compensation Planning Report ■ Global Pay Summaries – Four regions ■ International Geographic Salary Differentials ■ Total Employment Costs around the World <p>Global HR policies and practices</p> <ul style="list-style-type: none"> ■ Global HR Factbook ■ NEW – Global Workforce Metrics Trends <p>Global mobility</p> <ul style="list-style-type: none"> ■ Expatriate Housing Costs in 50 cities ■ International Assignments Survey <p>Video resources and podcast</p>
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International Car Policies

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.

Schedule

Report available February

Pricing (USD)

Americas \$ 540

Asia-Pacific \$ 540

Europe, Middle East, and Africa \$ 540

All volumes / Best value \$ 1,290

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



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

Schedule

WBEG Online	Ongoing
Report available	July

Pricing (USD)

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
All volumes / Best value	\$ 6,800

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



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.

GCPR Online is available whenever and wherever for online or offline planning. With 15 years of economic and salary change data, you can observe and analyze short- and long-term 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 the July and October reports in 2011

Schedule

GCPR Online Ongoing
Reports available July / October

Pricing (USD)

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

NEW in 2011!

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



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



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.

Schedule

Report available January

Pricing (USD)

Americas	\$ 560
Asia-Pacific	\$ 560
Eastern Europe/Middle East	\$ 560
Western Europe	\$ 560
All volumes / Best value	\$ 1,870

Countries

67

Position families

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

Data/analysis

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

International Geographic Salary Differentials

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.

Schedule

Report available January

Pricing (USD)

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



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
 - Electronics
 - Energy (includes clean energy)
 - Manufacturing
 - Research and development
 - Systems
 - Technical services
- Life sciences
 - Agricultural
 - Animal health
 - Biotechnology
 - Contract healthcare services
 - Medical devices
 - 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.

Job Family Fiscal		Family Code 01	
Subfamily Description	Subfamily Accounting	Subfamily Code 01.05	
	Performs traditional general accounting functions such as accounts receivable, accounts payable, and general ledger.		
Benchmark Description	Subfamily Accounting - General	Non super. A100	Supervisory S009
	Industries using All Industries		
	Levels Used 1-4	Levels Used 1-4	
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.			

GLOBAL COMPENSATION



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.

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.

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.

SIRS US Benchmark Survey

Schedule

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

Pricing (USD) Participant only

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

Organizations

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

Position 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

Position 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 US 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

Schedule

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

Pricing (USD) Participant only

Standard	\$ 1,000*
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*An addition to your standard or premium SIRS Benchmark purchase

Organizations

Participants	37
Employees	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

Schedule

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

Pricing (USD) 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



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.

Schedule

Questionnaire sent	March
Data effective	April 1
Report available	August

Pricing (USD) Participant only

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

Organizations

Participants	131
Employees	5,685
Positions	127

Position families

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

International SIRS® Survey

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.

Schedule

Questionnaire sent	March
Data effective	April 1
Report available	August

Pricing (USD) Participant only

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

Organizations

Participants	54
Employees	53,792
Positions	450

Industries

Agricultural sciences	Medical devices
Animal health	Pharmaceutical
Biotechnology	
Contract healthcare services	

Total Employment Costs around the World

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.

Schedule

Report available March

Pricing (USD)

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



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



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)



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

GLOBAL COMPENSATION



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



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.

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.

■ **Pricing** (USD)

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



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** (USD)
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



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."

Schedule

Report available May / November

Pricing (USD)

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.



2. Mercer ORG Home/Host Cost-of-Living

The Mercer ORG 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.

<p>Schedule Report available Ongoing (minimum four times/year)</p>	<p>Countries 160 home locations; 380 assignment (host) locations</p>				
<p>Pricing – Service Relationships (USD)</p> <p>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</p> <p>Multinational Pay Systems Service \$ 2,600* Order data from any home country to any assignment location *Plus additional fee for each home/host combination</p> <p>Options Available with Service Relationships</p> <p>International Compensation Tables Request international compensation tables to determine cost-of-living allowances, foreign housing costs, home-country housing norms, and hypothetical taxes</p> <table border="0"> <tr> <td>Most locations</td> <td>\$ 745 (annual subscription with quarterly updates)</td> </tr> <tr> <td>One-time table</td> <td>\$ 450</td> </tr> </table>		Most locations	\$ 745 (annual subscription with quarterly updates)	One-time table	\$ 450
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



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.

■ Pricing (USD)

Current Service Relationship \$ 500-580 per worksheet

Non-Service Relationship \$ 935 per worksheet

Net-to-Net Compensation Analysis

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.

■ Pricing (USD)

Current Service Relationship \$ 745 per comparison

Non-Service Relationship \$ 935 per comparison

Mercer ORC Business Travel Allowance

imercer.com/bta



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 (USD)

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

■ Coverage

334 locations

Short-term Assignment Per Diems

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.

■ Pricing (USD)

Per city	\$ 260 (most locations)
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■ Coverage

334 locations

Housing Data

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.

Schedule

Release date Every six months

Pricing (USD)

Per location \$ 220

Coverage

338 locations

Utility Costs

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.

Pricing (USD)

Per location \$ 220

Coverage

Contact us for a list of locations



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

<p>■ Pricing (USD) Per report \$ 520</p> <p>■ Coverage 132 locations</p>	<p>■ 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</p>
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Feature Product

MercerPassportTM – complete, personal web resource to help expatriates succeed when relocating globally. Details at imercer.com/mercerpassport.

Location Hardship Ratings

imercer.com/qol



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 (USD)

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



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.

■ Pricing (USD)

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



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 (USD)

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

Global Mobility Policy Benchmarking

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.

<p>Schedule</p> <p>Release date June</p> <p>Coverage</p> <p>Global</p>	<p>Pricing (USD)</p> <table border="0"> <tr> <td>Long-term global mobility policy benchmarking</td> <td>\$ 19,000</td> </tr> <tr> <td>+Long-term global mobility package cost benchmarking</td> <td>\$ 2,500</td> </tr> <tr> <td>+Global Mobility Program Supplementary Custom Analysis</td> <td>call for details</td> </tr> <tr> <td>Short-term global mobility policy benchmarking</td> <td>\$ 6,000</td> </tr> </table>	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
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+Global Mobility Program Supplementary Custom Analysis	call for details								
Short-term global mobility policy benchmarking	\$ 6,000								
<p>Data/analysis</p> <p>Long-term Global Mobility Policy Benchmarking</p> <ul style="list-style-type: none"> ■ 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 <p>Long-term Global Mobility Package Cost Benchmarking</p> <ul style="list-style-type: none"> ■ An added benchmarking component focused on the comparative cost impact of global mobility policy choices <p>Global Mobility Program Supplementary Custom Analysis</p> <ul style="list-style-type: none"> ■ Address unique benchmarking requirements ■ Define the most critical issues to address ■ Create custom benchmarking solutions <p>Short-term Global Mobility Policy Benchmarking</p> <ul style="list-style-type: none"> ■ Same deliverables as the Long-term Global Mobility Policy Benchmarking (above), but focused on short-term international assignment policies 									



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.

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 (USD)

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

Index

By category

Benefits, global			
Car Policies, International	26	Manufacturing and Operations	6
Worldwide Benefit and Employment Guidelines	27	Marketing and Sales	6
		Medical Device Technology (MEDEC)	14
		Mercer Benchmark Database	3-6
		Mercer Total Compensation Survey for the Energy Sector (MTGS)	10-13
		Mercer WIN	2
		Ontario Municipal Compensation Survey (OMHRA)	15
		OSPE Employer Compensation Survey	16
		Pharmaceutical and Biotechnology	17
		Professional Services (PSI)	19
		Retail Industry Compensation and Benefits	18
Compensation management		Insight, global	
ePRISM MAX	22	Mercer Select Global Insights	25
ePRISM PRO	23		
Information Analytics	23		
		Mobility, global	
		Balance Sheets	44
		Compensation Administration Services	41
		Events and Training - Roundtables and Seminars	52
		Global Mobility Policy Benchmarking	51
		Housing Data	46
		International Assignment Cost Projections	50
		Location Hardship Ratings - Location Evaluation	49
		Location Hardship Ratings - Quality of Living	48
		Mercer Global HRMonitor	40
		Mercer Multinational Cost-of-Living	42
		Mercer ORC Business Travel Allowance	45
		Mercer ORC Home/Host Cost-of-Living	43
		Net-to-Net Compensation Analysis	44
		Real Time RentCheckSM	47
		Short-term Assignment Per Diems	45
		Utility Costs	46
		Overviews	
		Compensation Management Overview	21
		Global Overview	24
Compensation, global			
Global Compensation Planning	28		
Global Pay Summary	29		
International Geographic Salary Differentials	30		
International Position Evaluation	39		
International SIRS	34		
SIRS US Sales Medical Device	33		
SIRS US Sales Policies and Practices	33		
SIRS Suite of Surveys	31		
SIRS US Benchmark	32		
SIRS US Executive	34		
Total Employment Costs around the World	35		
Total Remuneration Survey	36-38		
Compensation and benefits, Canadian			
Compensation Planning	9		
Contact Centre	8		
Corporate Services and HR	4		
EHRA Engineering	20		
Engineering and Design	4		
Executive	4		
Executive, Management and Professional (EMPTM)	7		
Finance, Accounting and Legal	5		
Geographic Salary Differentials	9		
High-Tech and e-Commerce	5		
Information Technology	5		
Investment Management	19		
Logistics and Supply Chain	6		
Management and IT Consulting (MIT)	20		

Index

By product

Balance Sheets	44	Management and IT Consulting (MIT)	20
Compensation Administration Services	41	Manufacturing and Operations	6
Compensation Planning	9	Marketing and Sales	6
Contact Centre	8	Medical Device Technology (MEDEC)	14
Corporate Services and HR	4	Mercer Benchmark Database	3-6
EHRA Engineering	20	Mercer Global HRMonitor	40
Engineering and Design	4	Mercer Multinational Cost-of-Living	42
ePRISM MAX	22	Mercer ORC Business Travel Allowance	45
ePRISM PRO	23	Mercer ORC Home/Host Cost-of-Living	43
Events and Training - Roundtables and Seminars	52	Mercer Select Global Insights	25
Executive	4	Mercer Total Compensation Survey for the Energy Sector (MTCS)	10-13
Executive, Management and Professional (EMPTM)	7	Mercer WIN	2
Finance, Accounting and Legal	5	Net-to-Net Compensation Analysis	44
Geographic Salary Differentials	9	Ontario Municipal Compensation Survey (OMHRA)	15
Global Compensation Planning	28	OSPE Employer Compensation Survey	16
Global Mobility Policy Benchmarking	51	Pharmaceutical and Biotechnology	17
Global Pay Summary	29	Professional Services (PSI)	19
High-Tech and e-Commerce	5	Real Time RentCheckSM	47
Housing Data	46	Retail Industry Compensation and Benefits	18
Information Analytics	23	Short-term Assignment Per Diems	45
Information Technology	5	SIRS US Sales Medical Device	33
International Assignment Cost Projections	50	SIRS US Sales Policies and Practices	33
International Car Policies	26	SIRS Suite of Surveys	31
International Geographic Salary Differentials	30	SIRS US Benchmark	32
International Position Evaluation	39	SIRS US Executive	34
International SIRS	34	Total Employment Costs around the World	35
Investment Management	19	Total Remuneration Survey	36-38
Location Hardship Ratings - Location Evaluation	49	Utility Costs	46
Location Hardship Ratings - Quality of Living	48	Worldwide Benefit and Employment Guidelines	27
Logistics and Supply Chain	6		

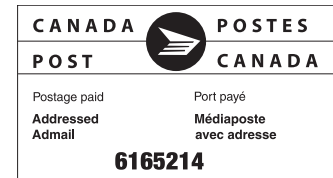
2011 Price List

		CDN \$		US \$
		Electronic Access		
		Nonparticipant/Participant		
Canadian Compensation General				
Mercer Benchmark Database (MBD) (includes all MBD modules)	Best Seller	\$21,600 / \$7,200		
MBD Flex (Any 6 MBD modules)		\$15,900 / \$5,300		
Corporate Services and HR		\$3,000 / \$1,000		
Engineering and Design		\$3,000 / \$1,000		
Executive		\$3,000 / \$1,000		
Finance, Accounting and Legal		\$3,000 / \$1,000		
High-Tech and e-Commerce		\$3,000 / \$1,000		
Information Technology		\$3,000 / \$1,000		
Logistics and Supply Chain		\$3,000 / \$1,000		
Manufacturing and Operations		\$3,000 / \$1,000		
Marketing and Sales		\$3,000 / \$1,000		
Executive, Management and Professional (Also available in French)		\$4,050 / \$1,350		
Contact Centre		\$3,150 / \$1,050		
Compensation Planning (Also available in French)	Best Seller	\$650 / FREE		
Geographic Salary Differentials (one year subscription)		N/A / \$850		
Canadian Compensation Industry				
Medical Device Technology (MEDEC)		N/A / \$1,750 (Member)		
Mercer Total Compensation Survey for the Energy Sector (MTCS)	Best Seller	N/A / \$5,600 (Core) N/A / \$1,350 (Add module)		
Ontario Municipal Compensation Survey (OMHRA)		\$5,700 / \$1,900		
OSPE Employer Compensation Survey		Call for details		
Pharmaceutical & Biotechnology		\$3,300 / \$1,100		
Retail Industry Compensation and Benefits Survey	Best Seller	\$3,900 / \$1,300		
Canadian Investment Management Industry		9,000 / \$3,000		
Professional Services Industry		Call for details		
EHRA Engineering		N/A / FREE (Member)		
Management and IT Consulting		Call for details		
Compensation Management			US \$	
ePRISM® Max	Best Seller	Call for details		
ePRISM® Pro	Best Seller	Call for details		
Information Analytics				
Match Gap Analysis		\$1,250 US Mercer Surveys \$1,750 US Non-Mercer Surveys		
Survey Library Analysis		\$750		
End-of-Year Analysis		\$1,000		
Global				
Mercer Select Global Insights		\$24,000 Complete (all reports) \$10,000 Customized (pick 15)		
Global Benefits				
International Car Policies		\$540 Americas \$540 Asia-Pacific \$540 Europe/Middle East/Africa \$1,290 Global report (all volumes)		
Worldwide Benefit and Employment Guidelines		\$1,275 Americas \$1,690 Asia-Pacific \$1,690 Central/Eastern Europe \$1,275 Middle East/Africa \$1,690 Western Europe		
	Best Seller	\$6,800 All Regions (full set)		
	New	\$9,900 Online (ongoing updates)		
Global Compensation				
Global Compensation Planning Report	Best Seller			\$990 July / October PDF reports \$2,500 Online (ongoing updates)
Global Pay Summary	New			\$560 Americas \$560 Asia-Pacific \$560 Eastern Europe/ Middle East \$560 Western Europe \$1,870 All volumes (full set)
International Geographic Salary Differentials Report	Best Seller			\$940
Total Employment Costs around the World				\$940
Total Remuneration Surveys (TRS)				Call for details
International Position Evaluation				Call for details
Mercer SIRS® Suite of Surveys				
Mercer US SIRS Benchmark Survey				\$5,200 Standard \$9,200 Premium
US Sales Policies & Practices module	Best Seller			\$1,000
US Medical Device Sales module				\$1,000
US Mercer SIRS Executive Survey				\$3,100
Mercer International SIRS Benchmark Survey				Call for details (pricing by country)
Global Mobility				
Mercer Global HRMonitor®				Call for details
Compensation Administration Services				Call for details
Mercer Multinational Cost-of-Living	Best Seller			\$745 per city
Mercer ORC Home/Host Cost-of-Living Balance Sheets				Call for details
Net-to-Net Compensation Analysis				Call for details
Mercer ORC Business Travel Allowance				\$210 per city \$1,250 regional report \$3,430 all cities
Short-term Assignment per Diems				\$260 per location
Housing Data				\$220 per location
Utility Costs				\$220 per location
Mercer Real-Time RentCheck(SM)				\$520 per report
Quality-of-Living				\$425 per location
Location Evaluation Reports				\$220 per location \$15,600 all locations
International Assignment Cost Projections				Call for details
Global Mobility Policy Benchmarking				Call for details
Global Mobility Events and Training				Call for details

MERCER

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- New Zealand
- Norway
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