

Mercer Executive Remuneration Audit



Consider these questions...

- Does your remuneration committee need an objective view on current executive pay practices?
- Would the remuneration committee like to better understand local and regional executive pay trends?
- Do you need help in benchmarking the competitiveness of your executive's pay package?

In response to these needs, the Executive Remuneration Audit provides an objective review and analyses of your executive compensation packages, offering impartial view to your remuneration committee in relation to pay policy, market pay level and related peer groups. Each report will present a bespoke set of results and analysis in a format tailored to your remuneration committee's needs.

What do you receive?

- A comprehensive executive summary with an overview of the executive team's relative position to market
- A complete overview for each executive position, showing all compensation elements and total remuneration
- Detailed comparison to relevant market data – peer group or selected industry
- Analysis of competitive position of compensation mix in relation to market

Position Y

Company Data		Present data	
IPE	70	Base Salary	310,000
Benchmark position	Chief Financial Officer	Total Cash	310,000
Country	Country A	Total Rem	420,000
Currency	XYZ		

Vs. Peer group				Vs. All industry			
	25th perc.	Median	75th perc.		25th perc.	Median	75th perc.
Base Salary	122%	111%	94%	Base Salary	100%	91%	78%
Total Cash	103%	93%	79%	Total Cash	113%	102%	87%
Total Rem	99%	90%	77%	Total Rem	116%	106%	90%

Comparison Peer group & All industries		Pay Mix	
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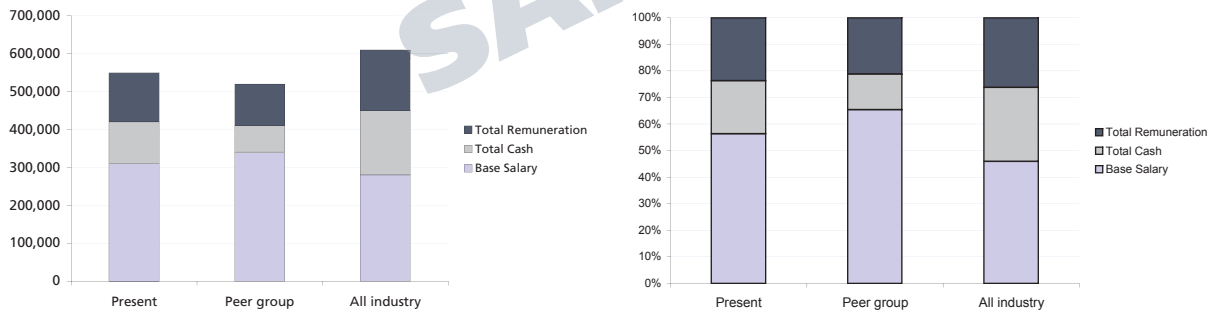
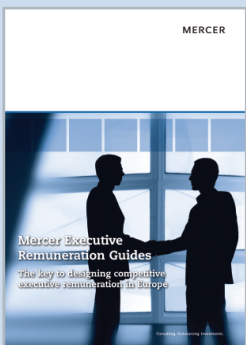


Fig 1. Sample actual executive compensation analysis report



Mercer Executive Remuneration Guides (MERG) provide the market data and analytical tools to support executive remuneration programmes for leading organisations in Europe.

The guides cover all aspects of total remuneration for 40 benchmark top executive positions at the executive board and the next two reporting levels. MERG, which are available only to survey participants, contain information for about 15 countries. In addition, MERG contain regional databases for Western Europe and the Middle East, covering all sectors, as well as regional industry-specific surveys.

For more information visit www.imercer.com/merg

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