

MERCER TRS TOTAL REMUNERATION SURVEY

THE KEY TO DESIGNING COMPETITIVE PAY PACKAGES WORLDWIDE



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CONSIDER THESE QUESTIONS ...

- Do you have an easy-to-use source for comparing compensation and benefits across geographies?
 - Are you able to evaluate the competitive position of each of your total remuneration elements?
 - Is your pay strategy consistent while ensuring external competitiveness and maintaining internal equity? Are you able to generate instant and fully customised comparisons of your organisation against the market?
- **Coverage** – Access common global benchmarks in more than 100 markets and receive all industry or industry specific results.
 - **Reliability** – Consistent participation by organisations creates a solid representation of multinational and local companies in each country.
 - **Versatility** – Online tools allow you to analyse survey data according to your individual needs and conduct “what if” analyses to instantly measure your competitiveness in specific markets.

TOTAL REMUNERATION SURVEY

The Mercer Total Remuneration Survey (TRS) results will provide you with comprehensive information on compensation and benefits around the globe. Human resource professionals from some of the world’s leading organisations obtain this information from Mercer because TRS provides consistent, accurate, high-quality data covering the full reward package.

Wherever you have operations, you need reliable, up-to-date information on market pay rates and benefits prevalence to ensure that your reward packages remain cost-effective and competitive in the marketplace.

TRS – DESIGNED TO HELP YOU MAKE INFORMED DECISIONS

- **Consistency** – The same methodologies are applied to an average of 400 general industry jobs in most countries, so you use one consistent data source locally, regionally and globally.

POSITIONS AND FUNCTIONS SURVEYED

The Mercer TRS covers an average of 400 benchmark positions, from senior management to the administrative level, in the following functions:

- Administration
- Communications
- Consulting
- Contact centre
- Corporate affairs
- Engineering
- Finance
- Finance & administration
- Human resources
- Information technology
- IT analysis & design
- IT deployment & support
- Legal
- Manufacturing
- Project engineering
- Quality
- Research & development
- Repair & maintenance
- Sales & marketing
- Supply & logistics

CONSIDER THE TOTAL REWARDS PACKAGE ...

The Mercer TRS is made up of five components providing a complete picture of total remuneration data.

BASE SALARY

(Monthly base salary times the number of months paid)

TOTAL GUARANTEED CASH COMPENSATION

(Base salary plus guaranteed allowances)

TOTAL CASH COMPENSATION

(Total guaranteed cash compensation plus short-term incentive, sales incentive, profit sharing or other incentive awards)

TOTAL DIRECT COMPENSATION

(Total cash compensation plus long-term incentive awards, valued using Black-Scholes methodology for appreciation-based awards)

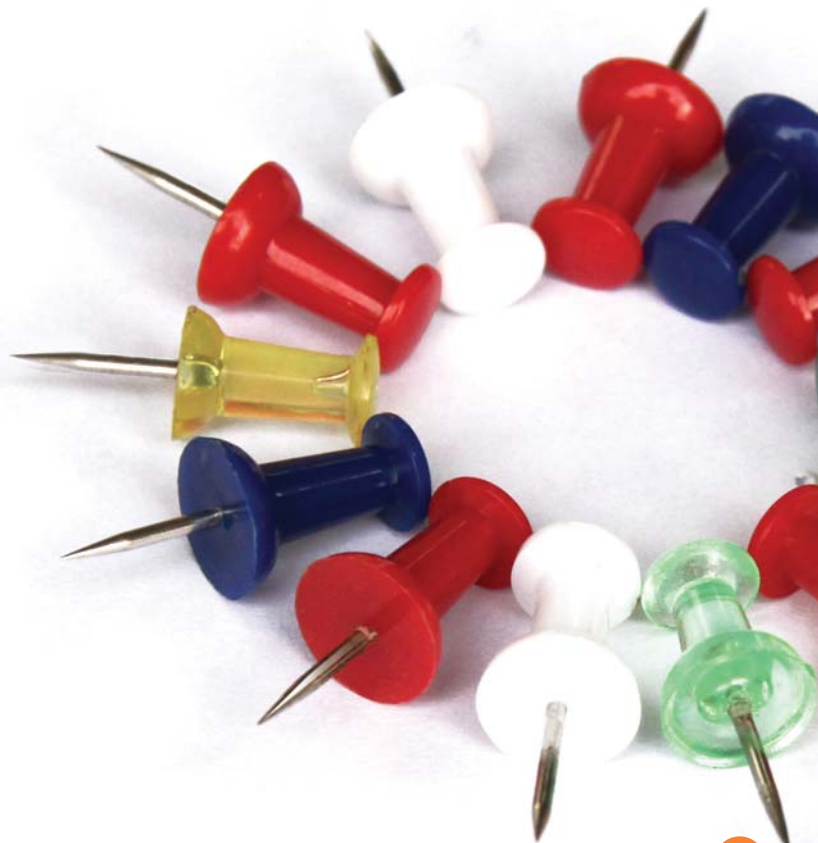
TOTAL REMUNERATION

(Total direct compensation plus benefits and perquisites)

WHAT DO YOU RECEIVE?

- **Online access** – Data delivered online through Mercer WIN[®] accessible anywhere, at any time. Fully customise searches and statistics according to your individual needs, and receive instant comparisons of your organisation's data against the market.
- **Survey overview** – A general review of typical salary practices and compensation mix, employment trends, and other economic indicators related to human resource management decisions.

- **Benefits & prevalence summary** – Information on short-term and long-term incentive provision and benefits practices, including company cars, pensions and medical benefits.
- **Actual market data** – Detailed market analysis of individual positions within job families, helping you determine which positions and families are paid a premium in the market and which are paid below overall market levels.
- **Market regression** – Regression statistics and graphs by Mercer position class (IPE job level) and functional area (e.g., finance, human resources) for each of the major components of total remuneration.
- **Custom analysis** – Custom statistics tailored to your needs, based on peer groups, revenue size, total employees and more, using Mercer WIN.



MERCER WIN[®]

MERCER WORKFORCE INTELLIGENCE NETWORK[®]

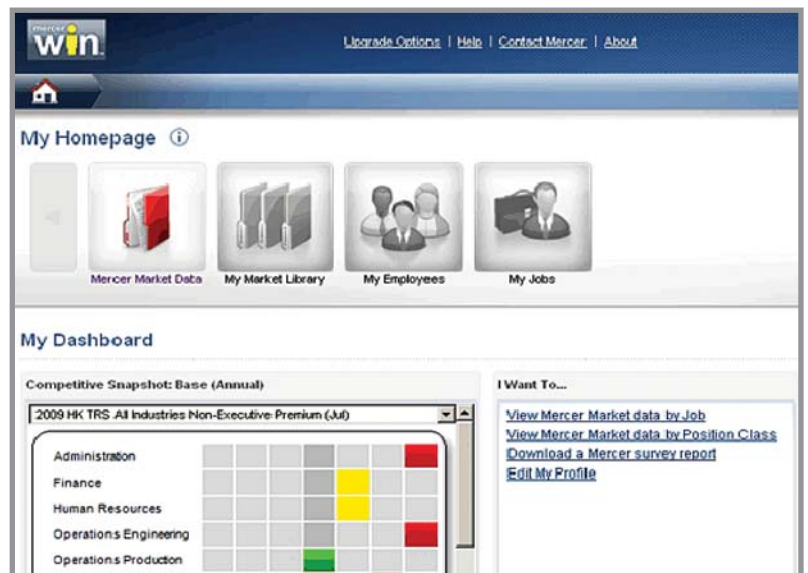
The Mercer Workforce Intelligence Network[®] (Mercer WIN[®]) is a single-point access to Mercer's unparalleled survey data and analytics. With Mercer WIN, you can easily retrieve and synthesise vast amounts of data into usable packets of information relating to compensation and other HR issues. To make key decisions, you no longer need to sift through reams of information stored in dozens of locations and formats. Instead, you can access the data and tools you need from a single location.

MERCER WIN HAS POWERFUL, FLEXIBLE FEATURES THAT ENABLE YOU TO:

- Access information readily and quickly via its easy-to-use, simple and clear navigation functions
- Retrieve and compare data within and across industries, regions and countries simultaneously
- Produce multi-market refinements in one view
- Analyse and compare structure to market by job, family, career level and position class
- Generate customised charts, graphs and reports at the click of a button
- Share reports and analysis in real time over the network



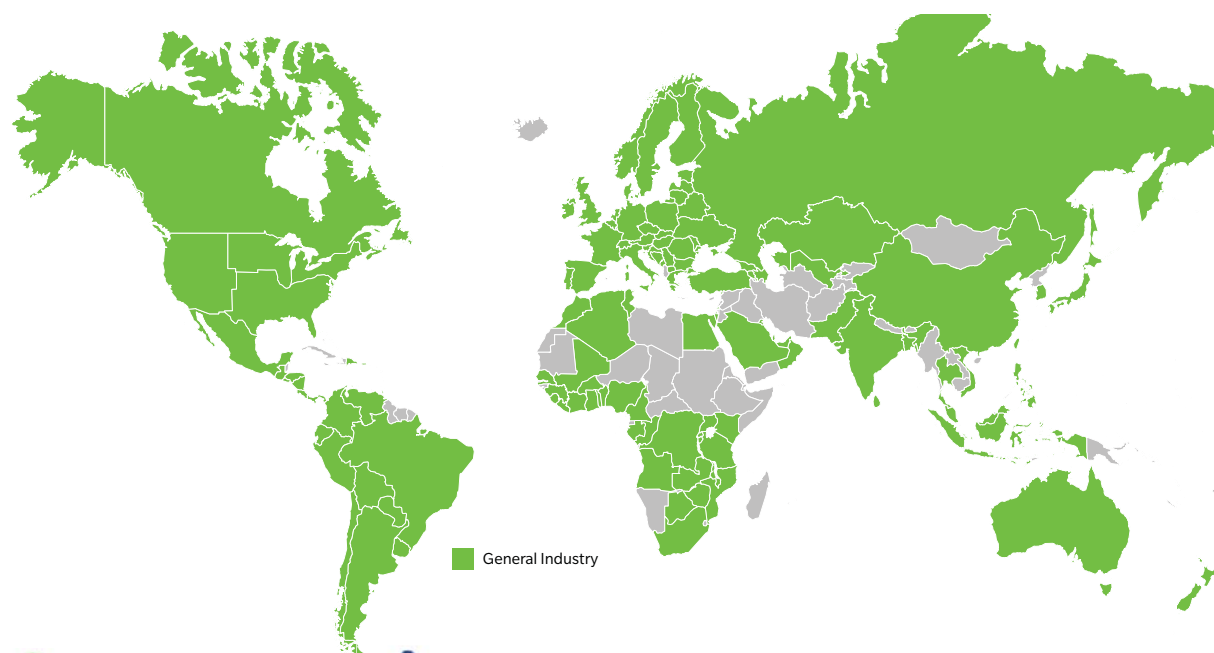
MERCER WIN SCREENSHOTS



MERCER TRS TOTAL REMUNERATION SURVEY

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TRS IS AVAILABLE IN OVER 100 MARKETS WORLDWIDE, INCLUDING:



AMERICAS & CARIBBEAN

- Argentina
- Bolivia
- Brazil
- Canada
- Chile
- Colombia
- Costa Rica
- Dominican Republic
- Ecuador
- El Salvador
- Guatemala
- Honduras
- Mexico
- *Bajío*
- *Monterrey Saltillo*
- *Nogales*
- *Reynosa*
- Nicaragua
- Panama
- Paraguay
- Peru
- Puerto Rico
- Uruguay
- Venezuela
- Trinidad and Tobago
- United States

EUROPE

- Armenia
- Austria
- Azerbaijan
- Belarus
- Belgium
- Bosnia and Herzegovina
- Bulgaria
- Croatia
- Czech Republic
- Denmark
- Estonia
- Finland
- France
- Georgia
- Germany
- Greece
- Hungary
- Ireland
- Italy
- Kazakhstan
- Latvia
- Lithuania
- Macedonia
- Moldova
- Netherlands
- Norway
- Poland
- Portugal
- Romania
- Russia
- Serbia
- Slovakia
- Slovenia
- Spain
- Sweden
- Switzerland
- Turkey

MIDDLE EAST / AFRICA

- Ukraine
- United Kingdom
- Uzbekistan
- Algeria
- Angola
- Bahrain
- Benin
- Botswana
- Cameroon
- Conakry
- Democratic Republic of Congo
- Egypt
- Gabon
- Ghana
- Guinea
- Israel
- Ivory Coast
- Kenya
- Kuwait
- Malawi
- Mali
- Morocco
- Mozambique
- Nigeria
- Oman
- Qatar
- Republic of Congo
- Rwanda
- Saudi Arabia
- Senegal
- South Africa
- Tanzania
- Tunisia
- UAE
- Uganda

ASIA PACIFIC

- Zambia
- Zimbabwe
- Australia
- Bangladesh
- China
- *Beijing*
- *Changzhou/Wuxi*
- *Chengdu/Chongqing*
- *Dalian*
- *Guangdong*
- *Hangzhou/Ningbo*
- *Nanjing*
- *Qingdao*
- *Shanghai*
- *Shenyang/Changchun*
- *Suzhou/Kunshan*
- *Tianjin*
- *Wuhan*
- *Xiamen/Fuzhou*
- *Xian*
- Hong Kong
- India
- Indonesia
- Japan
- Malaysia
- New Zealand
- Pakistan
- Philippines
- Singapore
- South Korea
- Sri Lanka
- Taiwan
- Thailand
- Vietnam

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MERCER TRS MEMBERSHIP

Join some of the world's leading organisations and use Mercer as your source of consistent, reliable, global total remuneration information. Enhance the value of your Mercer TRS with a membership programme that includes:

- Preferential pricing with multi-country membership
- Personal and privileged communications with a dedicated membership relationship manager
- Personalised implementation, project management and training

Choose access to the entire global database or a flexible package based on countries where you need total remuneration data. Consolidate the purchase of your international benchmarking data with a Mercer membership programme to ensure the most cost-effective means of acquiring this information. Visit imercer.com/membership for more details.

MERCER INDUSTRY SURVEYS

Besides general market TRS, Mercer also conducts industry surveys. These industry surveys provide comparative information on pay and benefits for executives, management, professionals and paraprofessionals in different technical, commercial and support functions unique to that industry. Industry coverage includes chemical, construction and engineering, consumer, energy, financial services, high-tech, life sciences, legal, and pharmaceutical. For more information on which industry surveys are available in your market, contact your local Mercer representative.



EXPRESS YOUR INTEREST NOW

FOR FURTHER INFORMATION ON THE MERCER TOTAL REMUNERATION SURVEY (TRS), PLEASE CONTACT YOUR LOCAL MERCER CONSULTANT OR COMPLETE THIS FORM AND RETURN IT TO OUR CLIENT SERVICES TEAM.

Contact name: _____

Contact title: _____

Company name: _____

Address: _____

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For further information, please contact your local Mercer office or visit our website at www.imercer.com/trs.

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