

Mercer would like to thank all participants for their assistance in completing this report. Data submitted to the Mercer remuneration database by the following private and public sector organisations has been included in this survey.

Participation list

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| 3M | Clorox |
| AB Mauri – New Zealand Food Industries | Colgate Palmolive |
| AC Nielsen ULC | Constellation |
| Adidas | CRT Co-operative |
| AFS Intercultural Programmes New Zealand | Datacraft |
| AHI Roofing | Department of Building and Housing |
| Alcatel-Lucent | Department of Conservation |
| Alfa Laval | DFS |
| Arnotts | DHL Global Forwarding |
| Ashburton District Council | DHL Supply Chain |
| AstraZeneca | Diversey |
| AsureQuality | Eli Lilly |
| Auckland University of Technology | Energizer |
| Bank of New Zealand | ERMA New Zealand |
| Baxter Healthcare | Estee Lauder |
| Beam Global International | Firth Industries |
| BIC | Fletcher Construction |
| Brian Perry Civil | Fletcher Construction Engineering |
| Bridgestone | Fletcher Construction South Pacific |
| British American Tobacco | Fletcher Distribution |
| Brookers | Fletcher Reinforcing |
| CA Pacific | Fletcher Residential |
| Cadbury | Fletcher Steel – Support Services |
| Capacity Infrastructure Services | Fonterra Co-operative Group |
| Carter Holt Harvey | Ford of New Zealand |
| Central Hawkes Bay | Forman Group |
| Central Otago District Council | Frucor |
| CentrePort | Fulbright |
| Christchurch City Council | General Cable |
| Cisco Systems | GlaxoSmithKline |
| City Care | Glidepath |

Survey methodology

GM Holden
Golden Bay Cement
Goodyear Dunlop Tyres
Hastings District Council
Heinz Wattie's
Henkel
Hewlett-Packard
Horizons Regional Council
Hume Pipeline Systems
IBM
Imperial Tobacco
Ingram Micro
Inland Revenue Department
Juniper Networks
Kaikoura District Council
Kellogg's
Laminex Group
Legal Services Agency
L'Oreal
Maersk
Manukau City Council
Mars
Massey University
Matamata-Piako District Council
Merck Sharp and Dohme
Microsoft
Mighty River Power
Ministry for the Environment
Ministry of Justice
Ministry Of Social Development
Morgan Furniture
MWH
Nalco
National Heart Foundation
NDA Engineering
Nestlé
NextWindow Limited
Northland Regional Council
Nutricia
NZ Defence Force
NZ Fire Service
NZ Post
NZIER
Oracle
Orica
Otago Regional Council
Pacific Steel Group
Palmerston North City Council
Parliamentary Counsel Office
PepsiCo
Pernod Ricard
Pfizer
Philips Electronics
Porirua City Council
Ports of Auckland
PPG Industries
Pratt and Whitney Air NZ Services
Queenstown Lakes District Council
Real Journeys
Reckitt Benckiser
Reserve Bank of NZ
Rheem
Roche Diagnostics
Roche Products
Ruapehu District Council
Sanofi-Aventis
SAP
Sara Lee
SAS Institute New Zealand
SC Johnson
Schneider Electric
Sealed Air
SKF
Solid Energy

State Services Commission
Stratford District Council
Sun Microsystems
Sybase
Taranua District Council
Tasman Insulation
Taupo District Council
Tauranga City Council
Tenon Manufacturing
Tertiary Education Commission
The Church of Jesus Christ of Latter-day Saints
THE EDGE
The EnviroSchools Foundation
The Walt Disney Company
The Wrigley Company
Todd Winegrowers
Tourism Holdings
Tranzqual ITO
TVNZ
Unison Networks
Unisys
University of Otago
UPS
Victoria University of Wellington
Waitakere City Council
Waratah NZ
Wellington City Council
Western Union Financial Services
Whanganui District Health Board
Winstone Aggregates
Zespri Group