

MERCER

Design competitive, consistent
pay packages worldwide



Total Remuneration Surveys

Membership information

Consulting. Outsourcing. Investments.



Total Remuneration Surveys (TRS)

As budgets tighten and the global workforce fluctuates, you need accurate total reward data to retain and reward critical talent. Rely on **Mercer Total Remuneration Surveys** to evaluate your compensation and benefits offered across the globe. Leading organizations around the world rely on Mercer to provide consistent, accurate data covering the full reward package.

- Use information, powerful analytical tools, and expert advice to maintain your competitive edge
- Meet local market needs and strategies that reflect global values
- Speak one common benchmarking “language” supporting your global business decisions
- Access your data through Mercer PayMonitor®, our web-based tool, providing customized reports
- Collaborate with local Mercer experts in job matching and evaluation process
- Combine job matching with an International Position Evaluation System™ (IPE) for non-benchmark jobs

client insight



Mercer Total Remuneration Surveys have given our company the tools to develop a global, market-driven philosophy and salary structures across all regions.





Evaluate the total reward package

The **Mercer Total Remuneration Surveys** are made up of five components providing a complete picture of total remuneration data. (Contact your local Mercer consultant to verify regional availability.)

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)

You receive

Online access – data delivered online through Mercer PayMonitor®, accessible anywhere, anytime.

Survey overview – general review of typical salary practices and compensation mix, employment trends, and other economic indicators related to HR management decisions.

Benefits summary – information on benefit practices and typical provisions including retirement, profit-sharing, long-term incentives, and perquisites.

Actual market data – detailed analysis of individual positions within job families to help you identify fluctuations.

Market regression – regression statistics and graphs by Mercer position class (IPE job level) and functional area (e.g. finance, HR) of the major components of total remuneration.

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



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 customized comparisons of your organization against the market?

. . . obtain the right solution

Mercer Total Remuneration Surveys provide reliable, up-to-date information on market pay rates and benefits prevalence to ensure your reward packages remain cost effective and competitive in the marketplace.

TRS – a step ahead

Consistency – apply same methodology to an average of 400 general market jobs, plus industry or market specific jobs in most countries, using one consistent data source locally, regionally, and globally.

Coverage – access 300+ benchmark positions in over 100 countries and receive all-industry, as well as industry-specific results.

Reliability – depend on consistent participation by organizations which creates a solid representation of multi-national and local companies in each country.

Versatility – use online tools to analyze survey data based on your needs and conduct “what if” analyses to measure your competitiveness.



Positions and functions surveyed

Mercer TRS covers positions from senior management to administrative level in the following functions:

- Administration
- Communications
- Contact Center
- Corporate Affairs
- Engineering
- Finance
- Human Resources
- Information Technology
- Knowledge Management
- Legal
- Manufacturing
- Marketing
- Quality
- Repair & Maintenance
- Research & Development
- Sales
- Supply & Logistics
- Top Management

Mercer TRS Membership

Join some of the world's leading organizations and use Mercer as your source of consistent, reliable, global total remuneration information. Enhance the value of your **Mercer Total Remuneration Surveys** with a Membership program including:

- Preferential pricing with multi-country membership
- Personal and privileged communications with a dedicated membership relationship manager
- Personalized 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 program to ensure the most cost effective means of acquiring this information.

Visit **[imercer.com/membership](https://www.mercer.com/membership)** for more details.

mercer
It's time to click or call

imercer.com/trs 800 333 3070



Visit **imercer.com/trs** to view:

- Global benchmarks (job lists)
- Prices, schedule, and countries covered
- Participant list
- Local contact details

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Louisville, KY 40202

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