

MERCER

2010 US catalog



Compensation solutions



Consulting. Outsourcing. Investments.

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 18,000 employees, based in more than 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.



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Looking over your shoulder

Despite budget controls, staff reductions, and pay freezes, human resource professionals finished 2009 with transformation honors. Mercer collaborated with HR teams in the most strenuous race of their careers by providing complimentary intellectual capital:

- White papers and webcasts at “Leading through Unprecedented Times” website
- Reference materials in “2009 Compensation Planning Resource Center”
- Hot topic snapshot and quick poll surveys through “Mercer Survey Panel”
- Podcasts on topical issues at “Mercer HRadio”
- Executive summary of our largest compensation database with “MBDspan”

Passing the baton

Speed, coordination, and working as a team determine winners. HR professionals are in the zone and eagerly getting on track this year.

The following are 2010 checkpoints for HR professionals:

- ✓ 93% of participants are very to somewhat confident they have appropriate HR resources to implement 2010 human capital plans
2010 Mercer US Human Capital Planning
- ✓ 25% of surveyed businesses will increase staff in 2010
2009/2010 Mercer US Compensation Planning Update
- ✓ 59% of respondents expect 2010 executive payout will be determined solely by results
2010 Mercer US Executive Compensation and Performance
- ✓ 93% of participants will not reduce 2010 pay budgets to offset rising healthcare costs
2009/2010 Mercer US Compensation Planning Update



With consistent data and strong year-over-year participation, Mercer surveys provide a unique benefit to proactively identify HR trends. In the US, Mercer conducts nearly 100 compensation surveys covering critical functions, industries, organizations, and geographies. The US database includes over 5,000 distinct positions and 17 million employees. Reports include base pay, short- and long-term incentives, policies/practices, salary planning, and geographic differentials.

Real world issues

Now more than ever, companies need the ability to consistently recognize and execute workforce opportunities before rivals do. Up-to-date compensation data is critical as HR professionals adjust the mix between base and incentive pay to manage costs and ensure their key talent remains engaged.

How Mercer is unique

- Mercer HR Guideposts help participants and purchasers get ahead of the competition with real-time indicators, trends, and complimentary topical snapshot surveys
- Mercer PayMonitor® permits unlimited custom analysis
- Unmatched data in these industries: contact center, energy, financial services, healthcare, insurance, pharmacy, retail, telecommunications
- Long-term incentive data is available in many surveys
- Consistent global data in 90+ countries
- Participation events support your needs with webcasts, live meetings, and contact center resources



With Mercer HR Guideposts, you get more than just basic survey data when you participate. The complimentary resources listed below help you to make informed HR decisions with confidence.

Mercer Survey Panel

Your participation in 2010 Mercer US compensation/benefit surveys entitles you to immediately join the Mercer Survey Panel, an online forum for sharing information.

- Share indicators on topical issues
- Compare total reward trends with your peers
- Suggest topics for/participate in snapshot polls
- Explore HR resources 24/7

US Mercer Benchmark Database - Market Pulse and MBDspan

Participants in the Mercer Benchmark Database receive Market Pulse reports which highlight early indicators of market movement and MBDspan, an in-depth presentation of key analytics and trends from the full database.

- Preview pay changes since the last survey
- Understand which jobs have had the greatest change
- Assess changes in base salary and total cash across industries, geography, and job families

US Mercer Benchmark Database - Year-Over-Year Comparison

Participant/purchasers of the Mercer Benchmark Database also receive the Year-Over-Year Comparison published soon after the survey results. This report includes base salary and total cash trends for organizations submitting the same positions in 2009 and 2010.

- Gauge whether pay is stable, growing, or declining in selected jobs
- View the range of changes in pay and employee population for individual participants

Who qualifies

What you receive

Participants:
2010 US Mercer surveys*

Survey Panel membership

Participant/purchasers:
2010 US Mercer surveys*

Executive Summary with results

Participants:
2010 US Mercer Benchmark Database

Market Pulse and **MBDspan**

Participant/purchasers:
2010 US Mercer Benchmark Database

Year-Over-Year Comparison

*Compensation Planning, Contact Center, Financial Services Suite (6 modules), Global Premium Executive Remuneration Suite, Integrated Health Networks Suite (8 modules), Mercer Benchmark Database (13 modules), MTCS/Energy, Pharmacy, Retail, Telecommunications and Broadcast Networks.

General positions

This section covers surveys that report compensation for “functional” positions offered in any industry. Paying functional positions competitively is critical since organizations compete for talent with all others that have these jobs – not just those in their industry. The cornerstone of Mercer’s functional data is the Mercer Benchmark Database.

Mercer Benchmark Database imercer.com/mbd

Purchase the Mercer Benchmark Database as a single, cross-functional system delivered through Mercer PayMonitor or by these individual modules:

- E-commerce
- Executive
- Finance, Accounting, and Legal
- Human Resources
- Information Technology
- Logistics and Supply Chain
- Manufacturing
- Marketing and Communications
- Metropolitan Benchmark (five regions)

Organizations	2,700+	
Positions	1,050+	
Observations	1.6 million+	
Pricing		
	Mercer* PayMonitor Participant	Mercer* PayMonitor Nonparticipant
12 modules, excluding Manufacturing	\$ 6,450	\$ 19,350
All modules, including Manufacturing	\$ 6,950	\$ 20,850
Individual modules	\$ 425 - \$1,200	\$1,275 - \$3,600

*Single primary user. Add users \$150/ea per survey/module; \$1,000/ea for entire database.

Custom cuts in PayMonitor

Participants may generate reports with data from their peers. For \$600, request a custom database by organization name. Mercer screens each request to ensure confidentiality.

E-commerce

Participants	500+	Representative positions
Observations	3,500+	Marketing
Industries	46	Sales
Positions	31	Web design
Pricing	PayMonitor*	Web development
Participant	\$ 750	
Nonparticipant	\$ 2,250	

Executive

Participants	2,300+	Representative positions
Observations	37,000+	Administration
Industries	46	Communications
Positions	201	Corporate affairs
Pricing	PayMonitor*	Engineering
Participant	\$ 1,200	Finance
Nonparticipant	\$ 3,600	Human resources
		Information technology
		Manufacturing
		Marketing
		Quality
		Real estate
		Research and development
		Sales
		Supply and logistics

Finance, Accounting, and Legal

Participants	2,200+	Representative positions
Observations	120,000+	Accounting
Industries	46	Attorneys
Positions	116	Audit
Pricing	PayMonitor*	Financial analysis
Participant	\$ 750	Investments
Nonparticipant	\$ 2,250	Paralegal
		Risk management
		Tax

Human Resources

Participants	2,000+	Representative positions
Observations	66,000+	Benefits
Industries	46	Compensation
Positions	128	Employee relations
Pricing	PayMonitor*	Field HR
Participant	\$ 750	HRIS
Nonparticipant	\$ 2,250	Labor relations
		Recruiting
		Training

Information Technology

Participants	1,800+	Representative positions
Observations	260,000+	Business systems analysis
Industries	46	Help desk
Positions	297	Network administration
Pricing	PayMonitor*	Operations
Participant	\$ 1,100	Programming
Nonparticipant	\$ 3,300	Project management
		Software development
		Systems administration
		Vendor management
		Website management

*Single primary user. Add users \$150/ea per survey/module.

Logistics and Supply Chain

Participants	1,500+	Representative positions
Observations	120,000+	Buying/purchasing
Industries	46	Distribution
Positions	67	Planning
Pricing	PayMonitor*	Quality
Participant	\$ 750	Scheduling
Nonparticipant	\$ 2,250	

Manufacturing

Participants	140+	Representative positions
Observations	150,000+	Design/drafting
Industries	46	Engineering
Positions	181	Executive
Pricing	PayMonitor*	Plant management/ administration
Participant	\$ 800	Production/maintenance
Nonparticipant	\$ 2,400	Quality/safety

Marketing and Communications

Participants	1,500+	Representative positions
Observations	27,000+	Advertising
Industries	46	Brand/product management
Positions	67	Business development
Pricing	PayMonitor*	Communication
Participant	\$ 1,100	Graphics
Nonparticipant	\$ 3,300	

Metropolitan Benchmark

Participants	2,400+	Representative positions
Observations	1.3 million+	Administration
Industries	46	Banking
Positions	374	Communications
Pricing	PayMonitor*	Corporate affairs
Participant	\$ 425/per region	Customer service/call center
Nonparticipant	\$ 1,275/per region	Engineering
		Finance
		Human resources
		Information technology
		Insurance
		Manufacturing
		Marketing
		Regions
		North Central
		Northeast
		South Central
		Southeast
		West Coast

*Single primary user. Add users \$150/ea per survey/module.

imercer.com/mbd
 Participant list, position list/descriptions,
 sample report pages, and online ordering

Mercer combines executive positions from nearly all compensation surveys to meet the demand for one convenient reliable executive database. Comprised of five modules for specific applicability, this single source offers multiple features providing participation and purchase options.

Participants	2,800+
Positions	400+
Data/Analysis	
Observations	59,000+
Size	Assets Gross premiums Revenue/sales Operating expenses/budget Total FTEs
Location	National
Regression	Base salary Target/actual total cash compensation Target/actual total direct compensation
Incentives	STI eligibility/amounts LTI eligibility/prevalence/ valuation using four methods: Black-Scholes, Accounting Cost Binomial, Net Present Value,

Schedule/Pricing

	Summer	Fall	Winter
Data effective	March	June	September
Report available	July	October	January

Mercer*
PayMonitor
Participant

Nonparticipant PDF only

All US executive data	\$ 5,000	\$15,000	← Best value – all modules
Single module matching type of ownership:			
Fortune 500®	\$ 2,750	\$ 8,250	
Public mid to small	\$ 2,750	\$ 8,250	
Privately held	\$ 2,750	\$ 8,250	
Not-for-profit	\$ 2,750	\$ 8,250	

*Single primary user. Add users for \$150/ea per module/survey; \$500/ea for entire suite.

imercer.com/executivesuite
Position list, data submission tools,
and online ordering



This report provides a one-stop resource for this essential information by collecting data from Mercer US compensation survey participants.

Participants	4,100+												
Data/Analysis	3.6 million+												
Observations	Prevalence of plan types												
Reporting	Values by salary level/employee category												
	Four valuation methodologies –												
	Black-Scholes, Binomial, Net Present Value, Accounting Cost												
Schedule/Pricing	March												
Data effective	December												
Report available	<table border="0"> <tr> <td>Mercer PayMonitor*</td> <td>Participant</td> <td>Mercer PayMonitor*</td> <td>Nonparticipant</td> </tr> <tr> <td></td> <td>\$ 1,750</td> <td></td> <td>\$ 5,250</td> </tr> <tr> <td>Both LTI & STI</td> <td>\$ 2,625</td> <td></td> <td>\$ 7,875</td> </tr> </table>	Mercer PayMonitor*	Participant	Mercer PayMonitor*	Nonparticipant		\$ 1,750		\$ 5,250	Both LTI & STI	\$ 2,625		\$ 7,875
Mercer PayMonitor*	Participant	Mercer PayMonitor*	Nonparticipant										
	\$ 1,750		\$ 5,250										
Both LTI & STI	\$ 2,625		\$ 7,875										

*Single primary user. Add users for \$150/ea per module/survey.

imercer.com/lti
Survey data analyzed and online ordering

Encompassing data from all Mercer US compensation survey participants, this report will provide vital information for establishing competitive short-term incentive awards.

Participants	4,500+												
Data/Analysis	4.2 million+												
Observations	52+ standard industries/plus "super sectors"												
Industry	STI as percent of base pay												
Reporting	Threshold/target/maximum percent												
	Values by salary level/employee category												
Schedule/Pricing	March												
Data effective	December												
Report available	<table border="0"> <tr> <td>Mercer PayMonitor*</td> <td>Participant</td> <td>Mercer PayMonitor*</td> <td>Nonparticipant</td> </tr> <tr> <td></td> <td>\$ 1,750</td> <td></td> <td>\$ 5,250</td> </tr> <tr> <td>Both STI & LTI</td> <td>\$ 2,625</td> <td></td> <td>\$ 7,875</td> </tr> </table>	Mercer PayMonitor*	Participant	Mercer PayMonitor*	Nonparticipant		\$ 1,750		\$ 5,250	Both STI & LTI	\$ 2,625		\$ 7,875
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	\$ 1,750		\$ 5,250										
Both STI & LTI	\$ 2,625		\$ 7,875										

*Single primary user. Add users for \$150/ea per module/survey.

imercer.com/sti
Participant list, sample report pages, and online ordering

This survey reports pay information and highlights policy trends for functional positions in the response center setting. This vital information will help to benchmark your organization's compensation strategy and identify opportunities to reduce costs and improve efficiency.

Participants	200+
Contact centers	1,800+
Positions	104
Data/Analysis	
Observations	370,000+
Size	Assets Operating expenses/budget Gross premiums Revenue/sales Total employment Contact center head count
Position families	Collections Customer service Customer service with selling Full account management Inbound with selling Inbound/outbound with selling Inbound with order entry Internet Outbound with selling Retention Staff Technical support
Location	Metropolitan area Regional National
Industry	52 industries
Incentives	STI eligibility/amounts LTI eligibility/prevalence

Schedule/Pricing

Data effective	March
Report available	August

Participant	<small>Mercer* PayMonitor</small> \$ 1,100
Nonparticipant	\$ 3,300

*Single primary user. Add users for \$150/ea per module/survey.

imercer.com/contact
Participant list, position list/descriptions,
sample report pages, and online ordering

Covering more than 12 million employees, this highly regarded survey provides information on the direction of compensation, budget, and market trends. Access this data to impact the way you manage, reward, and engage your workforce.

Participants	1,100+
Data/Analysis	
Observations	12 million
Reported	Pay projections Structure adjustments Lump sum payments Short-term incentives Nontraditional pay practices
Location	Regional
Schedule/Pricing	
Report available	July
Update available	November
	<small>Mercer PayMonitor PDF only</small>
Participant	Free
Nonparticipant	\$ 700/PDF

[imercer.com/cps](https://www.mercer.com/cps)
Participant list, sample report pages, and online ordering

The Mercer US Geographic Salary Differentials survey is the highest-quality salary differential information available in the market. With data on 200+ US cities, you can analyze salary differences to design competitive pay structures, consistently handle employee relocations, and compare data at the city or national level.

Data/Analysis	
Salary levels	Range from \$20,000 – \$100,000
Location	City/state
Pricing	
Initial purchase	\$ 730
Renewal	\$ 500

[imercer.com/geo](https://www.mercer.com/geo)
List of cities, sample report pages, and online ordering

Covering a range of key markets, these surveys allow organizations to determine competitive pay for niche or specialty positions included only in certain industries. These compensation surveys report on the right jobs from the right organizations, offering a competitive edge when vying for top talent.

Energy

The Mercer Total Compensation Survey for the Energy Sector (MTCS) is a premier source of compensation and benefits data for organizations involved in most aspects of the energy industry including drilling, exploration and production, pipeline/transmission, services and equipment, and utilities. Advice from Mercer industry experts ensures this survey delivers key market intelligence for the evolving energy business.

Financial Services

Financial Services Suite contains six industry-specific subsets including commercial lending, consumer finance, financial operations, insurance, retail banking, and private wealth. Financial industry experts review and update the surveys' positions, information, and analyses to ensure the suite fulfills the data requirements of financial institutions.

Healthcare

The Integrated Health Networks Suite (IHN) is the national compensation data industry leader. Healthcare systems, hospitals, health plans, non-hospital, and specialty care providers rely on IHN modules for information to support the development and execution of the total compensation strategy at all employee levels. Comprised of some of the nation's most respected medical associations, IHN participants include members of the Association of American Medical Colleges (AAMC), the Child Health Corporation of America (CHCA), BlueCross BlueShield Association (BCBS), Premier, Inc., and the Healthcare Compensation Professionals Organization (HCPO) – the largest managed care organizations in the country.

Pharmacy

Endorsed by the nation's top retail pharmacies and leading industry media sources, this twice-a-year survey is uniquely designed to help organizations overcome the localized challenges of today's pharmacy industry. Data supplied by healthcare, traditional retail, and mail-order/online participants help ensure that this survey provides the most diverse, robust information available.

Retail

Conducted in partnership with the National Retail Federation, the Mercer Retail Compensation and Benefits Survey represents all merchandise categories including specialty retailers. As dollars reenter the economy, it is increasingly important to control labor costs and raise staff productivity.

Telecommunications and Broadcast Networks

Since 1981, the Mercer survey has served as the industry standard, providing data for nearly all major telecommunications companies in the US. In response to the growing needs of the industry, Mercer has expanded the survey to include positions from the broadcast networks sector.

Schedule/Pricing

Data effective	April
Report available	Aug – Sept
	PayMonitor*
Participant	\$ 850/module
Nonparticipant	\$2,550/module

*Single primary user.
Add users \$150/ea per survey/module.

Analysis (all modules)

Size	Annual net sales/revenue
Location	Denver & Rocky Mountains Gulf of Mexico Louisiana and Southeastern Northeastern Offshore Oklahoma and Plains States Texas West Coast and Alaska
Incentives	STI eligibility/amounts LTI eligibility/prevalence/ valuation

General Benchmark

Participants	264
Observations	24,800+
Positions	207

Industry segments

Shared-services/functions across all segments

Position families

Accounting	HR
Administration	IT
Executives	Procurement/purchasing
Finance	

Gross Segment

Participants	252
Observations	36,800+
Positions	147

Industry segments

Downstream	Upstream
Midstream	Utilities

Position families

Engineers
Health/safety/environmental
Joint ventures representatives
Technician/technologist

Upstream & Midstream

Participants	133
Observations	3,200+
Positions	52

Industry segments

Exploration
Production
Transportation

Position families

Executive
Managerial
Professional

Downstream & Oilfield Services

Participants	84
Observations	12,000+
Positions	55

Position families

Executive
Managerial
Professional
Technical/non-technical sales

Utilities

Participants	64
Observations	3,300+
Positions	49

Position families

Executive
Transmission/distribution

Field/Hourly

Participants	163
Observations	29,500+
Positions	36

Industry segments

Oil fields	Pipeline
Plants/refineries	Terminal

Position families

Non-managerial

Benefits Benchmarking of traditional employee benefits.

Policy Detailed corporate policy report including compensation practices, long-term incentives, staffing practices, and more.

The 2010 US Financial Services Survey Suite collects various pay strategies and highlights short/long-term incentive practices. Financial service organizations rely on this survey data to create competitive compensation strategies that support growth initiatives and control workforce costs

Schedule/Pricing

Data effective	March
Report available	August
	PayMonitor*
Participant	\$ 900/module
Nonparticipant	\$ 2,700/module

*Single primary user. Add users \$150/ea per survey/module.

Analysis (all modules)

Assets
Location
Total employment
Long-term incentive valuation

Commercial Lending & Business Banking

Participants	50+
Observations	27,000+
Positions	124

Position families

Business banking	Loan support
Commercial real estate	Merchant services
Credit	Middle market commercial loan
Foreign exchange	Small business administration
Leasing	

Consumer Finance

Participants	40+
Observations	53,000+
Positions	133

Position families

Auto lending	Processing
Collections	Residential mortgage & home equity lending
Consumer lending	Risk/credit
Credit card	Risk/market
Customer service	Servicing
Education lending	Tele-sales
Merchant card services	Underwriting
Operations	

Financial Operations

Participants	35+
Observations	27,000+
Positions	59

Position families

Foreign exchange
General operations
Investment operations
Operational risk & compliance
Project implementation/management

Insurance

Participants	65+
Observations	68,000+
Positions	111

Position families

Compliance	P&C actuarial, claims, executive, loss prevention & control, risk mgmt., sales, underwriting
Executive	
Investment portfolio mgmt.	
Life actuarial, claims, executive, risk mgmt., sales, underwriting	Support

Retail Banking

Participants	50+
Observations	239,000+
Positions	84

Position families

Affluent/premier customers	Fraud
ATM/debit card	In-store banking
Branch executive, managers & support	Personal financial advisement
Business banking	Sales
Community development	Service
	Tellers

Trust & Private Banking

Participants	35+
Observations	12,000+
Positions	106

Position families

Custody/institutional	Retirement plan services
Employee benefits trust	Trust asset admin.
Executive	Trust business development
Personal investment	Trust investment
Personal trusts & estates	Trust operations
Private banking	Trust tax
Private banking business development	Wealth mgmt.
Private banking relationship mgmt.	

Conducted in partnership with the National Retail Federation (NRF), this survey provides compensation data, extensive HR and industry practices information, and benefit plan features. Retailers across the nation rely on Mercer data as they make strides toward recovering from the recession.

Participants	190	Positions	169
Data/Analysis			
Observations	1.4 million+		
Size	Organization revenue Number of stores Store revenues Store square footage		
Location	Metropolitan area Regional/national		
Merchandise categories	23		
Market categories	7		
Benefits	Prevalence and HR and industry practices		
Incentives	STI eligibility/amounts LTI eligibility/prevalence/valuation		
Schedule/Pricing			
Data effective	April		
Report available	September		
Mercer PayMonitor* Participant	Mercer PayMonitor* Nonparticipant (NRF member)	Mercer PayMonitor* Nonparticipant (NRF nonmember)	
\$ 1,000	\$ 2,000	\$ 3,000	

*Single primary user. Add users for \$150/ea per module/survey.



imercer.com/retail
Participant list, position list/descriptions,
sample report pages, and online ordering

Data are collected through the Retail Compensation and Benefits Survey. Participants in both surveys receive a 50 percent savings on the purchase of Apparel Survey results.

Participants	50	Positions	52
Data/Analysis			
Observations	1,800+		
Schedule/Pricing			
Data effective	April		
Report available	September		
Mercer PayMonitor* Apparel & Retail Participant	Mercer PayMonitor* Apparel Participant	Mercer PayMonitor* Nonparticipant	
\$1,650 (includes both reports)	\$ 1,300	\$ 3,900	

*Single primary user. Add users for \$150/ea per module/survey.

imercer.com/apparel
Participant list, position list/descriptions,
sample report pages, and online ordering

The Bureau of Labor Statistics states, “Ten of the 20 fastest growing occupations are healthcare related.” IHN modules are designed to capture competitive and effective compensation practices in response to the emerging market trends.

Analysis (all modules)

- Gross premiums (modules 1, 2, and 3)
- Gross/net revenue (modules 4a, 4b, 4c, 5, and 6)
- Location
- Total employment
- Long-term incentive valuation

Schedule (all modules)

- Data effective April
- Report available August

Module 1 – Health Plan Executives

Participants	80+
Positions	82
Observations	2,400+
	Mercer* PayMonitor
Participant	\$ 750
Nonparticipant	\$ 2,250

Module 2 – Health Plan Operations

Participants	110+
Positions	198
Observations	135,000+
	Mercer* PayMonitor
Participant	\$ 750
Nonparticipant	\$ 2,250

Module 3 – Health Plan Sales & Marketing

Participants	80+
Positions	67
Observations	15,000+
	Mercer* PayMonitor
Participant	\$ 700
Nonparticipant	\$ 2,100

Module 4A – Healthcare Provider System Executives & Management

Participants	130+
Positions	133
Observations	3,000+
	Mercer* PayMonitor
Participant	\$ 700
Nonparticipant	\$ 2,100

Module 4B – Healthcare Provider Facility Executives & Management

Participants	900+
Positions	142
Observations	12,000+
	Mercer* PayMonitor
Participant	\$ 700
Nonparticipant	\$ 2,100

Module 4C – Combo Healthcare Provider Executives & Management

Participants	1,000+
Positions	160
Observations	15,000+
	Mercer* PayMonitor
Participant	\$ 1,300
Nonparticipant	\$ 3,900

Module 5 – Healthcare Provider Individual Contributors

Participants	950+
Positions	196
Observations	780,000+
	Mercer* PayMonitor
Participant	\$ 700
Nonparticipant	\$ 2,100

Module 6 – Assisted Living/Long-term Care Operations

Participants	140+
Positions	68
Observations	49,000+
	Mercer* PayMonitor
Participant	\$ 700
Nonparticipant	\$ 2,100

*Single primary user. Add users for \$150/ea per module/survey.

imercer.com/ihn
Participant list, position list/descriptions, sample report pages, and online ordering

Conducted twice a year, this survey covers base pay and short-term incentives for all levels of pharmacists, technicians, and interns. It includes detailed analyses by industry specialization, location, and script volume, as well as an extensive HR policies and practices section. New in 2010, the Pharmacy Benefit Management module.

Participants	100+	
Positions	23	
Data/Analysis		
Observations	250,000+	
Size	FTEs Number of pharmacies Revenue Script volume	
Position families	Intern Management Pharmacist Service associate Technician	
Location	Zip code Metropolitan area State Regional National	
Incentives	STI eligibility/amounts	
Schedule/Pricing		
Data effective	January/July	
Report available	April/October	
	Mercer* PayMonitor Participant	Mercer* PayMonitor Nonparticipant
Single-state operations	\$ 875	\$ 2,625
Multiple-state/ specialty operations	\$ 1,750	\$ 5,250

*Single primary user. Add users for \$150/ea per module/survey.

imercer.com/pharm

Participant list, position list/descriptions,
sample report pages, and online ordering

The Telecommunications Compensation Survey has expanded to include over 50 NEW broadcast networks positions.

Conducted since 1981, this survey is a leader in the market. With a focus on telecommunications, the survey provides compensation data for jobs in the transmission, wireless, cable, satellite, and equipment businesses. Broadcast networks positions focus on multiple levels of broadcast operations, editors, programming, and producers.

Participants	30
Positions	224
Data/Analysis	
Observations	116,000+
Size	Revenue/sales Total employment
Position families	Engineering Executive Operations/network support Sales Staff Wireless
Location	Metropolitan area Regional National
Incentives	STI eligibility/amounts LTI eligibility/prevalence/valuation
Schedule/Pricing	
Data effective	March
Report available	September
Participant	^{Mercer*} PayMonitor \$ 2,250
Nonparticipant	\$ 6,750

*Single primary user. Add users for \$150/ea per module/survey.

imercer.com/tcom

Participant list, position list/descriptions,
sample report pages, and online ordering

Mercer global data provides information on 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. Developed by global Mercer professionals, this information represents local knowledge and worldwide presence to keep you on track in 2010.

Total Remuneration Surveys are the cornerstone of Mercer international data. Covering 350+ benchmark positions in more than 100 countries, the surveys report all forms of cash compensation, long-term incentives, and benefits. Visit imercer.com/trs for details.

Real world issues

Decentralization, governmental, and resource issues challenge multinational HR departments. They must understand evolving worldwide regulations and economic requirements. Diverse geographic approaches create a lack of global management and control. Mandates to create efficient global compensation strategies remain constant.

Mercer value

Mercer global presence and capabilities will help organizations manage international compensation programs and monitor and evaluate compensation practices for local and expatriate employees in a centralized and organized way. Around the world, Mercer conducts more than 600 surveys providing the most globally complete information available in the market.

How Mercer is unique

- Strong, international database of accurate, consistent, and 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 needed to manage expatriate employees on a worldwide or regional basis
- Mercer has a dedicated global resource center and local country representatives composed of multi-cultural professionals with backgrounds in international business

imercer.com/global

Detailed information on international surveys, reports, and publications

Mercer provides flexible global compensation solutions that combine powerful analytics and consulting support to help organizations maximize compensation investments and improve overall function efficiency.

Real world issues

In today's environment, organizations are challenged by shrinking internal resources and slashed budgets. Being expected to do more with less, HR functions must be nimble and able to efficiently provide information and analytics required for critical business decisions.

Mercer value

Our tools and services help organizations streamline global compensation and performance management processes, saving valuable time and resources.

How Mercer is unique

- Scope of consulting resources – World's largest compensation capability including consultants, analysts, and technology specialists
- Leading-edge technology – Software developed by compensation experts including ePRISM® and eIPE Unlimited
- Global data resources – Consistent compensation, benefits, total remuneration, and expatriate information for 90 countries
- Flexibility – Elastic combination of services and levels of interaction with our clients

Compensation management co-sourcing

Ensure internal equity across job families by using a job-leveling tool designed for international companies. This tool uses the Mercer International Position Evaluation System (eIPE), a global point factor rating approach used by Mercer professionals around the world. eIPE Unlimited allows users to access information online to overcome the ambiguities that arise when comparing by job titles alone. Compare positions within job families and across business units and countries in four simple steps.

Managing your compensation online through ePRISM® MAX permits you to reduce costs and increase the efficiency of compensation processes:

- Manage survey library of both Mercer and non-Mercer data
- Monitor benchmark jobs and report/analyze competitive position
- Ensure the efficacy of reward programs
- Enhance the credibility of analysis and improve responsiveness
- Save time and effort responding to survey providers
- Optimize compensation staff resources

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ePRISM PRO delivers a compensation-specific solution with powerful analytics in a timely and cost-effective package. This on-demand, comprehensive salary management and budgeting tool is designed to ensure that compensation programs are aligned with business strategy. Organizations will find ePRISM® PRO a vital tool to help them through these challenging times and beyond.

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