

MERCER

ExpatriateMonitor

ExpatriateMonitor™

Consulting. Outsourcing. Investments.

Discover Mercer's ExpatriateMonitor – The Global Expatriate Compensation Management Tool

Expatriate technologies are the cornerstone of an effective mobility program. Expatriates represent a growing proportion of our workforce talent and our future leadership. We must understand the nature and the costs of these assignments today.

ExpatriateMonitor is an expatriate compensation administration tool designed to support the alignment of expatriate compensation management with your business objectives.

This tool allows you to perform expatriate compensation calculations in compliance with your organization's policy, review and update these calculations, track deviation to policy, perform what-if calculations and issue reports and gather in one single-web platform all information related to your international assignees.

What are the main features?

- Automate expatriate compensation calculations and facilitate updates
- Issue reports on any assignment-related element stored in the database
- Capture expatriate compensation related elements in one place including non recurrent costs

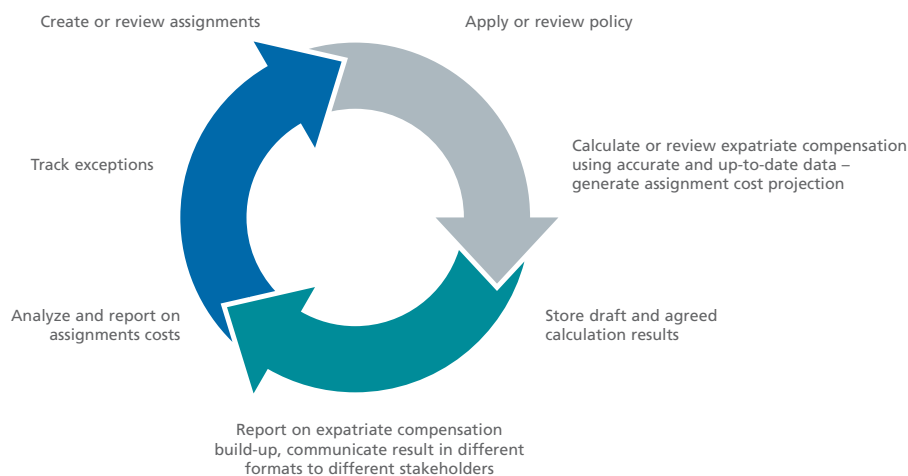


Challenges:

- The number of assignments is on the rise: more assignees' information and compensation data to process and administer
- Business Managers have more frequent and urgent demands for assignments cost estimates information
- Information is collected from different sources: difficulties in getting current information rapidly
- Same information needs to be provided in different formats for different audiences
- Lots of manual gathering, re-entry, compilation and calculation of information leading to increased risk of errors

Use ExpatriateMonitor to address these challenges.

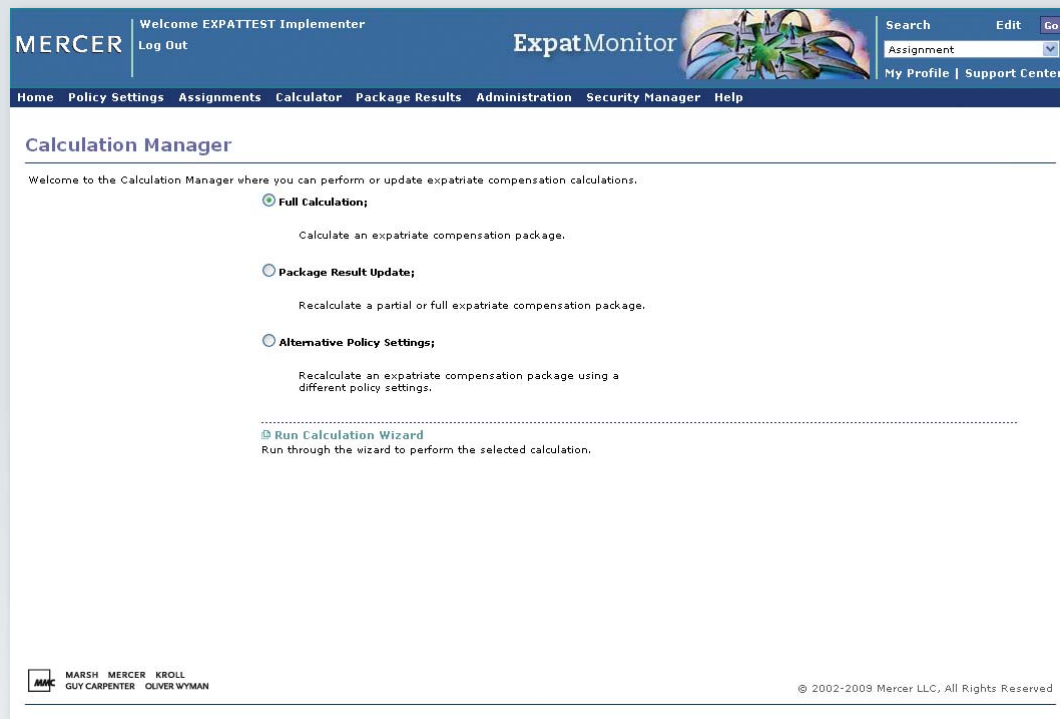
ExpatriateMonitor



What are the key advantages?

- Simple, user-friendly yet powerful and sophisticated
- Usable off-the-shelf tool yet flexible and highly configurable
- Directly accessing Mercer mobility data yet useable with other data sources
- Extensive importing facilities for loading data as needed, importing format saved for easy update
- Able to evolve with your needs and benefit from regular updates
- Cost effective
- Developed in partnership with our clients by experts in Global and local compensation management

Navigation of ExpatMonitor is clear, quick, and user friendly



What can I do with ExpatMonitor?

- Manage my whole expatriate population in a single global database for expatriate compensation management worldwide
- Facilitate the compensation calculation, review and update process through an easy to use calculation wizard
- Ensure consistency in the application of my policies and track exceptions
- Monitor, analyze and report on expatriate compensation costs
- Create test policies and apply them to my whole expatriate population to assess impact of proposed changes to policy

Reporting and Analysis

ExpatMonitor provides instant, flexible, and customizable report writing capabilities. Print the query shown on the screen or use the integrated report wizard to generate presentation quality reports. Data can be exported from ExpatMonitor to use with in-house report writers.

Selecting your criteria is intuitive and efficient.

The screenshot shows the ExpatMonitor web application interface. At the top, there is a navigation bar with 'MERCER' logo, 'Welcome EXPATTEST Implementer', 'Log Out', 'ExpatMonitor', and a search bar. Below the navigation bar, there are tabs for 'Home', 'Policy Settings', 'Assignments', 'Calculator', 'Package Results', 'Administration', 'Security Manager', and 'Help'. The main content area is titled 'Search Results for ASSIGNMENT' and shows a table of assignment data. The table has columns for Assignee ID, Assignment ID, First Name, Last Name, Last Update Time, Gender, Home Marital Status, Home City for Data, Host Marital Status, Host City for Data, Start, and Tgt End Date. The table contains 15 rows of data, including assignments for 'demo1' through 'demo70'. At the bottom of the page, there is a footer with '© 2002-2009 Mercer LLC. All Rights Reserved'.

The results can be created as presentation quality reports...

... or exported to excel files by total cost, yearly estimates, individual assignee, or any level of detail you need.

Expatriate Compensation Calculation

Assignment ID	qs10-1	Home Location	Host Location
Result Description	qs10-Berlin Guangzhou w/192000 inflow/realo		
Policy	Merco Standard policy	COL IndexM	
Assignment File Created By	ar	Marital Stat	
Calculation status	Done	Exchange rat	

Gross home country reference salary	
Total home gross salary allowances/contributions	
- Hypothetical social security	
- Hypothetical personal income tax	
+ Family Allowances	3,698
Net home country pay with net adj amt 0 (based on April 2008 tax data)	80,214

Breakdown of net home country pay			
(Index)	21 of 214		
- Housing	18,528	14,861	
- Savings and other expenses	26,805	29,552	
- Spendable income	44,669	35,831	
Total Net	100,000		

Host Location Compensation Build-Up			
Net home country pay (same as item 2 above)	80,214		823,720
Cost of Living Allowance (COLA)	EUR	-3,225	-33,118
(Index)			
Spendable income used for this calculation	35,831		
Cost of living index used for this calculation	91		
Housing Allowance			
Hypothetical home country housing deduction		0	0
Quality of Living allowance - 20% of Gross		24,000	246,457
Other cash taxable allowances	EUR	CNY	
		16,800	172,519
Mobility premium	12,000	123,228	
Utilities allowance	4,800	49,291	
Equalized net host country pay including cash taxable allowances and premiums	117,789		1,209,579
Taxable income in host country	117,789		1,209,579

Gross up in host country			
- Hypothetical Social Security	Home country	NA	11,132
- Hypothetical Social Security	Host country		0
- Hypothetical Personal Tax	Host country		634,565
Gross Host Country Pay			179,583
Expatriate benefits (non cash, or non tax equalized)	EUR	CNY	60,605
Total host country accommodation costs	32,295	331,638	

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What can I do with ExpatMonitor?

Objectives

- Review the current way the assignment cost projection is administered
- Simplification, automation
- Externally hosted web-based relational database

- Improve transparency, provide accurate data and meaningful Management Information Reports
- Ongoing, up-to-date and transparent expatriate compensation data and reports

- Partner with a qualified provider with experience and depth of resources
- Comprehensive data platform
- Flexibility

Solution

A stand-alone hosted web-based tool capable of recording and managing expatriate related compensation information.

A dynamic user-friendly solution developed in close partnership with clients for complete, simple and secure access to powerful data query, analysis and reporting tools.

Ongoing, up-to-date and transparent local and expatriate compensation data. Global coverage coupled with local knowledge and support.

For more information about ExpatMonitor and to find out how this innovative solution could assist you with your expatriate management work, please contact client services on +48 22 434 5383 or your local Mercer consultant.

MERCER

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For further details on ExpatMonitor or our full range of information products and solutions please contact or visit:

www.imercer.com/expatmonitor
email: client.services.europe@mercer.com

Tel +48 22 434 5383
Fax +48 22 456 4021

Mercer Client Services
Aleje Jerozolimskie 94
00-807 Warsaw, Poland