

2011 TRS

Total Remuneration Survey

The key to designing competitive pay packages worldwide



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Consider these questions...

1. Do you have an easy-to-use tool to compare compensation and benefits across geographies?
2. Can you evaluate the competitive position of each total remuneration element?
3. Is your pay strategy consistent enough to ensure external competitiveness and maintain internal equity?
4. Do you instantly generate custom comparisons of your organization against the market?

... find the right answers

Mercer **Total Remuneration Surveys (TRS)** provide consistent, high-quality market data, including all forms of cash compensation, long-term incentives, and benefits. TRS is built on a common, global platform that delivers worldwide consistency for jobs, data, methodology, and technology. The surveys cover an average of 400 benchmark positions from the executive to administrative level in more than 100 countries across multiple regions.

With tremendous flexibility and the functionality to allow multiple users access to the same survey, TRS is an economical time-saver. HR professionals at the world's leading organizations use TRS to keep their organizations competitive in the global marketplace.

TRS – Designed to help you make informed decisions for 2011

- **Consistency** – apply the same methodology to 400 general industry jobs, so you use one consistent data source locally, regionally, and globally.

- **Coverage** – access benchmark positions in over 100 countries and receive all-industry as well as industry-specific results.
- **Reliability** – consistent participation for solid representation of multi-national and local companies.
- **Versatility** – online tools allow you to analyze survey data based on your needs and create 'what if' situations to measure your competitiveness.

Positions and functions surveyed

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

Administration	IT Deployment and Support
Communications	Legal
Consulting	Manufacturing
Contact Center	Marketing
Corporate Affairs	Project Engineering
Engineering	Quality
Finance	Research and Development
Finance and Administration	Repair and Maintenance
Human Resource	Sales
Information Technology	Sales and Marketing
IT Analysis and Design	Supply and Logistics

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Evaluate the total rewards package

Total Remuneration Surveys are made up of five components providing a complete picture of total remuneration data.

- COMP 1 Annual Base Salary**
(Monthly base salary times the number of months guaranteed)
- COMP 2 Total annual non-variable Remuneration**
(COMP 1 plus other guaranteed or legally required cash payments)
- COMP 3 Total annual cash compensation**
(COMP 2 plus short-term incentives)
- COMP 4 Total annual cash and long-term incentives**
(COMP 3 plus value of long-term incentive programs)
- COMP 5 Annual total remuneration**
(COMP 4 plus values of most prevalent benefits and perquisites)

What do you receive?

- **Online access** – TRS surveys delivered online through Mercer WIN®, accessible anywhere, anytime – makes market pricing a snap.

- **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 to 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, HR) for each of the major components of total remuneration.
- **Custom analyses** – generate custom statistics tailored to your needs based on peer groups, revenue size, total employees and more using Mercer WIN®.



Mercer Workforce Intelligence Network® (Mercer WIN) is your single-point access to Mercer's unparalleled survey data and analytics and is one of the most comprehensive and intuitive platforms available.



With it, you can easily retrieve and synthesize 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®**.

TRS is available in over 100 markets, including:

Algeria	China-Dalian	Czech Republic	Ireland	Pakistan	Sri Lanka
Argentina	China-Guangdong	Denmark	Israel	Panama	Sweden
Australia	China-Hangzhou	Dominican Republic	Italy	Paraguay	Switzerland
Austria	China-Nanjing	Ecuador	Japan	Peru	Taiwan
Azerbaijan	China-Qingdao	Egypt	Kazakhstan	Philippines	Thailand
Bahrain	China-Shanghai	El Salvador	Kuwait	Poland	Tunisia
Bangladesh	China-Shenyang	Estonia	Latvia	Portugal	Turkey
Belarus	-Changchun	Finland	Lithuania	Puerto Rico	Ukraine
Belgium	China-Suzhou	France	Malaysia	Qatar	United Arab Emirates
Bolivia	China-Tianjin	Germany	Mexico	Romania	United Kingdom
Brazil	China-Wuhan	Greece	Moldova	Russia	United States
Bulgaria	China-Wuxi	Guatemala	Morocco	Saudi Arabia	Uruguay
Canada	China-Xi'an	Honduras	Netherlands	Serbia	Venezuela
Chile	China-Xiamen	Hong Kong	New Zealand	Singapore	Vietnam
China-Beijing	-Fuzhou	Hungary	Nicaragua	Slovakia	
China-Changzhou	Colombia	India	Norway	Slovenia	
China-Chengdu	Costa Rica	Indonesia	Oman	Spain	
-Chongqing	Croatia				

Mercer TRS membership

The TRS membership program ensures you have complete and easy access to Mercer's total remuneration data and services around the world. A membership provides value through the global coordination of services, consistency of methodologies and jobs, and opportunities to network with peer organizations. Membership benefits include:

- **Customized pricing** – multi-country membership savings
- **Dedicated client relationship manager** – one point of contact to coordinate your services
- **Personalized services** – implementation, project management, communication, 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 for more details.