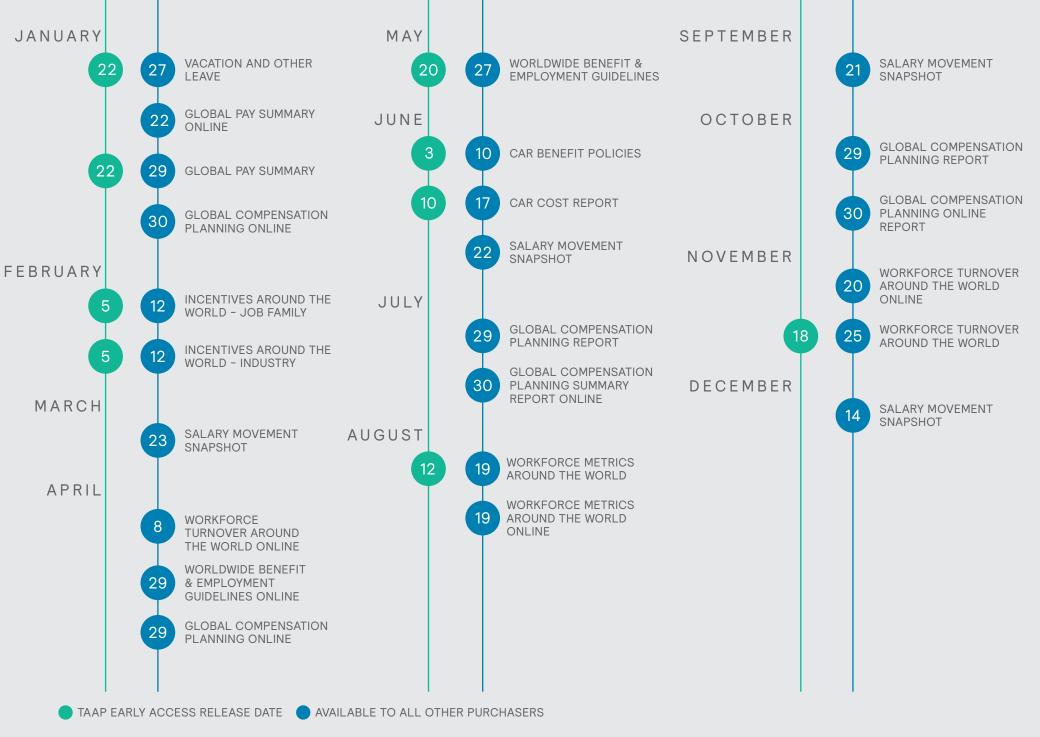
MERCER TALENT ALL ACCESS®

2 0 2 0 **TALENT ALL ACCESS** ® GLOBAL PUBLICATIONS, INSIGHTS AND TOOLS





Notes: Release dates are subject to change.

TALENT ALL ACCESS® PORTAL+

Mercer's Talent All Access® offers many paths to a vast array of content organized based on category, geography, industry, and insights. Designed to help make your day easier, our mission is to ensure it's simple, fast, and easy for you to find the key content you need.

WHAT'S INCLUDED

CORE PUBLICATIONS AND ONLINE TOOLS

Our core publications and online tools are indepth and filled with data; they are typically updated on an annual basis.

ACTIONABLE INSIGHTS

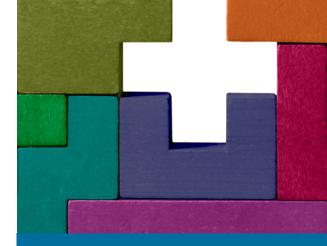
Our insights are developed to help you design, deliver, grow and transform your workforce. And to help you keep up with changing legislation around the world. In contrast to the detailed data available in our core publications, insights are presented in smaller, digestible formats such as 3–2–1 briefings, infographics, articles, short reports, calculators, checklists, dashboards, quizzes, and videos.

2020 PRICING



TAAP+ includes access for an unlimited number of users. TAAP includes access for up to 5 users; additional users may be added for a fee.

> Use this **market coverage** guide to quickly identify the publications with data you may need. Need data sooner? **Talent All Access**® subscribers receive exclusive early access to many of our products.



More Hands-On? Access data on interactive, online platforms; or download excel files to run your own calculations.

Need to present to your boss?

Grab graphics and visuals directly from Talent All Access® reports to incorporate into your presentations, or use customizable PowerPoint slides.

Trying to see into the future?

Use the salary budget projections calculator to help forecast increases through to 2023.



TALENT ALL ACCESS[®] PORTAL+

A huge range of Mercer's global publications and tools in one place!

Get fast and easy access to the data you need for business-critical decisions.

And **actionable insights** that provide you with up-to-date, relevant thought leadership, all in a **customizable format** that works for you — whether you need a pdf, an Excel file, a video or an online tool, TAAP+ has an option that suits your needs.

Choose from two subscription options, depending on your data and insight needs. Access to TAAP primarily includes core publication content, versus TAAP+ which contains all publication related content (including online tools), actionable insights and much, much more! Watch this video to find out more.

TAAP VS. TAAP+

	ТААР	TAAP+
NUMBER OF SUBSCRIBERS	5	Unlimited
LENGTH OF SUBSCRIPTION	12 months	12 months
CORE PUBLICATIONS	Some	All
ONLINE TOOLS	Some	All
INSIGHTS	No	Yes
REGULAR LEGISLATIVE UPDATES	No	Yes

TALENT ALL ACCESS[®] PORTAL+ INCLUDES ACCESS TO THESE PRODUCTS

ASSESSMENT







Industry Scorecard

Global Parental Leave Industry Scorecard

Severance Pay Policies Vacation and Other Leave Industry Scorecard

COMMUNICATIONS



Compensation Handbook

COMPENSATION & REWARDS



Car Benefit Policies



Incentives Around the World



New Graduate Starting Salaries

Planning

Worldwide Benefit & **Employment Guidelines**

ENGAGEMENT



Global Parental Leave



Vacation and Other Leave Policies Around the World

LEARNING







Global Compensation Planning 20 Year Look Back

HR Management Terms

Short-term Incentive Trends - A 10 Year Review

MOBILITY







Car Cost Report

Global Mobility Handbooks

HR Atlas





International Geographic Salary Differentials

HR Guide to Doina Business

WORKFORCE ANALYTICS





Severance Pay Policies Around the World

Around the World

Workforce Turnover Around the World





Car Benefit Policies -



Global Pay Summary

TALENT ALL ACCESS® PORTAL+

All product-related content listed in the TAAP column is available to TAAP+ subscribers, as well as the additional items indicated in the TAAP+ column. Plus, TAAP+ subscribers receive access to all of our insights and tools!

PRODUCT	ТААР	TAAP+	PRODUCT	ТААР	TAAP+
CAR BENEFIT POLICIES	PDF, Excel	+Insights	INCENTIVES AROUND THE WORLD	PDF, Excel	+Insights
CAR BENEFIT POLICIES GLOBAL INDUSTRY FINDINGS	PDF	+Insights	INTERNATIONAL GEOGRAPHIC SALARY DIFFERENTIALS ¹	Excel	+Insights, Calculators and
CAR COST REPORT	Excel	+PDF ² , Insights, Calculators and Tools	LGBT BENEFITS AROUND THE WORLD	PDF	Tools
COMPENSATION HANDBOOK ¹	PDF		NEW GRADUATE STARTING SALARIES	PDF, Excel	+Insights
	PDF, Online,	ons, Insights,	SEVERANCE PAY POLICIES AROUND THE WORLD	PDF	+Insights
GLOBAL COMPENSATION PLANNING	Excel	Calculators and Tools	SEVERANCE PAY POLICIES INDUSTRY SCORECARD	PDF	+Insights
GLOBAL COMPENSATION PLANNING REPORT – 20 YEAR LOOK BACK ¹	PDF	+Insights, Calculators and	SHORT-TERM INCENTIVE TRENDS – A 10 YEAR REVIEW ¹	PDF	+Insights
REPORT - 20 YEAR LOOK BACK		Tools	THE DESIGN OF WORK	PDF	+Insights
GLOBAL MOBILITY HANDBOOK ¹	PDF		VACATION AND OTHER LEAVE	PDF	tipoighto
GLOBAL PARENTAL LEAVE	PDF	+Insights	INDUSTRY SCORECARD		+Insights
GLOBAL PARENTAL LEAVE INDUSTRY	PDF	+Insights	VACATION AND OTHER LEAVE POLICIES AROUND THE WORLD	PDF	+Insights
GLOBAL PAY SUMMARY	PDF, Online, Excel	+Calculators and Tools	WORKFORCE METRICS AROUND THE WORLD		+PDF, Excel, Online ² , Insights
HR ATLAS ¹	PDF	+Insights	WORKFORCE TURNOVER AROUND THE WORLD	PDF, Excel	+Online ²
HR GUIDES TO DOING BUSINESS ¹	PDF		WORLDWIDE BENEFIT & EMPLOYMENT GUIDELINES	PDF	+Online ² , Excel
HR MANAGEMENT TERMS ¹	PDF				

¹Product is exclusive to TAAP/TAAP+; cannot purchase separately. ²Available to purchase.

CAR BENEFIT POLICIES

As companies focus on working toward a greener future, a car related benefit is not always a company car. Find out what is commonly offered in markets around the world to ensure you remain competitive.

Current Release: June 2019 | Next Release: June 2020

WHAT'S INCLUDED?

- Policy overview
- Green policies
- Company-owned vehicles (including vehicle types and replacement policies)
- Company-leased vehicles (including vehicle types and lease duration)
- Car allowances
- Alternate transportation benefits (including personal car or driver, prearranged transportation or shuttles, subsidized or free parking, walking or cycling allowances, public transportation allowance or subsidy)

2019 PRICING

	USD	EUR	CAD	AUD	GBP
GLOBAL PDF	3,000	2,500	3,900	4,100	2,250
REGION PDF	1,500	1,275	1,950	2,050	1,125
SINGLE MARKET PDF	500	425	650	700	375
EXCEL ADD-ON*	500	425	650	700	375

*Must purchase Global PDF.

Regions available: Americas; Asia Pacific; Europe, Middle East, & Africa Single market PDF available on request.

Use this **market coverage** guide to quickly identify the publications with data you may need. Need data sooner? **Talent All Access**® subscribers receive exclusive early access to many of our products.



NEW IN 2020!

Participation will begin in January 2020. Participants receive access to a complimentary dashboard of the results!



What are key considerations when creating a transportation policy?



Do companies subsidize the cost of public transportation?



Which employees should receive a car benefit?



Mercer's **Car Cost Report** is the perfect partner to this report!



GLOBAL PARENTAL LEAVE

Parental leave is now a common organizational policy that may also apply to same-sex couples and adoptive parents. Ensure your policies comply with statutory minimums and compare them to typical market practice.

Current Release: July 2018 | Next Release: January 2022

WHAT'S INCLUDED?

- Global parental leave policies*
- Benefits for parents
- Maternity leave
- Paternity leave
- Parental leave
- Adoption leave
- Family caregiver leave
- Statutory requirements

*Available in the Global Findings report only.

2018 PRICING

	USD	EUR		CAD		AUD		GBP	
GLOBAL FINDINGS PDF	4,000	3,60))	5,200		5,200		3,200	
SINGLE MARKET PDF*	> 750	675	•	975		975		600	

*Available for select markets only.

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How far in advance of an employee's due date can they begin their maternity leave?







Do companies provide benefits coverage for any fertility treatments?



This survey will be conducted again late 2021, with updated results early 2022.

Note: Sample report is for the "Single Market PDF."

Order Online

Sample Report

VACATION AND OTHER LEAVE

In the modern employment landscape, this particular benefit is an absolutely integral part of most companies' workforce management strategy. Uncover reliable and up-to-date market data alongside information on statutory requirements.

Current Release: October 2017 | Next Release: January 2020

WHAT'S INCLUDED?

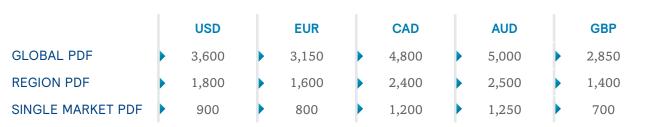
ANNUAL LEAVE POLICIES

- Vacation days
- Personal days
- Holidays
- Sick leave
- Paid time-off pool

OTHER LEAVE POLICIES

- Extended medical leave
- Bereavement leave
- Marriage leave
- Volunteer leave
- Study or exam leave
- Sabbaticals

2020 PRICING



Regions available: Americas; Asia Pacific; Europe, Middle East, & Africa Single market PDF available on request.

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BEST VALUE! The Global PDF provides data for all markets in a single report!



Can employees carry over or cash out unused vacation days?



How common are unlimited leave policies?



What other types of leave are commonly provided?

Order Online

WORKFORCE TURNOVER AROUND THE WORLD

Although some turnover brings interruption, sometimes it's beneficial for revitalizing or fine-tuning your workforce. Analyze economic, labor market trends, and workforce changes by region, country, and industry.

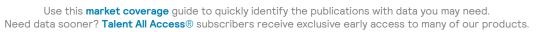
Current Release: November 2019 | Next Release: April 2020 (Online Update); November 2020 (PDF)

WHAT'S INCLUDED?

- GDP, inflation, and unemployment rates
- Voluntary and involuntary turnover
- Current and budgeted workforce change
- Hiring intentions
- Total working age range and economically active population data

14 INDUSTRIES

- Banking/Finance
- Chemicals
- Consumer Goods
- Energy
- High Tech
- Insurance/Reinsurance
- Life Sciences
- Logistics
- Mining & Metals
- Other Manufacturing
- Other Nonmanufacturing
- Retail & Wholesale
- Services Nonfinancial
- Transportation Equipment





BEST VALUE!

A Global Online subscription provides a preview of turnover rates in April, a full update in November, and Excel download files!



Where is voluntary turnover an issue?



Which career level has the highest turnover?



Which industry has the most significant changes in workforce planned for next year?



Mercer's Workforce Metrics Around the World is the perfect partner to this report!

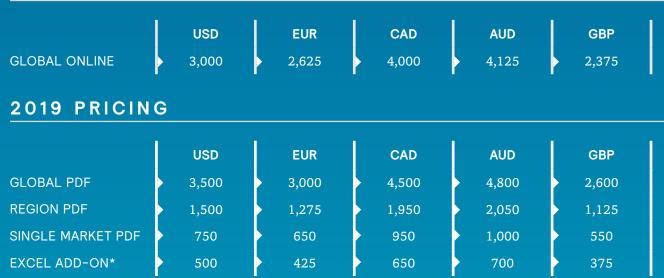
Demo Video

Order Online

Sample Report

WORKFORCE TURNOVER AROUND THE WORLD

2020 PRICING



*Must purchase Global PDF.

An online subscription includes access for up to 5 users; additional users may be added for a fee. Includes Excel download files; does not include PDF. Two updates per year, including early access for select markets in April and a full update in November. Regions available: Americas; Asia Pacific; Europe, Middle East, & Africa

Single market PDF available on request.

GLOBAL PAY SUMMARY

Employee pay often represents the largest expense for most companies, which means well-informed salary decisions are critical. Quickly review and evaluate base salary and total cash compensation around the world for a core set of benchmark jobs.

Current Release: January 2019 | Next Release: January 2020

WHAT'S INCLUDED?

ECONOMIC & LABOR MARKET

- GDP figures
- Inflation and unemployment rates
- Population sizes
- Gender ratio

2020 PRICING

		USD	EUR	CAD	AUD	GBP
GLOBAL ONLINE	•	3,000	2,625	4,000	4,125	2,375
REGION ONLINE		1,200	1,000	1,600	1,650	950
REGION PDF		1,800	1,600	2,400	2,500	1,400
EXCEL ADD-ON*		600	525	800	825	475

*Excel file for region PDF purchased.

An online subscription includes access for up to 5 users; additional users may be added for a fee. Includes Excel download files; does not include PDF.

Regions available: Americas; Asia Pacific; Central & Eastern Europe; Middle East & Africa; and Western Europe

Use this **market coverage** guide to quickly identify the publications with data you may need. Need data sooner? **Talent All Access**® subscribers receive exclusive early access to many of our products.

NEW IN 2021!

Beginning in 2021 Global Pay Summary will be 100% online! 2020 is the last year for purchasing PDFs.



What are the costliest and most cost-effective locations?



Which markets have the highest variable pay?



How does pay vary across job families?



A Global Online subscription includes online access to all countries and jobs, as well as downloadable Excel files!

Order Online

Sample Report

COMPENSATION

Annual base salary

Annual total cash

Amounts provided in local currency and USD

GLOBAL PAY SUMMARY

10 Job families and 50 benchmark positions

- GENERAL MANAGEMENT Chief Executive Officer (CEO) Chief Operations Officer (COO)
- FINANCE & ACCOUNTING Chief Financial Officer (CFO)
- IT, TELECOM, & INTERNET LEADERSHIP Chief Information Officer (CIO)
- HUMAN RESOURCES LEADERSHIP Chief Human Resource Officer (CHRO)
- ACCOUNTING FINANCE ৵ঽ

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EXECUTIVE EADERSHI

> FINANCE GENERALISTS Senior Manager **Experienced Professional**

Entry Para-professional

Senior Professional

ACCOUNTING

Manager

DMINISTRATION

∢

RESOURCES

HUMAN

- ADMINISTRATION & SECRETARIAL Manager Senior Professional Entry Para-professional
- FACILITIES MANAGEMENT & PLANNING Team Leader **Experienced Professional**
- HUMAN RESOURCES GENERALISTS Manager Senior Professional Entry Para-professional
- **COMPENSATION & BENEFITS** Senior Manager **Experienced Professional**

- ENGINEERING TECHNICIANS Entry Para-professional
 - Senior Para-professional ENGINEERING
 - Senior Professional
 - Senior Manager II

Supervisor

LEGAL

Manager

Senior Para-professional

- Manager
- IT SECURITY **INFORMATION TECHNOLOGY** Manager Senior Professional IT BUSINESS SYSTEMS ANALYSTS **Expert Professional** IT USER SUPPORT

ENGINEERING

- COMPLIANCE
- LEGAL &

MANUFACTURING



- **Entry Para-professional** COMPLIANCE Senior Manager
 - MANUFACTURING PLANT MANAGEMENT Senior Manager

Experienced Professional

Senior Professional

- MANUFACTURING PRODUCTION. **PROCESSING, & ASSEMBLY** Manager Supervisor
 - Senior Professional
 - Entry Para-professional

SALES & MARKETING • Manager Senior Professional **Experienced Para-professional**

SALES

SUPPLY CHAIN

- ACCOUNT & CLIENT MANAGEMENT **Expert Professional** Senior Manager
- **SUPPLY CHAIN PLANNING & OPERATIONS** Team Leader **Expert Professional** Senior Professional WAREHOUSING, DISTRIBUTION, &
- TRANSPORTATION Manager Entry Para-professional

WORKFORCE METRICS AROUND THE WORLD

The value and importance of workforce metrics can sometimes be overlooked but they can be a critical and core component that helps to steer your business. Compare your company to a set of key metrics in 45 markets around the world.

Current Release: August 2019 | Next Release: August 2020

WHAT'S INCLUDED?

WORKFORCE METRICS

- Workforce and payroll cost distribution
- Management span ratios
- Employee "Churn": Voluntary turnover and new hire rates
- Employee promotion rates
- Top performer rates

Notes: Not all demographics are available for all workforce metrics.

Data for Workforce Metrics Around the World are sourced from Mercer | Comptryx which is largely comprised of metric data from companies in the high tech industry. The high tech industry is quickly becoming a target that companies from other industries strive to compete against.

DEMOGRAPHICS AND CATEGORIES

- Job Family
- Career Level
- Gender
- Age





Which areas of the business contain the highest percentage of top performers?



How does payroll distribution vary by career level?



What areas of the business have higher or lower rates of promotion?



Order Online

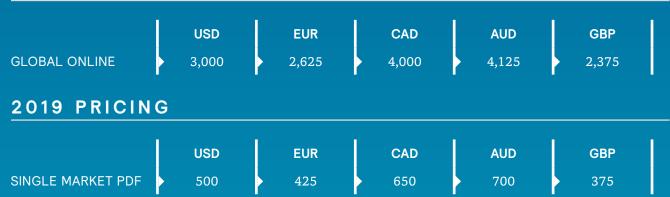
Mercer's Workforce Turnover Around the World is the perfect partner to this report!

Use this **market coverage** guide to quickly identify the publications with data you may need. Need data sooner? **Talent All Access**® subscribers receive exclusive early access to many of our products.

Sample Report

WORKFORCE METRICS AROUND THE WORLD

2020 PRICING



Online includes access for up to 5 users; additional users may be added for a fee.

GLOBAL COMPENSATION PLANNING

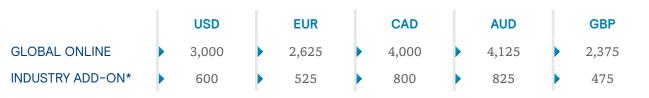
Talent scarcity and the ease of mobility are making it increasingly critical that HR professionals retain top performers while also attracting outside talent. Gain insight into salary increase budgets and economic data to help set and manage your salary increase budgets.

Current Release: October 2019 | Next Release: January 2020 (Online); July 2020 (PDF)

WHAT'S INCLUDED?

- GDP, inflation, and unemployment rates
- Salary review frequency, effective date of salary reviews, and factors used to determine salary increases
- Actual, budgeted, or forecasted salary increase figures
- Percentage of companies reporting zero salary increase (salary freezes)
- *Available in GCPR Online only.

2020 PRICING



*Must purchase Global Online.

An online subscription includes access for up to 5 users; additional users may be added for a fee. Industries available: Consumer Goods, Energy, High Tech, Life Sciences, Manufacturing

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ased	on	an	emp	loyee

's



How does inflation impact salary increases?



Are salary freezes common?





Mandatory pay increase schemes

incentive payouts

attract or retain

Promotional salary increases*

• Short-term incentive target and maximum bonuses

• Job families and employee levels that are difficult to

as a percentage of base salary, frequency of

GLOBAL COMPENSATION PLANNING

2019 PRICING

	USD	EUR	CAD	AUD	GBP
GLOBAL PDF	1,500	1,275	1,950	2,050	1,125
REGION PDF	750	650	950	1,000	550
SINGLE MARKET PDF	500	425	650	700	375
EXCEL ADD-ON*	500	425	650	700	375

*Must purchase Global PDF; separate add-on for July and October. Regions available: Americas; Asia Pacific; Europe; Middle East & Africa

GLOBAL PDF VS. GLOBAL ONLINE

	GLOBAL PDF	ONLINE
UPDATES IN JANUARY, APRIL, JULY, AND OCTOBER		\checkmark
PROMOTIONAL INCREASE DATA		\checkmark
SUMMARY REPORT IN JULY (ECONOMIC DATA AND SALARY INCREASE DATA)	\checkmark	\checkmark
DETAILED REPORT IN OCTOBER (ECONOMIC, SALARY INCREASE, MANDATORY INCREASE, SHORT-TERM INCENTIVE DATA)	\checkmark	\checkmark
NO. OF YEARS OF ECONOMIC DATA INCLUDED	3	20+
NO. OF YEARS OF SALARY INCREASE DATA INCLUDED	3	20+
DOWNLOADABLE EXCEL DATA		\checkmark
OPTION TO ADD-ON INDUSTRY DATA		\checkmark

Note: Quarterly updates are based on market availability; industry data are not available for all markets.

INCENTIVES AROUND THE WORLD

Motivating your employees to ensure your company achieves its broader goals is a challenge for many organizations. Gain insight into the types of incentives offered and quickly evaluate how these incentives vary by job family and industry.

Current Release: January/February 2019 | Next Release: February 2020

WHAT'S INCLUDED?

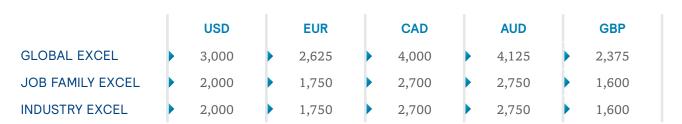
SHORT-TERM AND SALES INCENTIVES

- Eligibility
- Percentage receiving
- Actual as a percentage of base salary
- Target as a percentage of base salary

2020 PRICING

LONG-TERM INCENTIVES

- Eligibility
- Percentage receiving
- Actual as a percentage of base salary (Black-Scholes and Accounting Cost Method)



Note: Global Excel includes job family and industry data. All three purchase options include country-specific career level data.

Use this **market coverage** guide to quickly identify the publications with data you may need. Need data sooner? **Talent All Access**® subscribers receive exclusive early access to many of our products.



NEW IN 2020!

This report is now available in Excel format, making it easier to sort, analyze and customize the data. Select from a Job Family or an Industry version.



Which	ind
comm	on

ommonly provided?



How does incentive pay vary across career levels?

centives are most



Which markets provide the highest and lowest incentives?

Order Online



14 JOB FAMILIES

- Administration
- Communications
- Customer Service
- Engineering
- Finance
- General Management
- Human Resources
- Information Technology
- Legal
- Production
- Project Management
- Quality Management
- Sales
- Supply Chain

11 INDUSTRIES

- Chemicals
- Consumer Goods
- Energy
- High Tech
- Life Sciences
- Logistics
- Manufacturing
- Non-Manufacturing
- Retail & Wholesale
- Services Non-Financial
- Transportation Equipment

Career level data are included on both report options; incentives included vary for job family and industry options.

	CAREER LEVEL	JOB FAMILY	INDUSTRY
SHORT-TERM INCENTIVE	Yes	Yes	Yes
SALES INCENTIVE	Yes		Yes
LONG-TERM INCENTIVE	Yes		

WORLDWIDE BENEFIT & EMPLOYMENT **GUIDELINES**

Benefit provisions are often driven by the statutory requirements imposed by government entities. Understand the context of mandated benefits, how they are supplemented, as well as legislative updates and trends for each benefit.

Current Release: May 2019 | Next Release: May 2020

WHAT'S INCLUDED?

BENEFITS

- Social security
- Retirement
- Death
- Disability .
- Medical
- Maternity/paternity/parental •
- Social
- Perquisites and allowances
- Flexible benefit programs

EMPLOYMENT CONDITIONS

- Severance conditions and termination indemnities
- Working time •
- Conditions of entry and residence rules
- **Employment contracts**
- Occupational health and safety
- Industrial relations information



BEST VALUE!

A Global Online subscription includes access to the data in an online format. downloadable PDF reports, and regular legislative updates!



How do statutory benefits

ary from	one	country	/ to
nother?			



What recent legislative changes have been implemented?



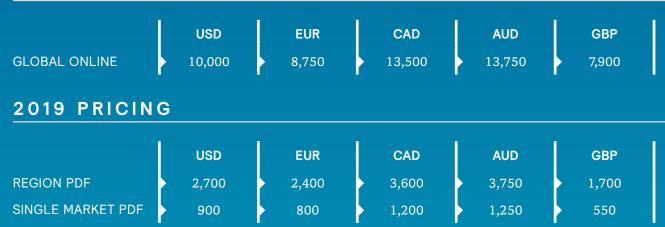
Which countries require business visas?

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Order Online

WORLDWIDE BENEFIT & EMPLOYMENT GUIDELINES

2020 PRICING



An online subscription includes access for up to 5 users; additional users may be added for a fee. Includes access to country PDFs.

Regions available: Americas; Asia Pacific; Central and Eastern Europe; Middle East and Africa; Western Europe

SEVERANCE PAY POLICIES

No one likes to dwell on lay-offs and terminations, but severance policies are a major component of every HR department's portfolio. Learn how businesses construct and distribute severance pay to their outgoing employees.

Current Release: December 2017 | Next Release: January 2021

WHAT'S INCLUDED?

- Statutory requirements
- Severance pay policy
- Notice periods
- Severance payments
- Payment formula

2017 PRICING

	USD	EUR	CAD	AUD	GBP
GLOBAL PDF	3,000	2,700	3,800	4,000	2,400
REGION PDF	1,500	1,350	1,900	2,000	1,200

Regions available: Americas; Asia Pacific; Europe, Middle East, & Africa

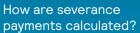
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NEW IN 2020! Keep an eye out for an invitation to

participate in September 2020.

1





Are employees allowed to return to the company after receiving a severance payout?



Do companies provide salary in lieu of the notice period?



Data collection and results are moving to a three-year cycle. Next data collection will be late 2020 with results in early 2021.

Order Online

Sample Report

SALARY MOVEMENT SNAPSHOT

Pay is extremely important to employees and retaining critical talent is often a top priority for. This snapshot survey is conducted four times per year and provides relevant, consistent, and up-to date salary increase data for 90+ markets.

Current Release: December 2019 | Next Release: March 2020

WHAT'S INCLUDED

EDITION 1 - PARTICIPATE BY FEB 7 | RESULTS LATE MARCH

- Salary increases for 2020
- Voluntary attrition rates for 2019 and 2020
- Hiring intentions for 2020

EDITION 2 - PARTICIPATE BY MAY 8 | RESULTS LATE JUNE

• Salary increases for 2020 and 2021

EDITION 3 - PARTICIPATE BY AUG 7 | RESULTS LATE SEPTEMBER

- Salary increases for 2020 and 2021
- Salary increases by performance level in 2020 and 2021
- Distribution of employees by performance level in 2020 and 2021

EDITION 4 - PARTICIPATE BY OCT 30 | RESULTS MID DECEMBER

- Salary increases for 2021
- Percentage of employees promoted in 2020 and 2021
- Promotional salary increases for 2020 and 2021

Use this **market coverage** guide to quickly identify the publications with data you may need. Need data sooner? **Talent All Access**® subscribers receive exclusive early access to many of our products.



NEW IN 2020!

The Salary Movement Snapshot now includes a global list of countries!



Which markets are expecting high attrition this year?



How do salary increases vary by performance level?



What percentage of employees are expected to receive a promotion?



Looking for industry data? Consider purchasing **GCPR Online** with an industry add on.

Participate Now

Learn More

SALARY MOVEMENT SNAPSHOT

SALARY MOVEMENT SNAPSHOT VS. GLOBAL COMPENSATION PLANNING ONLINE

As a SMS participant, you receive a complimentary report for each market for which you provide data. You also receive early access to results!

	SMS	GCPR ONLINE
PARTICIPATION REQUIRED	Yes	No
PURCHASE REQUIRED	No	Yes
COUNTRY RESULTS AVAILABLE	Results provided for countries of participation only	All available markets/countries
NUMBER OF UPDATES PER YEAR	4	4
RESULTS TIMING	Mar, Jun, Sep, Dec	Jan, Apr, Jul, Oct
PRICE	Free to participants	USD3,000; EUR2,625; CAD4,000; AUD4,125; GBP2,375

DATA INCLUDED

	SMS	GCPR ONLINE
ECONOMIC DATA	None	GDP, Inflation, Unemployment
SALARY INCREASES	1 or 2 years, depending on release	15+ years
SALARY INCREASES BY PERFORMANCE LEVEL	Increase % by performance rating and distribution of employees	Increase % by performance rating and distribution of employees
PROMOTIONAL INCREASES	Percent receiving, increase %	Percent receiving, increase %
SHORT-TERM INCENTIVES	None	Eligibility, target, maximum
VOLUNTARY ATTRITION AND HIRING INTENTIONS	Previous year actual, current year forecast	None
INDUSTRY DATA	None	Consumer Goods, Life Sciences, Energy, High Tech, and Manufacturing available for an additional fee

ABOUT MERCER

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