



2020 Global Marketing Compensation Survey

Submission Webcast

June 23, 2020

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welcome to brighter

Agenda

- Webcast Objectives
- 2020 Survey Overview
 - Highlights, Countries & Benefits of Participation
 - Changes for 2020
 - Important Dates for 2020
- Survey Process
 - Data Collection
 - Participation Materials
 - Completing the Survey
 - Job Matching
 - Data Cleaning
 - Data Results
- Questions & Answers

Webcast Objectives



Meeting Objectives

Outline and provide a better understanding of the overall survey process.

Share information on how to complete and submit the questionnaire.

Highlight milestone dates & key changes for 2020.

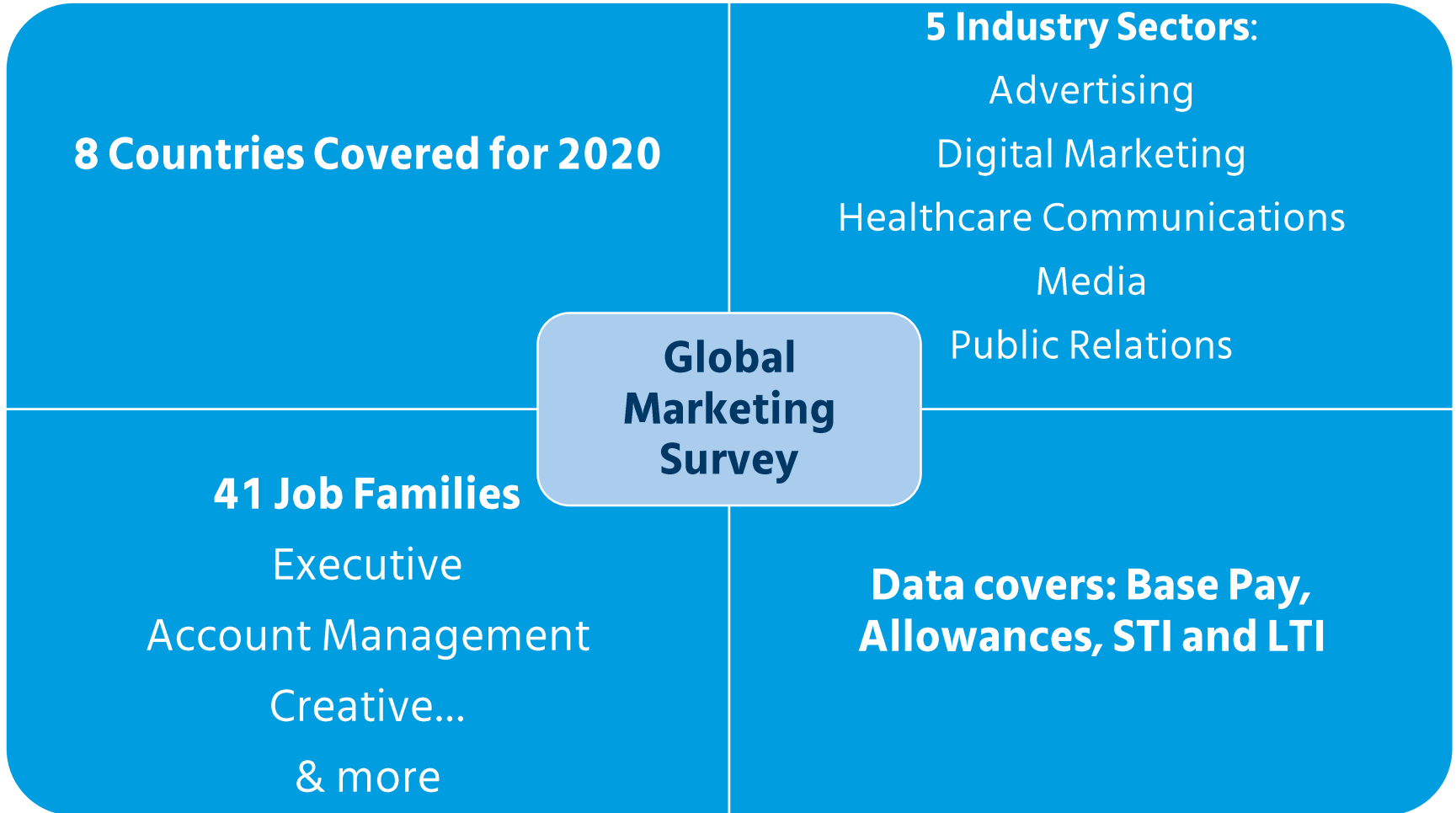
Cover the data validation process to ensure quality data.

Knowledge sharing and Q&A.

Survey Overview



Highlights



Benefits to Participation

- Survey results are only available to participants.
- Market data for your industry with consistent jobs, participation, and data across 8 countries.
- Savings gained by purchasing multiple country data.
- Standard reports available in Excel and PDF.
- Ability to run your own custom cuts using Mercer WIN[®].



Changes for 2020

- Due to unprecedented industry challenges associated with COVID-19 the list of countries included has been **reduced** to 8: **Australia, China, France, Germany, India, Singapore, UK, US.**
- **LTI Award Received (Actual)** has been added for employees who were granted LTI awards in 2020. This data can be collected at the agency or holding company level in the questionnaire.
- **Search and Social** job families now have two new levels included in the survey: Top Executive and Executive.
- Data effective date has been changed from May 1, 2020 to **April 1, 2020** to help control for COVID-19 changes while still including merit increase processing.
- **Pushed back 2020 timeline** and lengthened data collection window.

Countries

- The list of countries included is reduced to the following: Australia, China, France, Germany, India, Singapore, UK, US.
- Markets not included in the 2020 survey will be directed to other Mercer surveys such as TRS.
- Mercer will work with holding companies to assess countries to be re-established in the survey in 2021.

EMEA	AsiaPac	North America
France	Australia	United States
Germany	China	
United Kingdom	India	
	Singapore	

Important Dates

Activity	April 2020	Jun	Jul	Aug	Sep	Oct	Nov	April 2021
Data effective date	1							
Questionnaire available		8						
Submission webcasts		23 & 25						
Submission deadline				7				
Data cleaning — Data Validation Workbooks								
GMS Results available							Late Nov	
Results Meeting								TBD*

**Conference details pending.*

Pricing for 2020

Global purchase by holding company; one price:

- All agencies are allowed to use the data, even if they didn't participate.
- 50 local data users (multiple countries for each user) and 10 global data users (all countries).

Country purchase by agency; priced by number of countries:

- Access only to countries purchased. Only purchasing agency allowed to access the data.
- One user per country (multiple countries for each user) and two global users (only countries purchased).

- 2020 Pricing:

# Countries	Price Per Country (USD)
1	\$2,500
2 - 5	\$1,600
6 - 8	\$1,400

Survey Process

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Survey Process Overview



Data Collection

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Participation Materials

- Participation materials are located on the Global Marketing Survey webpage; www.imercer.com/gms.
 - 2020 Questionnaire.
 - 2020 Participation webcast materials.
 - Webcast registration links.
 - How to get support and your questions answered.
 - Link to upload your completed survey questionnaire.
- Agency contacts have received email notifications to download these materials from the webpage.
- To assist with job matching, Mercer will send the 2019 matches to each holding company showing each agency's matches, by country, from last year.
- If you are having trouble accessing the survey materials or want to see the 2019 matches for your agency/country, please email globalmarketing@mercer.com.

Questionnaire Review



Questionnaire Tabs:

Introduction

1 – Company Data

2 – Incumbents

Country List &
Currency Converter

Working Tab

Guide

Job tabs

Terms & Conditions

The screenshot shows the Mercer 2020 Questionnaire interface. At the top, the Mercer logo is displayed. Below it, the title "2020 Questionnaire" is followed by "Global Marketing Compensation Survey". A navigation menu on the left lists various tabs: 1 - Company Data, 2 - Incumbents, 3 - LTI Data, Full Position List, Country List & Currency Converter, Working Tab, Questionnaire Guide, and Terms & Conditions. On the right, key survey details are provided: Survey Effective Date (1-Apr-2020, circled in blue), Submission Deadline (7-Aug-2020), and a link to the secure website (https://hcsurveys.imercer.com/US). Contact information for North America, Latin America, and EMEA is listed, including the phone number 800 333 3070 and email globalmarketing@mercer.com. For All APAC Countries, the contact is Jasmine Ng, with phone number +65 63 982 632 and email jasmine.ng@mercer.com. At the bottom, a tabbed navigation bar shows the "Introduction" tab selected and circled in green, with other tabs including "1-Company Data", "2-Incumbents", "3-LTI Data", "Full Position List", "CountryList&CurrencyConverter", and "Working Tab".

Tab 1: Company Data

Company Data – Collects general information about your organization, including revenues, full-time equivalents, and policy questions.

Tab 1 - Company Data

1.1 Contact Information

Please enter details of the person who completes the questionnaire. Please be advised that the Data Validation File will be sent to your account on www.imercer.com. If you do not have an account it will be created for you.

* Name:

* Job Title:

* Phone Number:

* E-mail Address:

1.2 Organization Information

* Organization Name:

* Street Address:

* City:

* Country:

* Province/State (CA and US only):

* Postal Code/Zip Code:

* Parent Organization Ownership: [\(click here for definitions\)](#)

Organization Primary Sector: [\(click here for definitions\)](#)

Useful Tip!

Please enter full contact information of the person completing the survey and verify the information..

▶ Introduction **1-Company Data** 2-Incumbents 3-LTI Data Full Position List CountryList&CurrencyConverter Wo

Tab 2: Incumbents

Tab 2 - Incumbents

Agency Name <small>(Provide if you are submitting data from multiple agencies on one questionnaire)</small>	Country <small>Select from drop-down options the country where the incumbent works</small> (REQUIRED FIELD)	Employee Identifier	Survey Job Code	Survey Job Title <small>Provide either Survey Job Code or Position Title (Mercer does not require both)</small>	Organization Job Code	Organization Job Title	Organization's Reports to Position Title <small>(Optional)</small>

Useful Tip!

Submit data by Agency, so we have a better chance of producing robust results.

Introduction | 1-Company Data | **2-Incumbents** | 3-LTI Data | Full Position List | CountryList&CurrencyConverter | Working Tab | Guide | Tern ...

Mercer Position Code

- Match an incumbent to only one position code.
- Position descriptions and codes can be found in the jobs list.
- Identify country for each incumbent.



Org Job Title

- Enter your Organization Job Title.

Org Reports To Title

- Enter the position title the incumbent reports into Job Title.

Tab 2: Incumbents

Data elements are collected for each incumbent.

Incumbent Primary Discipline Indicate sector for incumbent: AD = Advertising DM = Digital Marketing HC = Healthcare Communications Marketing MD = Media PR = Public Relations CB = Combination (REQUIRED FIELD)	Zip Code Applicable for US incumbents only	Region (Leave blank if region not applicable) Applicable for China incumbents only	Region Applicable for UK incumbents only	Office/ Workplace Total Employees Enter the number of full-time employees for the office where the incumbent works	Organizational Accountability 1 = Worldwide 2 = Regional 3 = Office/Country (REQUIRED FIELD)	Revenue Responsibility in \$M USD Provide only for Top Executive positions (Level 0) 1 = Less than \$15M 2 = \$15M < \$50M 3 = \$50M < \$150M 4 = \$150M < \$500M 5 = \$500M or More (REQUIRED FIELD)

Introduction | 1-Company Data | **2-Incumbents** | 3-LTI Data | Full Position List | CountryList&CurrencyConverter | Working Tab | Guide

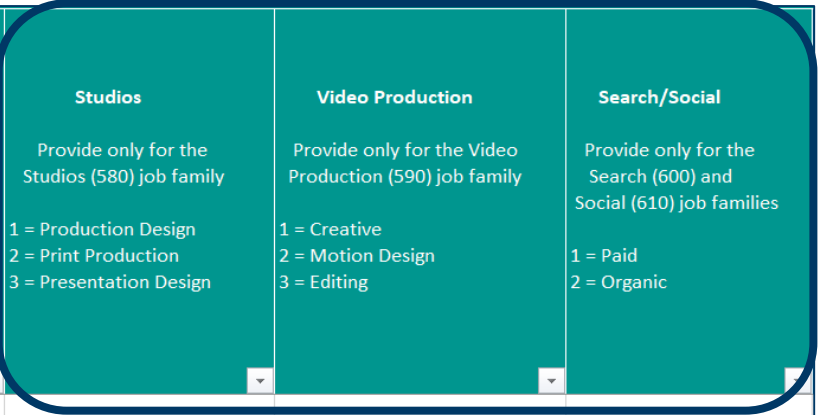
Incumbent Primary Discipline/Organizational Accountability/Revenue Responsibility

- This information is key for geographical analysis.
- Organizational Accountability will auto populate for the top seven executives with organizational accountability reflected in title.
- Some of the options have been combined for Revenue Responsibility. This field is required for all Top Executives (Level 0).

Tab 2: Incumbents

Data elements are collected for each incumbent.

Creative Specialty Flag Applicable for Digital Marketing incumbents only Provide only for the following positions: 310-4, 310-5, 310-6 1 = Art/Visual 2 = Copy 3 = Interactive Design	Practice Area (Position 150-2 and Job Family 300 only) Please click the header below for definitions and response options	Data/Statistical Analytics/ Digital Planning & Execution Provide only for the Data/Statistical Analytics (400) and Digital Planning & Execution (500) job families 1 = Search 2 = Mobile 3 = Social 4 = Content 5 = Combination	Studios Provide only for the Studios (580) job family 1 = Production Design 2 = Print Production 3 = Presentation Design	Video Production Provide only for the Video Production (590) job family 1 = Creative 2 = Motion Design 3 = Editing	Search/Social Provide only for the Search (600) and Social (610) job families 1 = Paid 2 = Organic



Specialty Flags: Studios, Video Production, Search & Social

- Please note specialty flags that exist for a number of job families.
- For incumbents in the newly added Studio, Video Production, Search and Social job families, report what specialty area applies to their roles.

Tab 2: Incumbents

Search/Social	Pay Currency Code	Base Salary Pay Type	Base Salary	Tuition Allowance	Car Allowance	Housing Allowance	Ent...
Provide only for the Search (600) and Social (610) job families 1 = Paid 2 = Organic	Pay Currency Code	Base Salary Pay Type A = Annual M = Monthly	Annualized or Monthly base salary of each incumbent effective as of April 1, 2020. Report each incumbents' base salary in the currency of the country where they work, EXCLUDING any guaranteed salary payments such as 13th month pay. Please report any guaranteed allowances in the allowance columns provided.	Enter in whole numbers, in local currency	Enter in whole numbers, in local currency	Enter in whole numbers, in local currency	Ent...

Useful Tip!

Don't use formulas – always Paste Special/Values when copying data from another source.

Introduction | 1-Company Data | 2-Incumbents | 3-LTI Data | Full Position List | CountryList&CurrencyConverter | Working Tab | Guide | Tern ...

Pay Currency Code

- Report each incumbent's Base Salary in the currency of the country where the incumbent works.
- Country List & Currency Converter tab contains a reference of each currency code.

Base Salary

- Indicate if the Base Salary is in Annual or Monthly figures.
- Do not submit average data.
- Provide one row of data for each incumbent in a position.
- Do not include part-time employee data.

Tab 2: Incumbents

Other Allowance Description Please describe what "Other" allowances are reported	Short-term Incentive Eligibility Y = Yes N = No	Short-term Incentive (Target) as Percent of Base	Short-term Incentive (Actual) Enter in whole numbers, in local currency	Long-term Incentive Eligible Y = Yes N = No	Long-term Incentive Received Required for all LTI eligible incumbents Y = Yes N = No	Long-term Incentive Target as a Percentage of Base Provide for all eligible incumbents if applicable

▶ Introduction
1-Company Data
2-Incumbents
3-LTI Data
Full Position List
CountryList&CurrencyConverter
Working

Short-term Incentive (STI)

- Enter Target as a percent of base salary.
 - If the amount is 5%, please enter 5 and not 0.05.
- Enter the amount of annual incentive earned in dollars for the most recently completed performance period.
- Exclude non-performance based incentives such as holiday, sign-on, and retention bonuses as well as mandatory deferred compensation payments.

Tab 2: Incumbents

Short-term Incentive (Actual) Enter in whole numbers, in local currency	Long-term Incentive Eligible Y = Yes N = No	Long-term Incentive Received Required for all LTI eligible incumbents Y = Yes N = No	Long-term Incentive Target as a Percentage of Base Provide for all eligible incumbents if applicable	Actual LTI Value Awarded Provide for all eligible incumbents who received an LTI award	LTI Plan Type 11 = Stock/Share Options 12 = Share Appreciation Rights (SARs) 21 = Restricted Shares/Share Units 22 = Performance Shares/Share Units 31 = Performance Cash Units 32 = Long-term Cash List all that apply to incumbent.

Introduction | 1-Company Data | **2-Incumbents** | 3-LTI Data | Full Position List | CountryList&CurrencyConverter | Working Tab

Long-term Incentive (LTI) – New Fields added for 2020

- Enter Target as a percent of base salary.
 - If the amount is 5%, please enter 5 and not 0.05.
- Leave blank if incumbent is not eligible for LTI.
- Be sure to report LTI Target Data for eligible incumbents.
- Actual LTI Value Awarded and LTI Plan Type added for 2020.
- LTI information can also be added to the LTI Data tab.

Full Position List

Please refer to the Full Position List tab to find all the jobs included in the survey.

Position List

The jobs in this tab should be used for countries that normally have over 1,000 incumbents matched to the survey.

Countries included: Australia, China, France, Germany, India, Singapore, UK, US.

Job Family Description	Job Family Name	Typical Sector	Top Executive (Level 0)	Executive (Level 1)
<p style="text-align: center;">Global Marketing Survey Job Matching Matrix</p> <p>Identifies, develops, and directs the implementation of business strategy. This is your top level position within each job family. Usually only one employee, the most senior, is matched at this level. Typically has 12 or more years of experience.</p> <p>Plans, develops, and implements business strategy. This level typically reports to your agency's Top level in the family. Typically has 10 or more years of experience.</p>				
<p>Responsible for the overall performance, profitability, and growth for the agency on a Worldwide basis. Fully accountable for financial results. Typically reports to the Board of Directors or Top Executive, depending on organizational accountability. Note: This is generally a single incumbent position. Only one employee, the most senior individual, should be reported with Worldwide accountability.</p>	Top Executive - Worldwide	AD, DM, HC, MD, PR	100-0	
<p>Responsible for the overall performance, profitability, and growth for the agency on a Regional basis. Fully accountable for financial results. Typically reports to the Top Executive with Worldwide accountability. Note: This is generally a single incumbent position. Only one employee, the most senior individual, should be reported with Regional accountability.</p>	Top Executive - Regional	AD, DM, HC, MD, PR	101-0	
<p>Responsible for the overall performance, profitability, and growth for the agency on an Office/Country basis. Fully accountable for financial results. Typically reports to the Top Executive with Regional accountability.</p>				

Introduction
1-Company Data
2-Incumbents
3-LTI Data
Full Position List
CountryList&CurrencyConverter
Working Tab
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Tern ...

Guide

Guide – Provides detailed information on completing the questionnaire and includes definitions for each of the data elements collected.

Questionnaire Guide

This participation guide is designed to make data submission easy. Included in this guide are the following materials:

- [Important Dates](#)
- [2020 Enhancements](#)
- [Instructions for Participating](#)
 - [Company Data](#)
 - [Incumbents](#)

Important Dates

• Data effective date	April 1, 2020
• Data submission deadline	August 7, 2020
• Report publication date	November 23, 2020

2020 Enhancements

Due to unprecedented industry challenges due to COVID-19 the list of countries included in the 2020 Global Marketing Survey has been reduced to the following: Australia, China, France, Germany, India, Singapore, UK, US

Mercer has added LTI Award Received (Actual) for incumbents who were granted LTI awards in 2020.

Top Executive and Executive levels have been added for Search and Social job families.

Data effective date has been changed to April 1, 2020

Pricing Model

Mercer has created the opportunity for participants to purchase results by the country at a discounted rate. See discount table below.

# Countries	Price Per Country
1	\$2,500
2 - 5	\$1,600
6 - 8	\$1,400

Introduction | **1-Company Data** | 2-Incumbents | 3-LTI Data | Full Position List | CountryList&CurrencyConverter | Working Tab | **Guide** | Tern ...

Job Matching Reminders

Matching Your Jobs

- Use your resources to understand your jobs
 - Line managers, peers, and Mercer
- Each incumbent should be matched to only one position
- Match on job content
 - Not job title
 - Not the incumbent in the job

A Good Match

- All duties described may not be performed
 - Good match represents at least 80% of benchmark position
- If major responsibilities in job description are not a part of your position (or vice-versa), another match may be more appropriate

Hybrid Jobs

- Some jobs are too unique to match (e.g. incumbent spends 50% in marketing, 50% in IT)
- Contains 60% or more job content, otherwise exclude

Questionnaire Review



Do the salaries provided look reasonable?



Did you provide your contact information and your organization's contact information?



Did you match to the specified job families for each country?



Did you report Worldwide, Regional, or Office/Country responsibility?



Did you provide incumbent identifiers?



Did you submit data in the requested format (e.g., annual, monthly, correct currency, etc.)?

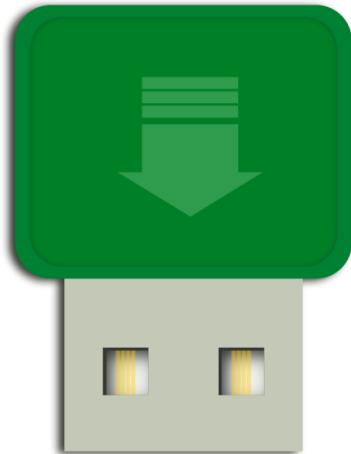


Did you explain any special circumstances in the feedback section on the company data tab?

Questionnaire Review



Best Practice – Review your submission with a fresh eye before submitting.



SAVE, SAVE, SAVE a copy for your records!!

Questionnaire Upload

Upload your completed questionnaire to Mercer via a secure internet connection; refer to the Introduction tab of your questionnaire for access to this link.

- Upon receipt of your submissions, you will receive an email notification within 24 hours confirming receipt of your submission.
- If you have any questions regarding the survey or your data, contact us or Customer Service at surveys@mercer.com or 800 333 3070.

MERCER

2020 Questionnaire

• Global Marketing Compensation Survey

1	Company Data
2	Incumbents
3	LTI Data
	Full Position List

Survey Effective Date:	1-Apr-2020
Submission Deadline:	7-Aug-2020

Returning Questionnaire
Via secure website: <https://hcsurveys.mercer.com/US>

Mercer Contact
North America, Latin America, and EMEA.
800 333 3070
globalmarketing@mercer.com
All APAC Countries.
Jasmine Ng
+65 63 982 632
jasmine.ng@mercer.com

MERCER

Survey Submission Upload

Select Region:

Select Language:

When submitting, choose United States.

Steps:

1. Enter your email address to receive a confirmation.
2. Ensure the questionnaire file has been saved.
3. Click Browse.
4. Locate and select your copy of the completed questionnaire.
5. Click Upload.

A confirmation message will appear on the screen indicating the success of the upload.

General submission comments or Instruction for opening file

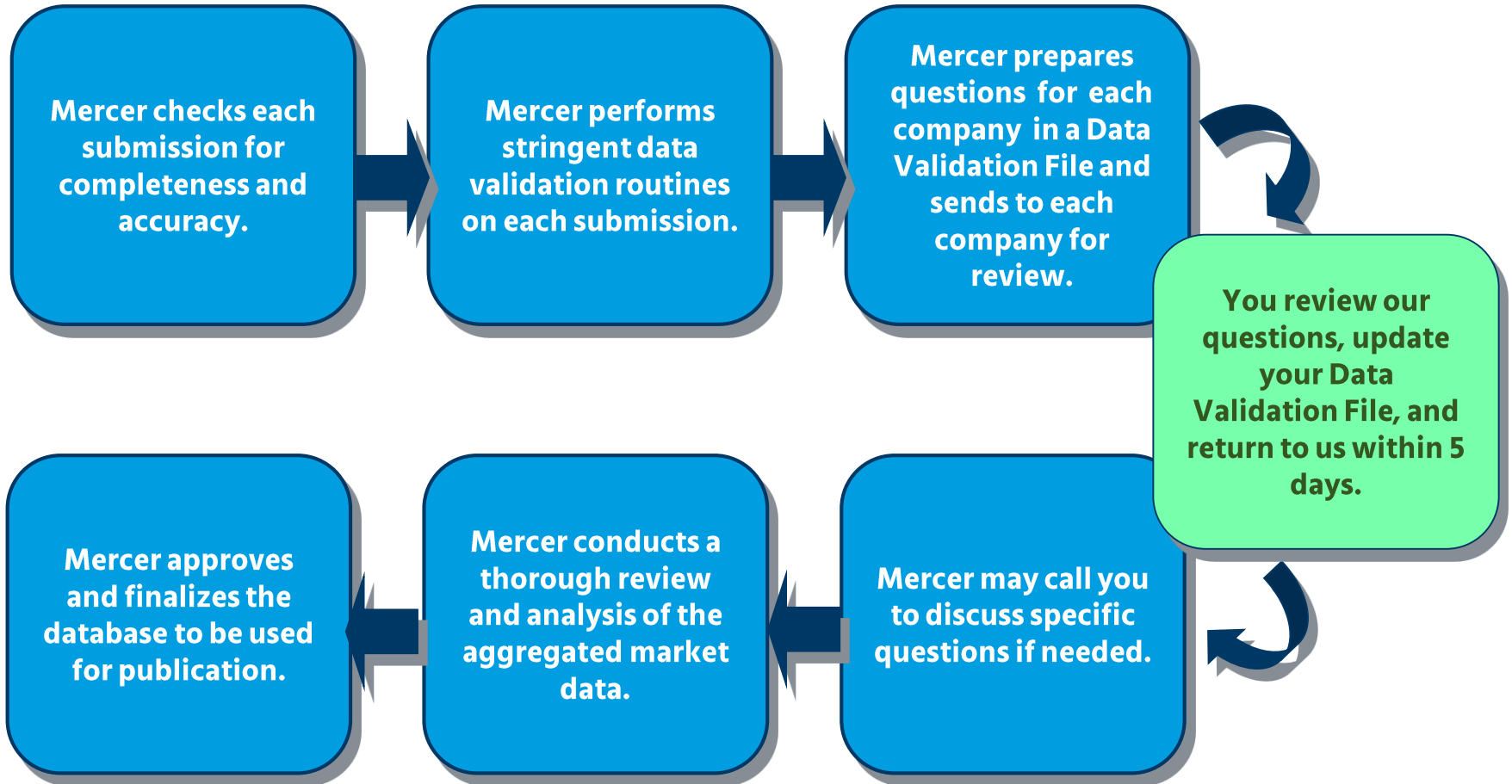
Useful Tip!

If you password protect your file, email the password to us separately at surveys@mercer.com.

Data Cleaning

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Validation Process



Validation File Location

Go to imercer.com

- Login to your account.

Go to “My Data Validation”

- Scroll down the screen until you reach this section which holds all your review files.



Email from Mercer

Go to “My Account” page

- If not already there use the “Go to My Account” quick link on the right hand panel.

Download files

- Download the GMS data validation file.

File Troubleshooting

Why can't I download my Data Validation File?

I can log in to my account on imercer.com, but the file is not there.

- The imercer.com account was likely established under a different user.
 - Mercer will automatically post the Data Validation File to the imercer.com account for the contact email address given on the “Contact” tab of your submission.
 - If the email address or contact on the submission file is incorrect, please let us know which imercer.com account or contact email address should have access to the Data Validation File.

Why can't I open my Data Validation File?

I have downloaded the Data Validation File but I can't open the Excel file.

- There may be a problem with the file format or security settings at your organization. Try the following troubleshooting procedure to access the file:
 - Select the box to the left of the file name.
 - Click “Download as zip” and save to your computer.
 - Open the Excel file from the folder after clicking “unzip”.

Data Review & Approval

Mercer's Responsibilities

- Provide each client with their organization's Data Validation File.
- Apply updates as noted in returned file.


Participant's Responsibilities

- Review Data Validation File.
- Respond with updated information or clarifying notes in the comments section.
- Data Validation File is due 5 business days after it is uploaded to iMercer Account. If file is not returned by the deadline Mercer Action will be taken.

Verification

The Data Validation File is provided in a similar layout to your questionnaire with the addition of one tab: Audit Summary.

You may need to take action on one or all of the identified tabs, depending on the issue.

Useful Tip! 

Impacted tabs are highlighted in orange for easy identification.

Severity Levels						
Red - Issue is critical - processing cannot continue without solution to this problem. Yellow - Issue is important - survey results can be detrimentally affected if issue is not solved. Green - Issue is moderate - survey results will not be significantly affected.						
Audit Summary						
Data Type	Audit Message	Audit Clarifications	Mercer Default Action (If not corrected, Mercer will take the following actions)	Severity Level	# of Rows Flagged	Overall Instructions (Use to notify Mercer how to address a broader issue and you are not providing corrections for individual rows.) (Client Use Only)
<i>Company - XYZ</i>						
Incumbents						
Incumbents	This record appears to be a duplicate of another.	This incumbent appears to have duplicate records in your submission. Please verify which match should be retained. If these records are not duplicates for the same incumbent please advise.	Mercer will exclude all matches that appear to be duplicates for this incumbent.	Red	232	
Company Data						
Organization	Organization has not placed an order for the survey results.	An order was not placed on your initial data submission. Do you wish to purchase the survey results? If yes, please provide your order details on the Order Tab.	Mercer will not place an order for your organization.	Yellow	1	
Organization	Your organization provided data for multiple agencies within this submission and agencies' names are not provided.	Did you provide data for multiple agencies within this submission? If yes, please provide the agencies' names. Please note they should be consistent with the names reported in Agency Name column on 3-Incumbents tab.	If not provided, Mercer will update agencies' names on Organization tab based on Agency Name column on Incumbents tab. If cannot be updated Mercer will leave agencies' names blank.	Yellow	1	

Validation File Layout

Each tab containing issues is in the same format as the questionnaire with four additional columns:

- Mercer Audit Comments
- Exclude Row from Survey
- Client Comments

Useful Tip!



Never remove data rows from the Data Validation File – use the **Exclude Row from Survey** column.

NOTE: Please do not provide any data in grey example row. Mercer will not include this data in the results.

Issues	Mercer Audit Comments	Exclude Row from Survey (Y/N)	Client Comments	Employee Identifier	Survey Job Code	Organization Job Code	Organization Job Title
- Short-term Incentive Eligibility is Yes and Short-term Incentive (Target) as Percent of Base is empty.				001234	1000	XYZ123	Chief Operating Officer
- Short-term Incentive Eligibility is Yes and Short-term Incentive (Target) as Percent of Base is empty.				1	115	1	SR ACCT EXEC
- Base Salary is more than 10% below the Salary Range Minimum.				2	120	2	ACCOUNT EXECUTIVE
- Short-term Incentive Eligibility is Yes and Short-term Incentive (Target) as Percent of Base is empty.				3	120	3	ACCOUNT EXECUTIVE
- Short-term Incentive Eligibility is Yes and Short-term Incentive (Target) as Percent of Base is empty.				4		4	ACCOUNT EXECUTIVE

Validation File Action

Cells requiring action are color coded according to the impact to your submission. Make corrections to highlighted cells only – changes to data we have not identified may result in more issues and a need for additional queries.

Position Responsibility (Position 1045 only)	Zip/Postal Code	Region Code (1-10)	Base Salary			Short Terms Incentive	
			Base Salary	Salary Range Minimum	Salary Range Maximum	Short-term Incentive Eligibility	Short-term Incentive (Target) as Percent of Base
1	01234	1	50000	50000	80000	Y	5
	60169	6	101475.84	88000	110000	Y	
	60438	6	99615.36	88000	110000	Y	
	7753	7	73082.4	88000	110000	Y	
	77536	3	61829.76	55743	90582	Y	

Validation File Action

Input information in “Overall Instructions” column of “Audit Summary” tab.

1

Use this method if your response to an audit is *universal* (i.e., your response to an audit is the same in all cases the system has flagged).

2

Filter the “Issues” column in “Incumbents” by the audit message noted in the “Audit Summary” and provide responses in the “Client Comments” column.

Use this method if your response to an audit *varies from incumbent to incumbent*.

Data Results

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Data Integrity

All data is confidential and reported aggregately to protect participant confidentiality

Statistic	# Organizations	# Observations	# Holding Companies
Average or Mean	3	3	2
10 th Percentile	5	10	2
25 th Percentile	5	5	2
50 th Percentile or Median	4	4	2
75 th Percentile	5	5	2
90 th Percentile	5	10	2

Access to Results

- Participants access survey results via Mercer WIN®.
- Mercer publishes the survey results and all associated report files.
- Search and summarize Mercer Market Data.
- Access multiple Mercer surveys and refinements in one view.
- Combine jobs, age data, and exclude My Data.
- Print and export results as you desire.

The screenshot displays the Mercer WIN user interface. At the top, there is a navigation bar with the 'Talent Impact' logo, 'Mercer WIN', and 'REWARD' on the left, and the 'MERCER' logo on the right. Below the navigation bar is a 'My Homepage' section with five icons: 'Mercer Market Data', 'Diagnostic Report', 'My Jobs', 'My Employees', and 'My Library'. The main content area is titled 'My Dashboard' and is divided into several sections:

- Competitive Snapshot:** A grid of colored squares (red, yellow, green) representing data points. A large red 'SAMPLE' watermark is overlaid on this section.
- I Want To...:** A list of links: 'Download a Mercer survey report', 'Edit My Profile', 'View Mercer Market data by Job', and 'View Mercer Market data by Position Class'.
- My Market Views:** A table with filters for '2015' and 'United States'. It includes a search bar for 'GMS' and a table with columns 'Market View', 'Country', and 'Year'. The table contains one row: '2015 US GMS', 'United States', '1 May 2...'. A 'Search' button is located to the right of the search bar.
- Mercer News:** A section with a heading 'Mercer Learning Australia has a new website!' and a sub-heading 'How savvy are you when it comes to Mercer IPE?'. The text describes the IPE eLearning program.

Access to Results

Visit the Mercer WIN Homepage

http://www.imercer.com/content/Mercer_WIN_homepage.aspx for:

- Training demos/webcasts
- Quick reference guides
- FAQs
- System requirements
- Questions:
 - globalmarketing@mercer.com
 - Customer Service Representative 800 333 3070 or surveys@mercer.com

The screenshot shows the Mercer WIN homepage. At the top, there is a dark blue header with the Mercer logo on the left, the text "Welcome to imercer.com" in the center, and "LOGIN / REGISTER" and "CHANGE LOCATION" buttons on the right, along with "UNITED STATES" in the top right corner. Below the header is a navigation bar with links for "REWARDS", "GLOBAL MOBILITY", "WORKFORCE SOLUTIONS", "TECHNOLOGY SOLUTIONS", "EVENTS/TRAINING", and "SERVICES", along with a search bar. The main content area features a large banner for "MERCER WIN | CORE" with a video player and a search bar. Below the banner are three promotional tiles: "30-day FREE trial", "See Mercer WIN in Action", and "Start Training".

Contact Information

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CUSTOMER SERVICE

For help with accessing the survey results, product questions, and more:

- +1 800 333 3070 or +1 502 560 8290
- surveys@mercer.com

For survey specific questions, email globalmarketing@mercer.com

Questions and Answers



welcome to

brighter

