

The importance and benefits of  
*full census data submission*

# Full participation = deeper insights + complimentary access to our newest capability

## Your Participation Commitments



To ensure the highest quality and most actionable survey results, we ask participants to:

- Submit full census data (all eligible employees in scope)
- Provide complete and accurate job, salary, and demographic details
- Meet survey submission timelines
- Collaborate on clarifications and data validation when needed

## Why Your Data Matters



Greater participation and richer data directly improve the value of the survey for everyone:

- More robust market benchmarks with stronger statistical confidence
- Improved peer matching across roles, industries, and geographies
- Greater insight into pay structures, differentials, and trends
- More reliable outcomes for compensation and workforce decisions

## Your Incentive: Exclusive Access to Workforce Insights Essentials



As a thank you for providing full census data, participants receive:

- Free access to our brand-new solution: Workforce Insights Essentials
- Advanced analytics and insights extending beyond standard survey outputs
- Early access to innovative tools designed to support smarter reward decisions

# Workforce Insights

Our dynamic, AI-driven analytics platform supporting data-driven talent strategy decision-making



Insights			Features
Essentials	<b>Headcount Ratio</b> Workforce Size and Composition	<b>Payroll Analysis</b> Total payroll analysis and compared to market	<b>Compa-Ratio</b> Salaries compared to Market
	<b>Corporate Functions</b> FTE ratio analysis	<b>Demographics</b> Workforce by Age, Tenure & Gender	<b>Benchmarking</b> Your data always displayed and compared to market
	<b>Job Grading</b> Review and comparison	<b>AI Impact</b> Where are the opportunities for AI in your organization	<b>Skill Profiling</b> Where are your strengths and weaknesses
	<b>Hiring Practices</b> Building v Buying Hiring Salaries	<b>Employee Performance</b> Who are the best performers	<b>Employee Movements</b> Promotions & Lateral movements
		<b>AI Interpretation of Data</b> Results summarised with key highlights mentioned	<b>AI Interactivity with Data</b> Converse with your data and understand more
		<b>Combined Filtering</b> Determine the comparison market across multiple factors	<b>Advanced</b>

To check census participation status, schedule a demo or request access, please email [aartdina.vandenhoeck@mercer.com](mailto:aartdina.vandenhoeck@mercer.com)

We are leaders in risk, strategy and people. One company, with four global businesses, united by a shared purpose to build the confidence to thrive through the power of perspective.