

REMUNERATION DEVIATION REPORT

HOW DOES YOUR PAY PRACTICE MEASURE UP?

Mercer's Remuneration Deviation Report can help you maximise the effectiveness of your company's remuneration policies and practices, by providing you with a better understanding of how people are compensated in relation to the market.

BENEFITS OF MERCER'S REMUNERATION DEVIATION REPORT:

- The Remuneration Deviation Report provides an overview of your compensation practice. Thereby giving you a better understanding of how employees are compensated compared to the market.
- Mercer's Remuneration Deviation Report is a tool to help you better align your actual compensation practice and policy.
- The Remuneration Deviation Report delivers data both on individual and group level. This enables better informed compensation decisions.

For more information visit:

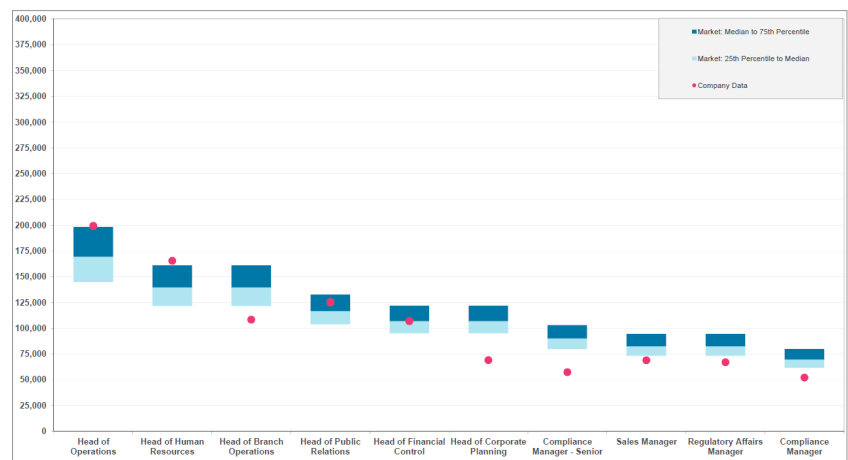
www.imercer.com/remuneration-deviation-report



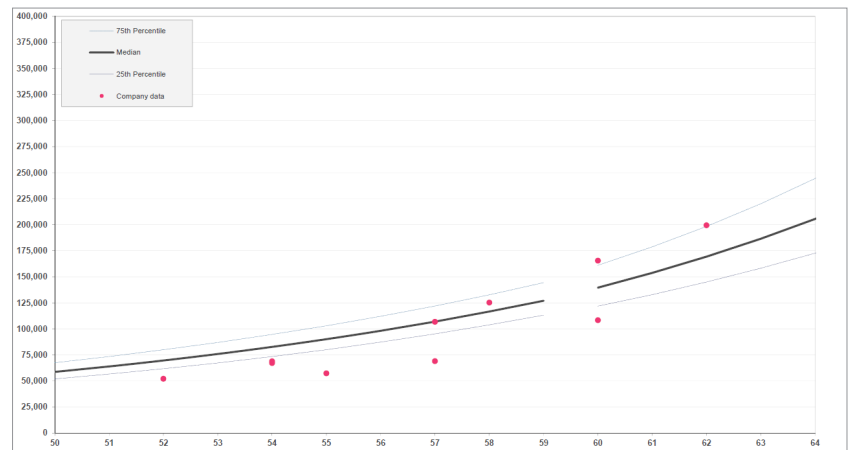
EXAMPLE: Remuneration Deviation Analysis – Annual Total Remuneration

Company Data							Deviation %			Market Total Remuneration		
ID	Position Title	Benchmark Title	Country	Currency	PC	Total Remuneration	25 th Percentile	Median	75 th Percentile	25 th Percentile	Median	75 th Percentile
102	Head of Operations	Head of Operations - Tier 3	Netherlands	EUR	62	264,684	131%	108%	87%	201,439	245,626	304,578
17	Head of Human Resources	Head of Human Resources - Tier 1	Netherlands	EUR	60	255,682	146%	124%	102%	174,793	206,073	251,695
16	Head of Branch Operations	Head of Branch Operations	Netherlands	EUR	60	190,426	109%	92%	76%	174,793	206,073	251,695
62	Head of Public Relations	Head of Public Relations	Netherlands	EUR	58	137,485	98%	81%	68%	140,934	168,879	201,922
76	Head of Financial Control	Head of Financial Control	Netherlands	EUR	57	158,659	125%	105%	87%	126,774	151,808	181,404
2	Head of Corporate Planning	Head of Corporate Planning	Netherlands	EUR	57	136,161	107%	90%	75%	126,774	151,808	181,404
25	Compliance Manager - Senior	Compliance Manager - Senior	Netherlands	EUR	55	103,241	101%	84%	71%	102,578	122,667	146,411
39	Sales Manager	Sales Manager	Netherlands	EUR	54	96,457	105%	87%	73%	92,271	110,267	131,533
6	Regulatory Affairs Manager	Regulatory Affairs Manager	Netherlands	EUR	54	–	–	–	–	92,271	110,267	131,533
3	Compliance Manager	Compliance Manager	Netherlands	EUR	52	70,499	94%	79%	66%	74,660	89,100	106,160

EXAMPLE: Remuneration Deviation Charts – Annual Base Salary vs. Market



EXAMPLE: Regressed Data Analysis – Annual Total Cash vs. Market Regressed Data



The compensation deviation analysis covers comparisons of annual base salary, total cash and total remuneration compensation elements to the market values.

All results are taken from Mercer's high-quality data sources that cover more than 120 countries and a variety of sectors and industries.

For further information on price, content and timing, please contact [the Indirect Sales Team](#) or your [local consultant](#)