MERCER GLOBAL MOBILITY ASSESSMENT
A SIMPLE, COST-EFFECTIVE BENCHMARKING OF YOUR EXPATRIATE PACKAGE
Mercer is excited to introduce an innovative benchmarking tool for your expatriate compensation program.

The Mercer Global Mobility Assessment Survey provides a simple, cost-effective benchmark of your expatriate compensation practices against those of over 250 top global companies. Survey participants receive an individual comparison of the cost impact of their key expatriate package elements.

Mercer’s innovative approach to policy evaluation will allow you to quickly find opportunities for cost savings and policy enhancements.

Delivery Methods:
- **Assessment Survey Executive Summary** is a complimentary report that outlines best practices for key expatriate policy elements, provides critical findings by industry and expatriate program size, and details mobility demographics and cost trends.
- **Customized Assessment Survey Reports** are desktop review tools that provide an individualized analysis of the cost impact of your company’s global mobility policy. You can benchmark to all survey participants, choose a comparator set of seven or more companies that best suits your needs, or both! Each report gives you a defined ranking and benchmark score and includes an array of custom analysis — from a detailed one-page executive summary, to cost summary bar charts, to individual package element benchmarking.
- **Online Dashboard** allows you to get the latest benchmarking data and create custom analysis and reports. You can filter and report the data in any way you like, analyzing your company’s package cost position against a range of comparator groups customized for a specific category (industry, region, expatriate population size, revenue, administrative function). With the Online Dashboard, you can create highly customized, management-ready reports whenever you need them.

Assessment Survey Purchase Options:
- **Executive Summary** – Complimentary with your Individualized Assessment Report
- **Individualized Assessment Report** – Your company vs. all Survey Participants: USD 2,000
- **Custom Individualized Assessment Report** – Your company vs. a set of companies of your choice: USD 2,500
- Mercer’s new **Online Dashboard** – Yearlong access: USD 1,000
- **Bundled Option** – All of the above: USD 5,000 ($500 savings)

Additional Support
You can schedule a formal review of the report, and use the Desktop Review as the basis for additional in-depth follow-up consulting.
Assignment Parameters
Home-Host: London, UK to Shanghai, China
Family Size: M+2 secondary school-aged children
Salary Level (Home Country): GBP 100,000
Salary Level (Peer Equivalent): CNY 965,000
Currency: GBP

User
Mercer "Grade": C - (23,006)
Percentage Difference from the Average: -22%
Rank (1-83; 1 Being Highest Allowances): 67

Summary of Allowances
Average: 80,677
Difference from Average (%): -22%
Difference from Average (GBP): (23,006)

Assignment Elements
Comp Approach
Incentive Premium Annualized Value
Home-based: 0
72% Use Home-based: 6,163
Difference from Average (%): -100%
Difference from Average (GBP): (6,163)
The Global Mobility Assessment Survey is a critical addition to Mercer’s global mobility benchmarking suite. Mercer offers clients a range of global mobility solutions across the spectrum of content, consulting support and fees.

Visit [imercer.com/assessment](http://imercer.com/assessment) to learn more about the Global Mobility Assessment Survey and [imercer.com/policybenchmarking](http://imercer.com/policybenchmarking) for other benchmarking options.

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Australia  Netherlands
Austria  New Zealand
Belgium  Norway
Brazil  Peru
Canada  Philippines
Chile  Poland
China  Portugal
Colombia  Saudi Arabia
Czech Republic  Singapore
Denmark  South Korea
Finland  Spain
France  Sweden
Germany  Switzerland
Hong Kong  Taiwan
India  Thailand
Indonesia  Turkey
Ireland  United Arab Emirates
Italy  United Kingdom
Japan  United States
Malaysia  Venezuela

To order your assessment report or for more details, visit imercer.com/assessment or contact:

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