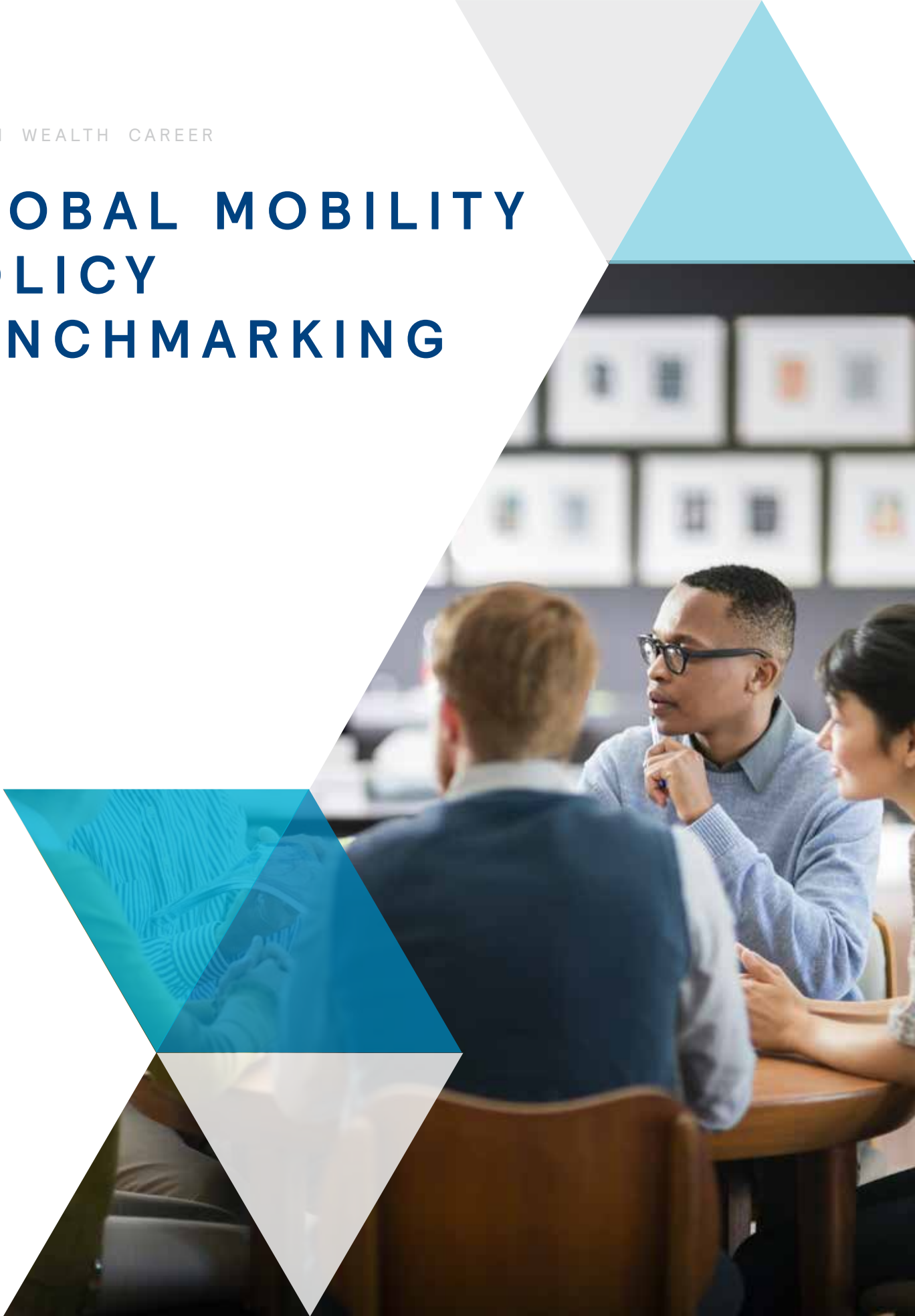


HEALTH WEALTH CAREER

GLOBAL MOBILITY POLICY BENCHMARKING



MAKE TOMORROW, TODAY



POLICY BENCHMARKING

Make sure you are not missing out on cost savings and valuable competitive advantages – review your policies. Mercer offers two benchmarking options for your typical long-term assignment policies:

1. Desktop Review
2. Comprehensive Review

We also provide a policy review and can benchmark six alternative types of assignments, from short-term assignments, to developmental assignments, to commuters.

We can create a custom benchmarking package for your needs, whether you currently have or are considering one universal expatriate policy or segmented policies for various assignment and expatriate types.

1. DESKTOP REVIEW

KEY PACKAGE ELEMENTS ARE COVERED:

- Cost of living allowance (COLA)
- Incentives
- Hardship
- Home and host housing
- Miscellaneous relocation allowance
- Home leave
- Taxes
- Dependent education
- Spousal support

COMPARATORS/DATA CUTS:

Two cuts are included: Regional and Fortune 100. An optional custom peer cut of the WIAPP database may be added to a Desktop review at an additional cost.

DELIVERABLES:

A comprehensive report covering: Observations relevant for your company; General market review of policy elements above, at, and below market; Mercer recommendations.

Consultation time: A half-day internal fact-finding; A half-day consulting review of findings and recommendations.

2. COMPREHENSIVE REVIEW

ALL OF THE DESKTOP REVIEW ELEMENTS ARE COVERED, PLUS:

- Demographics
- Assignment drivers & barriers
- Policy design
- Program administration
- Social Security
- Location premiums
- R&R
- Security & emergency evacuation
- Utilities
- Transportation
- Airfare
- Family support
- Shipping & storage
- Repatriation
- Compliance
- Expatriate localization

COMPARATORS/DATA CUTS:

Three cuts are included: Regional, Fortune 100, and a custom peer cut of the WIAPP database (at least eight companies).

DELIVERABLES:

A comprehensive report covering: Observations relevant for your company; Custom comparator review of policy elements above, at, and below market; General review of cost savings opportunities; Mercer recommendations; Complete WIAPP survey results for the three comparator data cuts.

Consultation time: A full-day internal fact-finding; A full-day consulting review of findings and recommendations; Weekly project maintenance calls.

ALTERNATIVE TYPES OF INTERNATIONAL ASSIGNMENTS

MERCER OFFERS ALTERNATIVE INTERNATIONAL ASSIGNMENT BENCHMARKING OPTIONS FOR SIX ASSIGNMENT TYPES:

- Local Plus
- Developmental/training
- Short-term
- Commuter
- Intra-regional
- Global nomad

KEY ELEMENTS ARE COVERED:

- Demographics
- Top home and host locations
- Key drivers and challenges
- Reasons to use assignment type
- Typical duration of assignment
- Family status and related differentiation of terms
- Differentiation of policy provision for alternative assignment type vs. typical long-term assignment
- Compensation practices and approaches
- Cost of living allowance
- Tax treatment and administration
- Host housing and utilities
- Hardship and mobility incentives
- Dependent education
- Transportation
- Home leave
- Cultural and language training

COMPARATORS/DATA CUTS:

Three cuts are included: Regional, Fortune 100, and a custom peer cut of the AIA database (at least eight companies).

DELIVERABLES:

A comprehensive report covering: Observations relevant for your company; General review of policy elements above, at, and below market; General review of cost savings opportunities; Mercer recommendations; Additional data, including AIA survey results for three comparator cuts.

Consultation time: A half- to a full day of internal fact-finding; A full-day consulting review of Mercer findings and recommendations.

ALTERNATIVE INTERNATIONAL ASSIGNMENTS POLICIES AND PRACTICES (AIA) SURVEY

The AIA Survey is a deep-dive into policies and practices, and examines trends for six types of international assignments.

WORLDWIDE SURVEY OF INTERNATIONAL ASSIGNMENT POLICIES AND PRACTICES (WIAPP)

The WIAPP is a comprehensive survey covering all aspects of international assignment management, with the largest participant base in the market.

HOW DO YOUR POLICIES MEASURE UP?

Can you prove that your strategy for rewarding and managing expatriates is working? Are your policies fair compared to what your competitors are doing?


Using the unparalleled data from the 2015 Worldwide Survey of International Assignment Policies and Practices (WIAPP) and the 2013 Alternative International Assignments Policies and Practices (AIA) Survey, we will provide you with custom benchmarking consulting and assess your mobility program using an array of precise policy benchmarking tools.

WHY BENCHMARK?

Validate your company's competitive position:

- Identify possible improvements and cost savings
- Align expatriate policy with overall business objectives
- Define policy changes necessary to remain competitive
- Build a business case for policy changes
- Facilitate exception management
- Help managers understand current practices and evolving market trends

For more information and to request a policy review, visit imercer.com/policybenchmarking or email mobility@mercer.com.



For further information, please contact
your local Mercer office or visit our website at:
imercer.com/policybenchmarking.

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