Mercer has designed an Executive Remuneration Survey for Latin-America to help our clients manage this critical niche job market. The Top Exec/AltExec Survey allows our clients to manage their executive compensation strategically, the robust information it provides helps them make informed decisions considering the challenges this level of job inherently has. Participating companies can make comparative analysis both locally and against other countries in the region.

VALUE PROPOSITION

- **Regional Alignment** - You are able to compare data amongst the countries covered in Latin-America.
- **Ad-hoc catalogue** - Designed specifically for executive structures.
- **Selected companies’ sample** - Minimum sales of USD$300 million and up to $1 billion.
- **Data collection in-situ** - A senior consultant who specializes in exec remuneration will sit down with you to collect your data.
- **Relevant information guaranteed** - By job, you can be sure that you will get the right information for your compensation analysis.
- **Quantification of key components for exec compensation** - Including variable compensation (both short and long term), based on global Mercer methodologies.
- **Qualitative report** - Annual bonus practices, long term incentives and benefits.
- **Trends analysis** - Covering 6 countries in Latin-America.
- **Performance vs. Pay analysis** - Quantitative analysis correlating compensation and business impact/effectiveness.
TOP EXEC/ALT EXEC

Top Exec/AltExec Survey focuses on big organizations, local and foreign, with income in revenue from $300 million to $1 billion in Latin-America. The survey covers the total remuneration information for the top jobs in these organizations. Its main characteristics are:

- An exhaustive selection of participants with a job catalogue designed exclusively for executive levels
- Detailed analysis of variable compensation plans
- Detailed analysis of executive benefits
- Executive compensation analysis in relation to the financial goals of the company
- Data collection is carried through face to face meetings to ensure the same good quality of information across participants is submitted

DO I NEED TOP EXEC/ALT EXEC?

These questions can help you assess if your company needs Mercer’s market intelligence to understand this market niche.

- ¿Are our executive compensation plans aligned to the market practices?
- ¿What are the most common performance indicators for executive levels?
- ¿Do the bonuses adjust according to the company’s performance or the economy shifts?
- ¿If we want to implement a long term incentives bonus plan, how much should I offer to my executives?
- ¿What are the main benefits offered to executives?

PARTICIPATION CRITERIA
(Company sales by country)

<table>
<thead>
<tr>
<th>Country</th>
<th>Income</th>
</tr>
</thead>
<tbody>
<tr>
<td>Argentina</td>
<td>USD $300 million</td>
</tr>
<tr>
<td>Brazil</td>
<td>USD $1 billion</td>
</tr>
<tr>
<td>Chile</td>
<td>USD $300 million</td>
</tr>
<tr>
<td>Colombia</td>
<td>USD $300 million</td>
</tr>
<tr>
<td>Mexico</td>
<td>USD $500 million</td>
</tr>
<tr>
<td>Peru</td>
<td>USD $300 million</td>
</tr>
</tbody>
</table>
INVESTMENT AND CONTACTS

ARGENTINA

TRS Participants $32,500 ARS
TRS Late Participants $40,625 ARS
Top Exec Participants $37,500 ARS

Sabrina Guerrero
Tel +54 11 4000 0918
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Ignacio di Palma
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COLOMBIA

Participants $12,740,000 COP

Catalina Soler
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catalina.soler@mercer.com

Juan Bastidas
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juan.bastidas@mercer.com

BRAZIL

Participants R$ 19,900
(40% off if TRS Participant)
Non Participants R$ 25,000
without company’s benchmark
(10% off if TRS Participant)
R$ 35,000
with company’s benchmark
(10% off if TRS Participant)

Felipe Otavio
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COLOMBIA

Participants $12,740,000 COP

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juan.bastidas@mercer.com

MEXICO

Participants $6,270 USD/$81,500 MXP
Non Participants $18,810 USD/
$244,500 MXP

*discount available if TRS Participant

Exec job evaluations $1,800 USD/
$22,500 MXP

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CHILE

Participants

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PERU

Participants S/. 14,500 Nuevos Soles

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