

US MTCS

# Mercer Total Compensation Survey for the Energy Sector Suite

## Compensation insights to succeed in a changing industry

Changes in the oil and gas industry has presented many challenges for HR the last several years. Balancing the demand for employees with new skills while retaining critical employees is more important than ever. Position your organization for the future with a data-driven compensation strategy.

**1,744 positions published**[<<View full list>>](#)**Modules available**

- **US MTCS: General Benchmark**
- **US MTCS: Chemical**
- **US MTCS: Cross Segment**
- **US MTCS: Downstream Servicing**
- **US MTCS: Energy Trading**
- **US MTCS: Field and Hourly**
- **US MTCS: Policy**
- **US MTCS: Upstream and Midstream**
- **US MTCS: Utilities and Renewable Energy**



## Position families analyzed

- Administration, facilities & secretarial
- Communications & corporate affairs
- Construction
- Customer service & contact center operations
- Data analytics/warehousing & business intelligence
- Drilling, exploration & operations
- Energy generation & supply
- Engineering & science
- Finance
- General management
- Healthcare/pharmacy services
- Human resources
- IT, telecom & internet
- Legal, compliance & audit
- Production & skilled trades
- Project/program management
- Quality management
- Real estate management, property development & investment
- Retail
- Sales, marketing & product management
- Supply chain
- Trading & dealing



## Career streams analyzed

- Executive
- Management
- Professional
- Para-professional



## Data collected

- Base pay
- Long-term incentive data
- Organization data
- Short-term incentive data



## 425 companies submitting data

[<<View full list>>](#)

Mercer surveys are built using employee data collected from companies. The act of submitting data to a survey is known as survey participation and your company is then viewed as a participant that is entitled to receive these great benefits:

- A discount on the survey results.
- Exclusive invitations to events that provide expert insight into the survey results.
- The ability to compare your data to peer companies or competitors that you select.



## Survey schedule

Participation runs from March through May with results published in September.



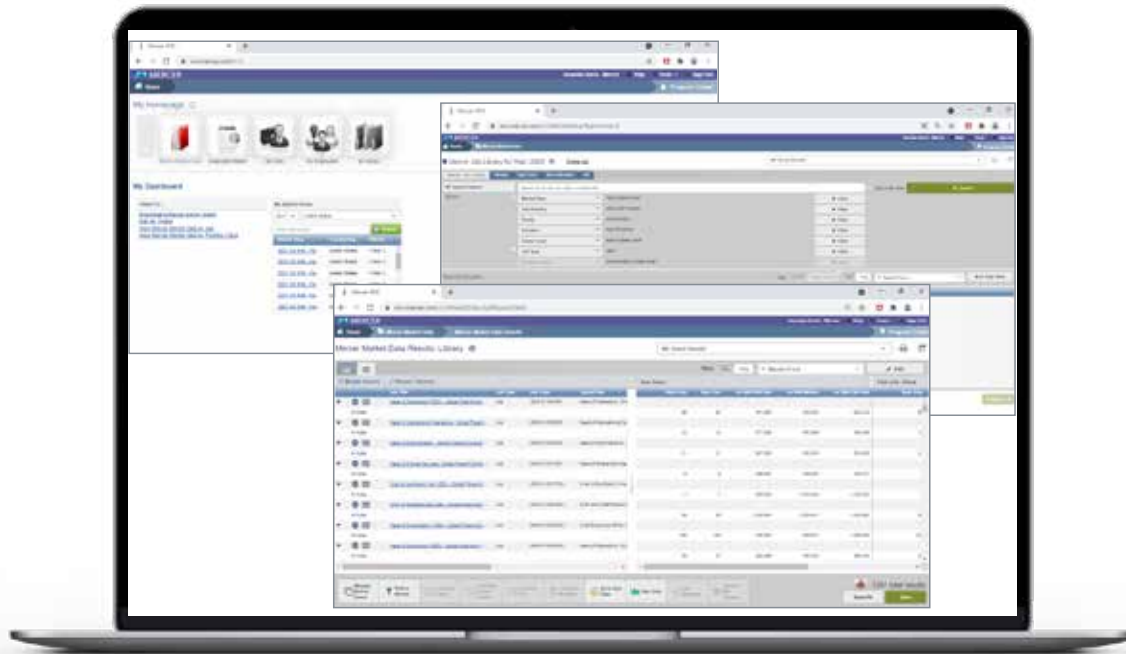
## Pricing

**\$11,500 – Participants**      **\$34,000 – Non-participants**

Modules may also be purchased individually with prices starting at \$1,350 for participants and \$4,050 for non-participants. Pricing varies by module.

## Mercer WIN®

Survey results are published in Mercer WIN offering you simplified, single-point access to a broad range of data and analytics. Customize your analysis with ease.



## Sample report

Compensation Element	No. of Orgs	No. of Obs	*/**	Inc Wtd 10th %ile	Inc Wtd 25th %ile	Inc Wtd Mean	Inc Wtd Median	Inc Wtd 75th %ile	Inc Wtd 90th %ile
Base Salary	77	503	*	40,000	45,760	60,928	53,456	72,084	91,987
Salary Min	41	106		42,200	48,000	55,714	52,900	61,033	73,960
Salary Mid	42	111		54,700	60,000	71,137	67,100	76,250	94,000
Salary Max	41	106		70,080	72,825	88,052	81,100	95,186	122,200
STI Threshold % Base	6	12	*	--	--	3.1	2.8	--	--
STI Target	34	112	*	2,036	2,668	5,926	4,289	8,542	12,560
STI Target % of Base	34	112	**	--	--	7.2	7.0	--	--
STI Maximum % Base	16	62	**	--	--	11.7	8.0	--	--
STI Actual	28	101	*	1,871	2,367	5,886	4,180	8,114	12,700
STI Actual % Base	28	101	**	--	--	7.2	5.7	--	--
Sales Incentive (Target)	9	53	*	11,692	13,288	19,636	16,513	22,223	30,250
Sales Incentive Target % Base	9	53	**	--	--	28.4	20.0	--	--
Sales Incentive Actual	12	61	*	7,328	13,235	45,910	31,777	70,230	106,142
Sales Incentive Actual % Base	12	61	*	9.7	21.3	94.9	40.9	164.4	244.3
Profit Sharing Actual	2	2	**	--	--	--	--	--	--
Profit Sharing Actual % Base	2	2	**	--	--	--	--	--	--
<b>Total Cash - Target</b>	<b>61</b>	<b>262</b>		<b>49,864</b>	<b>58,334</b>	<b>79,249</b>	<b>74,380</b>	<b>94,791</b>	<b>116,840</b>
Total Cash Target - Receivers	40	155		54,601	69,784	89,263	85,244	102,797	130,082
<b>Total Cash - Actual</b>	<b>77</b>	<b>503</b>	*	<b>40,019</b>	<b>46,010</b>	<b>67,693</b>	<b>56,476</b>	<b>80,000</b>	<b>114,305</b>
Total Cash Actual - Receivers	41	164		56,616	70,716	94,153	88,520	114,902	140,855
LTI (B-S)	5	11	**	--	--	17,845	5,000	--	--
LTI % of Base (B-S)	5	11	*	--	--	20.9	7.6	--	--
<b>TDC Target (B-S)</b>	<b>61</b>	<b>262</b>		<b>49,864</b>	<b>58,334</b>	<b>79,987</b>	<b>75,108</b>	<b>94,825</b>	<b>122,771</b>
TDC Target (B-S), Rcvrs	4	10	*	--	--	--	--	--	--
<b>TDC Actual (B-S)</b>	<b>77</b>	<b>503</b>	*	<b>40,019</b>	<b>46,010</b>	<b>68,083</b>	<b>56,476</b>	<b>81,360</b>	<b>115,461</b>
TDC Actual (B-S) Rcvrs	5	11	*	--	--	100,709	85,982	--	--
Tenure - Organization	73	496	*	0	1	7	3	7	19

Contact us to order or for more information

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