



MERCER

MAKE TOMORROW, TODAY

SIRS[®] SURVEY SUITE 2019

For more than 50 years, SIRS compensation surveys have helped companies create and maintain competitive reward systems. The **Mercer SIRS[®] Survey Suite** features a unique system and variety of flexible options that enables you to get data for the right industry, job, and geography to support salary and career planning, accurate job definition, and meaningful analysis.

Available only to participants, the SIRS Survey Suite includes compensation data collected from an elite group of your peers – from the shop floor to the executive suite – across four major industries: Airline and Transportation, Consumer Products, High Technology – STEM, and Life Sciences.

WHAT IS SIRS?

Offering you more than just a survey, the SIRS suite of products incorporates the key elements needed to develop and sustain a sound compensation program supporting career planning, job definition, evaluation, and staffing analysis.

Reflects your workforce • **Includes your competitors** • Global job structures • **Key data elements** • Customized reporting • **Superior data quality** • Technical support • **Exceptional client service** • Networking opportunities

US SIRS
BENCHMARK SURVEY
AIRLINE AND TRANSPORTATION
CONSUMER PRODUCTS
HIGH TECHNOLOGY – STEM
LIFE SCIENCES

US SIRS
EXECUTIVE SURVEY

US SIRS
SALES POLICIES AND
PRACTICES SURVEY

US SIRS
MEDICAL DEVICE SALES
COMPENSATION SURVEY

PUERTO RICO SIRS
LIFE SCIENCES
COMPENSATION SURVEY

US SIRS
SURVEY SUITE
STANDARD REPORTS



SIRS SURVEY SUITE 2019

US SIRS BENCHMARK SURVEY

Delivers total direct compensation market data for jobs from entry-level to first-level executive including cross-industry jobs present in most organizations as well as unparalleled coverage for highly specialized scientific and technical jobs. Covering four major industries (Airline and Transportation, Consumer Products, High Technology – STEM, and Life Sciences), the Benchmark Survey is the foundation of the SIRS Survey Suite. Two levels of access enable you to choose the price point and data customization options that meet your organization's needs.

FAST FACTS

675 COMPANIES

1,082 REPORTABLE POSITIONS

1.7M DATA POINTS

\$10,500 PREMIUM ACCESS

\$7,800 STANDARD ACCESS

AIRLINE AND TRANSPORTATION



Airline Operations,
Airport Operations,
Quality

CONSUMER PRODUCTS



Food, Cosmetics, Cleaning &
Household Products, Footwear,
Apparel, Over-the-Counter
Pharmaceutical

HIGH TECHNOLOGY – STEM



Aerospace & Defense, Research &
Development, Electronics, Energy,
Manufacturing, Systems &
Technical Services

LIFE SCIENCES



Agricultural Sciences, Animal
Health, Biotechnology, Contract
Healthcare Services, Medical
Devices, Pharmaceutical

LOGICAL,
RELIABLE,
TRUSTED
DATA...
FOR OVER
50 YEARS

US SIRS EXECUTIVE SURVEY

Delivers up-to-date total direct compensation data for executive positions across all major functions with a strong focus on engineering, program management, and research and development roles. Includes premium analytical capabilities to combine/create statistics based on any queries or filters including revenue, geographic location, industry, peer group, and more. Regression reports that provide further insight into market data are also available.

FAST FACTS

256 COMPANIES
134 REPORTABLE POSITIONS
6,151 DATA POINTS
\$4,400

US SIRS SALES POLICIES AND PRACTICES SURVEY

This cross-industry module of the SIRS Benchmark Survey provides sales policies and practices information on a company-wide basis and for key groups within the sales organization.

FAST FACTS

127 COMPANIES
39 REPORTABLE POSITIONS
24,857 DATA POINTS
\$1,300 (Must also participate in US SIRS Benchmark Survey)

US SIRS MEDICAL DEVICE SALES COMPENSATION SURVEY

Essential for understanding variation in total cash compensation practices by type of medical device sold, this module of the SIRS Benchmark Survey shows competitive data for a select group of sales jobs in the medical device industry with the ability to analyze base salary and incentive data by product line, sales volume, and sales quota.

FAST FACTS

112 COMPANIES
14 REPORTABLE POSITIONS
35,872 DATA POINTS
\$1,600 (Must also participate in US SIRS Benchmark Survey)

PUERTO RICO SIRS LIFE SCIENCES COMPENSATION SURVEY

Collects total compensation data for positions across quality, manufacturing, sales, and marketing from Life Sciences companies in Puerto Rico. In addition, it includes policy and practice information related to compensation planning and car benefits.

FAST FACTS

42 COMPANIES
270 REPORTABLE POSITIONS
16,822 DATA POINTS
\$1,900

US SIRS SURVEY SUITE STANDARD REPORTS

JOB TITLE REPORT – Available for both executive and non-executive positions, this report is designed to help you understand common job titles across all industries and/or for your respective industry, to ensure your organization's titles are attracting the right talent, and to assist in developing titles for new jobs created within your organization.

STI/LTI REPORT – The US Mercer SIRS Short-Term Incentive and Long-Term Incentive (STI/LTI) Report provides information encompassing plan design and execution such as eligibility, incentive targets and incentive payouts, in order to provide the most accurate incentive solutions across all markets and industries.

R&D CAREER FRAMEWORK – Future-focused companies look for trends and embrace them to stimulate business and talent transformation. The purpose of a career framework is to build workforce capacity through proactive and deliberate career management strategies linking critical HR processes.

PRICING

\$1,000 ea. JOB TITLE REPORT
\$1,600 STI/LTI REPORT

R&D FRAMEWORK PROCESSES

- WORKFORCE ANALYTICS
- SELECTION AND RETENTION
- PERFORMANCE MANAGEMENT
- SUCCESSION MANAGEMENT
 - REWARDS
- CAREER MANAGEMENT AND DEVELOPMENT

\$2,200 R&D CAREER FRAMEWORK REPORT

SIRS METHODOLOGY – A GLOBAL JOB ARCHITECTURE

SIRS surveys share an underlying structure of job families, benchmark positions, and job levels.

Benchmarks: Each SIRS benchmark summarizes the responsibilities and activities of a particular job – across all levels of that job. This approach enables the gathering of feedback on benchmark descriptions from line managers without the influence of specific job levels or titles. The result is greater accuracy and stronger management support for survey efforts.

Levels: The SIRS job leveling schema provides meaningful differentiation between job levels reflecting the degree of skill, complexity, and responsibility a job requires. This provides logical differentiation between job levels and produces more accurate job comparisons. Proven over five decades, SIRS job leveling has become a standard in the industry, and many participants use it as the basis for their own organizational structures.

HOW TO PARTICIPATE?

EASY AS 1-2-3!

- 1 Complete the New Participant Form at imercer.com/sirs.**
- 2 Participation materials* will be emailed to you within 48 hours.**

* During survey participation season, participation materials consist of a Data Collection Template to collect individual incumbent compensation data. Outside of survey participation season, participation materials consist of a Promise To Participate Agreement for the next survey participation season.
- 3 Submit data and order by April 15 for the Benchmark Survey and May 1 for the Executive and Puerto Rico Life Sciences Surveys.**

IMPORTANT DATES – MARK YOUR CALENDAR!

Your SIRS team of consultants offers a variety of learning and networking opportunities. Increase your survey knowledge, ask questions, and meet industry peers during one of our webcasts or in-person events. Please visit imercer.com/usevents to register.

CONTACTS



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