Surveys, reports, and insights to build a sustainable workforce.
PREPARING FOR THE FUTURE OF WORK

The workforce is changing. Low unemployment rates have created a tight labor market, automation is challenging some traditional jobs, and digital transformation is creating a need for new skills in order to establish a sustainable workforce. While technology often dominates conversations about the future there is one element that must not be ignored – the human element.

A company’s ability to compete in the future will depend on its people, and, your total value strategy may be the single most important factor. Built on the traditional components of total rewards, with compensation and benefits still of most importance, total value strategy is a holistic approach to defining an employee experience that will make the right talent want to join, stay, and deliver their best performance.

You will find the surveys, tools, and reports you need to establish a strong, competitive foundation in the pages of this catalog. Mercer compensation surveys provide you with employer-reported market data for positions across industries, functions, and geography. Our policies and practices reports provide insight for remaining competitive beyond the pay check. And finally, our employee mobility products and services allow you to effectively manage a workforce on the move.

We’re ready for the challenges the future brings. Let us help your company set a solid base for your employee strategy.

Chi Swain
Career Products Leader
North America
**Why Mercer products?**

At Mercer, we make a difference in the lives of more than 110 million people every day by advancing their health, wealth, and careers.

Mercer Career Products is a leading provider of compensation and benefits information, created from one of the largest warehouses of employer-reported data. Our data spans the globe and crosses most industries, providing you with robust, relevant data for all of your compensation, benefits, and employee mobility needs.

**BENEFITS** — Data and reports that provide information on benefits offerings domestically and around the globe.

**COMPENSATION** — Design and execute effective rewards strategies with robust survey data available by industry, job function, and country.

**POLICIES AND PRACTICES** — Helpful reports for establishing best practices in workforce management.

**GLOBAL MOBILITY** — Innovative solutions for managing expatriate programs, long- and short-term assignments, and domestic relocation.

---

**Benefits of Survey Membership**

Designed for companies operating in two or more countries, the membership program provides you with consistent, high-quality data covering total remuneration for 400 benchmark positions across 125+ countries. You’ll enjoy the benefits of a personal relationship with an account manager to ensure that you have quick and easy access to Mercer’s total remuneration data and services around the world. Additional benefits include:

- Discounted prices and locked-in rates
- Global coordination of services
- Opportunities to network with peer organizations

---

**Contact us**

844 462 8480  imercer.com
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Benefits

Mercer benefits solutions are designed to support total rewards while considering the business goals of employee attraction, retention, and productivity. Effective benefits plans can improve employee loyalty and save your organization money. Manage your domestic and global benefits offerings with confidence using comprehensive, reliable data and reports.
SOCIAL SECURITY AND MEDICARE

Help your employees understand the benefits available to them in retirement using the best-selling *Guide to Social Security* and *Medicare*. These hard-copy resources have been published for over 35 years and will assist employees as they plan for retirement.

How to use these resources:
- Give them to employees planning for retirement.
- Insurance and financial organizations — use at client events or seminars.
- Hospitals and healthcare facilities — provide information to patients on Medicare choices.

*Make yours personalized! Logo imprinting is available.*

SPECIAL OFFER!

Receive a complimentary one-year subscription to the quarterly online newsletter — *Social Security and Medicare News* — a $42 value, with your order.

GUIDE TO SOCIAL SECURITY

This popular, easy-to-understand guide helps employees discover more about their Social Security benefits.

**SCHEDULE**

Product available . . . . . . . November

**PRICING**

View at imercer.com/guide with quantity discounts.

MEDICARE

Use the Medicare booklet to answer questions about this increasingly complex program.

**SCHEDULE**

Product available . . . . . . . December

**PRICING**

View at imercer.com/medicare with quantity discounts.
View measurable benefit values against peer groups with solutions that range from a high-level comparison to the detailed total remuneration analysis. These comprehensive and detailed reports include:

- **Baseline Benefits Analysis (BBA)** — a high-level comparison of the major benefit plans covered. Also included is the current market position for each plan — competitive, favorable, or unfavorable — and easily identifies areas of strength and opportunity.

- **Custom Market Comparison Report** — A high-level, easy-to-read report that compares values of the plan sponsor to the median plan of a customized peer group using a graphical interpretation. Also included is a prevalence report and one-page executive summary to help identify the variance among the plan sponsor and the peer group.

- **Benefits Valuation Analysis (BVA)** — *Most popular* custom, comparative benchmarking report that provides an in-depth analysis of the benefit plan’s value compared to the chosen peer group. The report includes the value of the benefits for the general employee population and the possibility of benefit discrepancies among different employee segments.

  **Options:**
  - **BVA + Market Comparison** — Adds visual aids to accurately compare the plans to the peer group median for the workforce and predefined benchmark employee profiles.
  - **BVA + Employee Profile Comparison** — Adds tables highlighting the benchmarking comparison to accurately compare the plans to the peer group for the workforce and predefined benchmark employee profiles.
  - **BVA + Employee Profile Comparison + Market Comparison** — Combines all options to give the most comprehensive evaluation and comparisons of the benefit plans through visual aids and tables.

- **Total Remuneration Index (TRI)** — Most complete and comprehensive report factors in pay as well as benefits to provide an overview of the competitiveness of your total rewards package to the chosen peer organizations. The TRI report helps to see how all the pieces fit together and if changes are needed.
VALUE-BASED REPORTS (CONT.)

BENEFIT PLANS COVERED
- Retirement/Savings
- Health/Group benefits
- Time off
- Nontraditional benefits: educational assistance, wellness, and counseling programs.

PRICING — Call for details
Baseline Benefits Analysis . . . . . $ 5,000
Custom Market Comparison Report . . . $ 7,500
Benefits Valuation Analysis (BVA) . . . $ 10,000
  BVA + Market Comparison . . . . $ 17,500
  BVA + Employee Profile Comparison . $ 20,000
  BVA + Market Comparison
  + Employee Profile Comparison . . . $ 22,500
Total Remuneration Index (TRI)
  starting at . . . . $ 30,000

STANDARD PREVALENCE REPORTS

Benefits prevalence reports show the position of a client’s plan features to a peer group.

- **Summary of Plan Statistics** — Shows statistics for the quantifiable plan features of traditional and nontraditional plans and perquisites.

- **Benefits Prevalence Report** — A high-level overview allowing two or more peer groups to be viewed simultaneously, categorizing benefits data by level for selected plan features.

- **Summary of Plan Features** — Provides confidential, side-by-side comparisons of organizations’ benefit design elements.

PRICING — Each report
Participant . . . . . . . . . . . . . $ 3,000
Non-participant . . . . . . . . . . $ 9,000

Partial reports can also be purchased. Call for details.
Each report is uniquely customized to your needs and generated upon order.
Company car benefits are a key part of the compensation package offered when recruiting and retaining the best talent.

Stay updated on current policy trends and use competitive market data to make the best corporate car planning and budget allocations. Get the data you need to gain insights on allowances, purchase and lease prices, popular makes and models, country and region-wide prevalence, and more.

**SCHEDULE**
Report available . . . . . . . . . . June

**PRICING**
- Americas . . . . . . . . . . . . $ 1,500
- Asia Pacific . . . . . . . . . . . $ 1,500
- Europe, Middle East, and Africa . . . . . . . . . . . $ 1,500
- All volumes/Best value . . . . . . . . $ 3,000

**COVERAGE**
Markets . . . . . . . . . . . . . . . . 85

Ensure you have up-to-date information on how companies are addressing this hot topic with the Global Parental Leave report.

This robust report covers maternity, paternity, and adoption leave policies and related return-to-work and support arrangements. This data will help you evaluate paid time-off practices for parents in 50 countries.

**SCHEDULE**
Report available . . . . . . . . . . September

**PRICING**
- Americas . . . . . . . . . . . . $ 1,800
- Asia Pacific . . . . . . . . . . . $ 1,800
- Europe, Middle East, and Africa . . . . . . . . . . . $ 1,800
- Global . . . . . . . . . . . . . . . . $ 5,000
- Individual country . . . . . . . . . . . . . . . . $ 750

**COVERAGE**
Markets . . . . . . . . . . . . . . . . 60*

*The number of markets may vary based on survey participation.*
As norms shift in society and the court of law, it is incumbent upon private industry actors to reassess their own position on LGBT-rights issues so as to stay ahead of the talent market trends.

KEY TOPICS
• Diversity policies
• Benefits coverage
• Gender affirmation treatment
• Family planning and care
• HIV coverage
• LGBT healthcare vendors

PRICING
Global PDF report . . . . . . . . . . . . . . . . . . . . . $ 1,000

COVERAGE
Markets . . . . . . . . . . . . . . . . . . . . . . . . . . . . . 50

This survey has data for 30+ countries and studies how organizations navigate severance pay provided to employees.

KEY TOPICS
• Statutory requirements
• Severance pay policy
• Notice periods
• Severance payments
• Payment formula

PRICING
Americas . . . . . . . . . . . . . . . . . . . . . . . . . . . $ 1,500
Asia Pacific . . . . . . . . . . . . . . . . . . . . . . . . . . $ 1,500
Europe, Middle East, and Africa . . . . . . . . . . . . . $ 1,500
Global . . . . . . . . . . . . . . . . . . . . . . . . . . . . . . $ 3,000
Individual country . . . . . . . . . . . . . . . . . . . . . . $ 500

COVERAGE
Markets . . . . . . . . . . . . . . . . . . . . . . . . . . . . . 30+
Managing workforce turnover is critical to the long-term health and success of any company.

Quickly and easily identify markets with the highest turnover rates and be proactive in taking the steps needed to retain your top talent. The report includes:

- Economic and labor market trends (unemployment, workforce participation, etc.).
- Voluntary and involuntary turnover by employee level and by industry.
- Workforce changes by region, country, and industry.

### SCHEDULE
Report available . . . . . . . . . . . . . November

### PRICING

- Americas . . . . . . . . . . . . . $ 1,500
- Asia Pacific . . . . . . . . . . . . . $ 1,500
- Europe, Middle East, and Africa . . . . . . . $ 1,500
- Global . . . . . . . . . . . . . . . . . $ 3,000
- Individual country . . . . . . . . . . . $ 500

### COVERAGE
Markets . . . . . . . . . . . . . . . . . 48

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This survey provides annual leave market data alongside information on local statutory requirements, allowing HR managers to compare their policies to peer organizations.

### KEY TOPICS

- Annual leave policies
  - Vacation days
  - Personal days
  - Holidays
  - Sick leave
  - Paid time-off pools

- Other leave policies
  - Bereavement leave
  - Marriage leave
  - Volunteer leave
  - Study or exam leave
  - Sabbaticals

### PRICING

- Americas . . . . . . . . . . . . . $ 1,500
- Asia Pacific . . . . . . . . . . . . . $ 1,500
- Europe, Middle East, and Africa . . . . . . . $ 1,500
- Global . . . . . . . . . . . . . . . . . $ 3,000
- Individual country . . . . . . . . . . . $ 500

### COVERAGE
Markets . . . . . . . . . . . . . . . . . 48
Get up-to-date, critical facts on global benefit practices and statutory regulations.

Keep track of constantly evolving benefit laws and regulations around the world with this publication on local employment conditions and statutory and typical benefits. Our global network of country experts gathers and interprets current information, offering you in-depth data of unparalleled quality in this authoritative quick-reference guide.

KEY TOPICS
- Legislative updates
- Statutory employee benefits
  - Retirement
  - Death, disability, and medical benefits
  - Unemployment and social benefits
- Typical employer benefit practices
  - Defined benefit and defined contribution plans
  - Natural and accidental death benefits
  - Disability and medical benefits
  - Flexible benefits, perquisites, and allowances
- Employment conditions
  - Severance and termination practices
  - Work hours
  - Vacation and leave
  - Employment contracts

SCHEDULE
Report available . . . . . . . . . . . . . . . . May

PRICING
Americas . . . . . . . . . . . . . . . . . . . . $ 2,250
Asia Pacific . . . . . . . . . . . . . . . . . . . $ 2,250
Central and Eastern Europe . . . . . . . . . . $ 2,250
Middle East and Africa . . . . . . . . . . . . $ 2,250
Western Europe . . . . . . . . . . . . . . . . . $ 2,250
All volumes/Best value . . . . . . . . . . . . $ 9,000
Individual country . . . . . . . . . . . . . . . $ 750

COVERAGE
Markets . . . . . . . . . . . . . . . . . . . . . 76
Mercer compensation surveys provide current and relevant data across a variety of critical functions, industries, organizations, and geographies. Use this data to benchmark your organization against others, design a competitive compensation strategy, align your goals to the market, and retain your best talent.
GEOGRAPHIC SALARY DIFFERENTIALS

Provides analysis of pay differentials for approximately 75 Canadian locations based on actual market data collected in Mercer compensation surveys.

This methodology ensures the highest-quality salary differential information available and reflects an ever-changing Canadian compensation landscape.

SCHEDULE
Data effective . . . . . . . . . . January 1
Report available . . . . . . . . . . February

PRICING (C$)
First-time purchaser . . . . . . . $ 975
Renewal (purchased prior year) . . . $ 750
1-5 cities (PDF) . . . . . . . . . $ 275
Additional cities (PDF) . . . . . $ 150

LOCATIONS
Canadian cities . . . . . . . . . . 73

COMPENSATION PLANNING

With over 600 participating organizations, this comprehensive survey provides current and projected data on pay increases, structure adjustments, variable pay programs, and nontraditional pay programs.

SCHEDULE
Participation opens . . . . . . . . . . May
Report available . . . . . . . . . . August
Report update . . . . . . . . . . December

PRICING (C$)
Participant . . . . . . . . . . . . . FREE
Non-participant . . . . . . . . . $ 900
Price is for one user. Additional users $220/each.

ORGANIZATIONS
Participants . . . . . . . . . . . . . 600+

French version available.
The Executive, Management, and Professional Compensation Survey is a primary reference tool for benchmark positions across the Canadian job market.

The survey is a balanced cross-section of the most popular jobs in the Mercer Benchmark Database.

**SCHEDULE**
- Participation opens: February
- Data effective: April 1
- Report available: August

**PRICING (C$)**
- Participant: $1,900
- Non-participant: $5,475

Price is for one user. Additional users $220/each.

**ORGANIZATIONS**
- Participants: 1,084
- Observations: 162,587
- Positions: 164

*For a complete list of position families visit imercer.ca/emp.*

French version available.

---

**CONTACT CENTRE AND CUSTOMER SERVICE**

Formerly known as Contact Centre, this newly enhanced survey now includes customer service roles. These are two of the most important functional areas of today’s service-focused environment.

**SCHEDULE**
- Participation opens: February
- Data effective: April 1
- Report available: August

**PRICING (C$)**
- Participant: $1,525
- Non-participant: $4,500

*Price is for one user. Additional users $220/each.*

**ORGANIZATIONS**
- Participants: 466
- Observations: 49,527
- Positions: 306

*For a complete list of position families visit imercer.ca/contact.*

French version available.
The Mercer Benchmark Database is the premier general industry database for evaluating and creating competitive compensation offerings.

The database contains data for over 396,000 employees in more than 1,100 organizations and provides:
- Base pay, incentive, and total direct compensation information for 6,633 positions.
- Analyses by industry, assets, revenue/sales, operating expenses/budget, gross premiums, total employment, geographic region.
- Year-over-year comparisons by position.
- Long-term incentive prevalence and valuation.

Purchase the full database to:
- Blend positions across 6,633 benchmarks.
- Create and/or run a single report template across modules.
- Compare your organization to market data.

**SCHEDULE**
- Participation opens: February
- Data effective: April 1
- Report available: August

**PRICING (C$)**
- Full database (8 modules)
  - Participant: $8,900
  - Non-participant: $18,300
- Flex (Any 6 modules)
  - Participant: $7,700
  - Non-participant: $17,000
  - Add MBD/Flex users: $1,100
  - Add individual module users: $220

**ORGANIZATIONS**
- Participants: 1,105
- Observations: 396,250
- Positions: 6,633

*For a complete list of position families visit imercer.ca/mbd.*
### CORPORATE SERVICES AND HR

#### PRICING (C$)
- Participant: $1,475
- Non-participant: $4,000

*Price is for one user. Additional users $220/each.*

#### ORGANIZATIONS
- Participants: 1,003
- Observations: 71,367
- Positions: 1,221

### EXECUTIVE

#### PRICING (C$)
- Participant: $1,450
- Non-participant: $4,000

*Price is for one user. Additional users $220/each.*

#### ORGANIZATIONS
- Participants: 941
- Observations: 14,180
- Positions: 1,432

### ENGINEERING AND DESIGN

#### PRICING (C$)
- Participant: $1,450
- Non-participant: $4,000

*Price is for one user. Additional users $220/each.*

#### ORGANIZATIONS
- Participants: 606
- Observations: 43,409
- Positions: 561

### FINANCE, ACCOUNTING, AND LEGAL

#### PRICING (C$)
- Participant: $1,475
- Non-participant: $4,000

*Price is for one user. Additional users $220/each.*

#### ORGANIZATIONS
- Participants: 962
- Observations: 39,267
- Positions: 1,297
### Logistics and Supply Chain

**Pricing (C$)**
- Participant: $1,475
- Non-participant: $4,000

*Price is for one user. Additional users $220/each.*

**Organizations**
- Participants: 734
- Observations: 46,220
- Positions: 585

### Sales, Marketing, and Communications

**Pricing (C$)**
- Participant: $1,475
- Non-participant: $4,000

*Price is for one user. Additional users $220/each.*

**Organizations**
- Participants: 911
- Observations: 71,956
- Positions: 1,010

### Manufacturing and Operations

**Pricing (C$)**
- Participant: $1,475
- Non-participant: $4,000

*Price is for one user. Additional users $220/each.*

**Organizations**
- Participants: 733
- Observations: 56,070
- Positions: 610

### Mercer/Gartner Information Technology

**Pricing (C$)**
- Participant: $1,875
- Non-participant: $4,500

*Price is for one user. Additional users $220/each.*

**Organizations**
- Participants: 783
- Observations: 63,600
- Positions: 1,451
NEW GRADUATE PAY AND STUDENT HIRING RATES

Collects cross-region and industry data on annual salaries for new graduates, co-op students, and summer interns. This survey helps give you a competitive edge in attracting top candidates.

SCHEDULE
Report available . . . . . . . . October

PRICING (C$)
Participant . . . . . . . . . . $ 545
Non-participant . . . . . . . . . $ 1,635

LONG-TERM INCENTIVE & EQUITY AND SHORT-TERM INCENTIVE REPORTS

These reports are derived from the Canada Mercer Benchmark Database (MBD).

- **Long-Term Incentive and Equity Report** — Provides a one-stop resource for long-term incentives using Black-Scholes valuation methodology.
- **Short-Term Incentive Report** — Provides vital information for establishing competitive annual and sales incentive awards.

SCHEDULE
Participation opens . . . . . . . . February
Data effective . . . . . . . . . . . . April 1
Report available . . . . . . . . . October

PRICING (C$)
Participant . . . . . . . . . . $ 2,550
Participant bundle (includes both surveys) . . $ 4,100
Non-participant . . . . . . . . . $ 7,425
Non-participant bundle (includes both surveys) . $ 10,395

MBD participants receive participant pricing.

ORGANIZATIONS
Participants . . . . . . . . . . 1,105
Observations . . . . . . . . . . 396,250
**Detailed insight into the life sciences industry, enabling smart compensation decisions.**

Canada Mercer Life Sciences Survey reports data for industry-specific positions such as pre-clinical and clinical development, medical regulatory affairs, field sales, market access, and scientific patent, alongside support functions such as finance and HR from pharmaceutical, biotechnology, medical device, and contract research organizations.

### SCHEDULE
- Participation opens: February
- Data effective: April 1
- Report available: September

### PRICING (C$)
- Full version: $2,685
- *Medical Device Report (MEDEC)*: $1,645
- *Pharmaceutical and Biotechnology Report*: $1,645

*Participant only. MEDEC association members receive a $500 discount if bundled with Mercer EMP or MBD general industry surveys.*

*Industry reports are based on an industry subset of the full survey.*

### ORGANIZATIONS — Full version
- Participants: 90
- Observations: 17,916
- Positions: 425

---

**Canada Mercer Life Sciences**

Detailed insight into the life sciences industry, enabling smart compensation decisions.
Prepared for the Engineering Human Resources Association (EHRA), this survey provides total annual cash remuneration for a wide spectrum of engineering positions.

The EHRA survey helps association members develop effective compensation plans for their professional engineering employees.

**SCHEDULE**
- Participation opens: May
- Data effective: June 1
- Report available: August

**PRICING (C$)**
- Participant: $3,750
- Non-participant: $11,250

*Price is for one user. Additional users $220/each.*

**ORGANIZATIONS**
- Participants: 65
- Observations: 29,468
- Positions: 41
MERCER | OSPE NATIONAL ENGINEERING COMPENSATION SURVEY

Conducted by Mercer in partnership with the Ontario Society of Professional Engineers (OSPE), this salary survey provides employers with a valuable picture of hiring and compensation trends across all categories and disciplines of engineering professions.

SCHEDULE
Participation opens . . . . . . . . . . . May
Data effective . . . . . . . . . . . . . June 1
Report available . . . . . . . . . . . September

PRICING (C$)
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<th>Participant</th>
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<tr>
<td>Single region</td>
<td>$ 700</td>
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<td>National data (all 3 regions)</td>
<td>$ 1,325</td>
</tr>
</tbody>
</table>

*Price is for one user. Additional users $220/each.*

ORGANIZATIONS
Participants . . . . . . . . . . . . . 242
Observations . . . . . . . . . . . . . 24,000
Positions . . 19 disciplines, 6 engineering levels

MERCER MINING INDUSTRY SURVEY SUITE

The premier source of compensation data for mining organizations, for both corporate and site locations, in Canada and the US. Data is analyzed by geographic area, type of mine, commodity mined, and mine/organization size.

Survey results are available via three reports:
- Corporate and CEO
- Mine Site
- Mine Site Operational Jobs

SCHEDULE
Participation opens . . . . . . . . . . . March
Data effective . . . . . . . . . . . . . April 1
Report available . . . . . . . . . . . August

PRICING (C$)
<table>
<thead>
<tr>
<th>Participant</th>
<th>Non-participant</th>
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<tbody>
<tr>
<td>Corporate and CEO</td>
<td>$ 2,500</td>
</tr>
<tr>
<td>Mine Site</td>
<td>$ 3,400</td>
</tr>
<tr>
<td>Mine Site Operational Jobs</td>
<td>$ 3,300</td>
</tr>
</tbody>
</table>

*Price is for one user. Additional users $220/each. Multiple module discount available. Contact us to learn more!* Hard copy for any report $400.

ORGANIZATIONS
Participants . . . . . . . . . . . . . 51
Observations . . . . . . . . . . . . . 11,820
Positions . . . . . . . . . . . . . . . 249

*For a complete list of position families visit imercer.com/CAmining.*
MERCER TOTAL COMPENSATION SURVEY FOR THE ENERGY SECTOR

This survey suite is a premier source of compensation and benefits data for energy organizations, including exploration and production, drilling, services and equipment, pipeline, midstream, and utilities.

**CORE MODULES**

**General Benchmark** — Shared-services functions such as HR, accounting, and IT, as well as other general industry benchmarks.

**Cross segment** — Includes core jobs in upstream, midstream, downstream, and utilities environments.

**Policy** — Corporate policy report, which summarizes the key policies of our participants in such areas as compensation practices, long-term incentives, staffing practices, and more.

**Benefits** — Data collected in even-numbered years only, providing comprehensive information on pension and benefit plans. The Benefits module is mandatory to participate in MTCS.

**CHOICE MODULES**

**Upstream/Midstream** — Executive, managerial, and professional roles, as well as managerial roles in a “field” environment, are included.

**Downstream and Oilfield Services** — Professional, managerial, and executive roles specific to the downstream sector and oilfield services.

**Utilities** — Includes roles unique to the utilities sector, like executive roles, transmission, and distribution roles.

*You may also be interested in the Mercer Mining Industry Survey on page 21.*

**OPTIONAL MODULES**

**Energy Trading** — Provides a comprehensive study of compensation packages specifically focused on energy trading.

**Field/Hourly** — Compensation data for nonmanagerial positions in noncorporate/office environments.

**Field/Hourly (Full-Disclosure)** — Participation in this module is restricted to companies with field sites.

**Field Site Policy** — Summarizes the participants’ key policies in field site compensation and workplace practices.

**SCHEDULE**

Participation opens . . . . . . . . . . February

Data effective . . . . . . . . . . . . . . . . . . . . . . . . . . . . . April 1

Report available . . . . . . . . . . . . . . . . . . . . . . . . . . . . . August

**PRICING (C$)**

Four core modules, plus one choice module . . $ 8,950

Additional modules (each) . . . . . . . . . . . . . . . . $ 1,750

Participant only. Price is for one user. Additional users $220/each per module.

**ORGANIZATIONS**

Participants . . . . . . . . . . . . . . . . . . . . . . . . . . . . . . . . 239

Observations . . . . . . . . . . . . . . . . . . . . . . . . . . . . . . . . 113,559

Positions . . . . . . . . . . . . . . . . . . . . . . . . . . . . . . . . . . 828

*For a complete list of position families, visit imercer.com/mtcsCanada.*
PROFESSIONAL SERVICES INDUSTRY

The leading source for compensation and HR policy information for professional services firms employing accounting professionals in Canada.

Sponsored by the four largest accounting firms in Canada and supported by an additional five accountancies with national operations, this is the leading source of compensation and HR policy information.

SCHEDULE
Participation opens . . . . . . . . . . . . . October
Data effective . . . . . . . . . . . . . November 1
Report available . . . . . . . . . . . . . February

PRICING (C$)
Results are available to participants only. Call for details.

ORGANIZATIONS
Participants . . . . . . . . . . . . . . . . . . . 15
Observations . . . . . . . . . . . . . . . . 23,000+
Positions . . . . . . . . . . . . . . . . . . . . . . . . 236

PROFESSIONAL SERVICES PRACTICE SUPPORT

Provides focus on practice support roles within professional services companies.

The Professional Services Practice Support Survey is sponsored by the four largest accounting firms, and participants include leaders in the largest professional organizations, including consulting and accounting.

SCHEDULE
Participation opens . . . . . . . . . . . . . October
Data effective . . . . . . . . . . . . . November 1
Report available . . . . . . . . . . . . . March

PRICING (C$)
Results are available to participants only. Call for details.

ORGANIZATIONS
Participants . . . . . . . . . . . . . . . . . . . 14
Observations . . . . . . . . . . . . . . . . 7,800+
Positions . . . . . . . . . . . . . . . . . . . . . . . . 218
RETAIL COMPENSATION AND BENEFITS

Gives you comprehensive data on the latest pay, policies and practices, and benefits trends in the retail industry.

Access new information on wage planning and merit increase budgets, short-term incentive programs, overtime, turnover, shift operations, vacation entitlement, and much more — this survey data is a must-have!

SCHEDULE
Participation opens . . . . . . . March
Data effective . . . . . . . . . . . . . . . April 1
Report available . . . . . . . . . . . August

PRICING (C$)
Participant . . . . . . . . . . $ 1,900
Retail & Restaurant . . . . . $ 2,800
Non-participant . . . . . . $ 5,700
Retail & Restaurant . . . . . $ 8,400
Price is for one user. Additional users $220/each.

ORGANIZATIONS
Participants . . . . . . . . . . . . 10
Observations . . . . . . . . . . . 424,056
Positions . . . . . . . . . . . . . . 192
For a complete list of position families visit imercer.ca/retail.

RESTAURANT

Details industry-specific data on hourly, management, and quality roles in the restaurant industry.

PRICING (C$)
Participant . . . . . . . . . . . $ 1,100
Non-participant . . . . . . . . . . . $ 3,300
Price is for one user. Additional users $220/each.

SCHEDULE
Participation opens . . . . . . . March
Data effective . . . . . . . . . . . . . . . April 1
Report available . . . . . . . . . . . August

ORGANIZATIONS
Participants . . . . . . . . . . . . 10
Observations . . . . . . . . . . . 38,376
Positions . . . . . . . . . . . . . . 32
Conducted by Mercer in partnership with the Ontario Municipal Human Resources Association (OMHRA), this survey provides the insights you need to design competitive compensation packages that attract and retain the right people.

**SCHEDULE**
- Participation opens: May
- Data effective: June 1
- Report available: September

**PRICING (C$)**
- Participant Premium Edition: $1,975
- Non-participant Non-Participant Edition: $5,925

**ORGANIZATIONS**
- Participants: 47
- Observations: 54,140
- Positions: 240

With over 1,400 participating organizations, this survey provides current and projected data on pay increases, structure adjustments and salary differentiation.

**SCHEDULE**
- Participation opens: April
- Report available: July
- Report update: December

**PRICING**
- Participant: FREE
- Non-participant (PDF report): $975

*Price is for one user. Additional users $200/each.*

**ORGANIZATIONS**
- Participants: 1,400+
Formerly known as Contact Center, this enhanced survey now includes customer service roles. These are two of the most important functional areas of today’s service-focused environment.

**SCHEDULE**
- Participation opens: January
- Data effective: March 1
- Report available: August

**PRICING**
- Participant: $1,375
- Non-participant: $4,050

*Price is for one user. Additional users $200/each.*

Please visit imercer.com/contact for pricing information on the Contact Center Policy report.

**ORGANIZATIONS**
- Participants: 1,365
- Observations: 397,564
- Positions: 434

*For a complete list of position families visit imercer.com/contact.*

---

This comprehensive suite provides reliable executive compensation data with extensive regression data.

**SCHEDULE**

<table>
<thead>
<tr>
<th></th>
<th>Summer</th>
<th>Fall</th>
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</thead>
<tbody>
<tr>
<td>Data effective</td>
<td>March 1</td>
<td>June 1</td>
</tr>
<tr>
<td>Report available</td>
<td>September</td>
<td>November</td>
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**PRICING**

<table>
<thead>
<tr>
<th></th>
<th>Participant</th>
<th>Non-participant</th>
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</thead>
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<tr>
<td>US Executive Remuneration Suite</td>
<td>$6,600</td>
<td>$19,800</td>
</tr>
</tbody>
</table>

*Additional users $220.*

Purchase the module that matches your organization’s peers:

- Fortune 500®: $3,800 | $11,400
- Public Midsize and Small: $3,800 | $11,400
- Privately Held: $3,800 | $11,400

*Price is for one user. Additional users $200/each.*

**ORGANIZATIONS**

<p>| | |</p>
<table>
<thead>
<tr>
<th></th>
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<tbody>
<tr>
<td>Participants</td>
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<td>Observations</td>
<td>88,038</td>
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<tr>
<td>Positions</td>
<td>429</td>
</tr>
</tbody>
</table>
The Mercer Benchmark Database is the premier general industry database for evaluating and creating competitive compensation offerings.

The database contains data for over 2.7 million+ employees in more than 3,071 organizations and provides:
- Base pay, incentive, and total direct compensation information for 6,633 positions.
- Analyses by industry, assets, revenue/sales, operating expenses/budget, gross premiums, total employment, geographic region, and metropolitan area.
- Year-over-year comparisons by position.
- Long-term incentive prevalence and valuation.

Purchase the full database to:
- Blend positions across 6,633 benchmarks.
- Create and/or run a single report template across modules.
- Compare your organization to market data.

**SCHEDULE**
- Participation opens: January
- Data effective: March 1
- Report available: August

**PRICING — Full database**
- Participant: $8,950
- Includes manufacturing: $9,850
- Non-participant: $18,700
- Includes manufacturing: $20,000

*Price is for one user. Additional users $1,000/each. Additional users including manufacturing $1,200/each.*

**ORGANIZATIONS**
- Participants: 3,071
- Observations: 2.7 million+
- Positions: 6,633

*For a complete list of position families visit imercer.com/mbd.*
**CORPORATE SERVICES AND HUMAN RESOURCES**

### PRICING
- **Participant**: $1,225
- **Non-participant**: $3,400

*Price is for one user. Additional users $200/each.*

### ORGANIZATIONS
- **Participants**: 2,710
- **Observations**: 658,157
- **Positions**: 1,221

---

**ENGINEERING AND DESIGN**

### PRICING
- **Participant**: $1,200
- **Non-participant**: $3,400

*Price is for one user. Additional users $200/each.*

### ORGANIZATIONS
- **Participants**: 1,506
- **Observations**: 219,851
- **Positions**: 561

---

**EXECUTIVE**

### PRICING
- **Participant**: $1,875
- **Non-participant**: $4,300

*Price is for one user. Additional users $200/each.*

### ORGANIZATIONS
- **Participants**: 1,858
- **Observations**: 34,256
- **Positions**: 1,432

---

**FINANCE, ACCOUNTING, AND LEGAL**

### PRICING
- **Participant**: $1,225
- **Non-participant**: $3,400

*Price is for one user. Additional users $200/each.*

### ORGANIZATIONS
- **Participants**: 2,541
- **Observations**: 273,828
- **Positions**: 1,279
## MERCER/GARTNER INFORMATION TECHNOLOGY

### PRICING
- Participant: $2,100
- Non-participant: $4,300

*Price is for one user. Additional users $200/each.*

### ORGANIZATIONS
- Participants: 2,180
- Observations: 393,924
- Positions: 1,451

## MANUFACTURING AND OPERATIONS

### PRICING
- Participant: $1,200
- Non-participant: $3,400

*Price is for one user. Additional users $200/each.*

### ORGANIZATIONS
- Participants: 1,666
- Observations: 353,121
- Positions: 610

## LOGISTICS AND SUPPLY CHAIN

### PRICING
- Participant: $1,200
- Non-participant: $3,400

*Price is for one user. Additional users $200/each.*

### ORGANIZATIONS
- Participants: 1,956
- Observations: 607,619
- Positions: 585

## SALES, MARKETING, AND COMMUNICATIONS

### PRICING
- Participant: $1,875
- Non-participant: $4,300

*Price is for one user. Additional users $200/each.*

### ORGANIZATIONS
- Participants: 2,228
- Observations: 240,356
- Positions: 1,010
### METROPOLITAN BENCHMARK

#### PRICING

<table>
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<th>Region</th>
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<th>Non-participant</th>
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</thead>
<tbody>
<tr>
<td>North Central Region</td>
<td>$875</td>
<td>$2,100</td>
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<tr>
<td>Northeast Region</td>
<td>$875</td>
<td>$2,100</td>
</tr>
<tr>
<td>South Central Region</td>
<td>$875</td>
<td>$2,100</td>
</tr>
<tr>
<td>Southeast Region</td>
<td>$875</td>
<td>$2,100</td>
</tr>
<tr>
<td>West Coast Region</td>
<td>$875</td>
<td>$2,100</td>
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</tbody>
</table>

*Price is for one user. Additional users $200/each.*

#### ORGANIZATIONS

<table>
<thead>
<tr>
<th>Region</th>
<th>Participants</th>
<th>Observations</th>
<th>Positions</th>
</tr>
</thead>
<tbody>
<tr>
<td>North Central Region</td>
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<tr>
<td>Participants</td>
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<td>Positions</td>
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<td>West Coast Region</td>
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</table>

### LONG-TERM INCENTIVE & EQUITY AND SHORT-TERM INCENTIVE REPORTS

With data from the Mercer Benchmark Database (MBD), these comprehensive reports provide vital information for establishing long- or short-term incentives.

#### SCHEDULE

- Data effective: March
- Report available: August

#### PRICING

<table>
<thead>
<tr>
<th>Category</th>
<th>Pricing</th>
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<td>Participant</td>
<td>$2,600</td>
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<tr>
<td>Participant bundle</td>
<td>$4,200</td>
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<tr>
<td>Non-participant</td>
<td>$7,800</td>
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<tr>
<td>Non-participant bundle</td>
<td>$10,710</td>
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</table>

*MBD participants receive participant pricing.*

#### ORGANIZATIONS

<table>
<thead>
<tr>
<th>Category</th>
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<tbody>
<tr>
<td></td>
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<td>3,131</td>
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<tr>
<td></td>
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<td>2.5 million+</td>
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</table>
What's New in 2018

This survey has moved to the new Mercer Job Library in 2018, expanding FSS to include base pay, incentive, and other organizational data for 464 specializations covering 4,480 positions across 17 job families.

SCHEDULE
Participation opens . . . . . . . . . . . . . . . . . . April
Data effective . . . . . . . . . . . . . . . . . . . . . . March 1
Report available . . . . . . . . . . . . . . . . . . . . August

PRICING
Per module (except FinTech)
Participant . . . . . . . . . . . . . . . . . . . . $ 1,400
Non-participant . . . . . . . . . . . . . . . . . . .  $ 4,200

FinTech module
Participant . . . . . . . . . . . . . . . . . . . . $ 1,900
Non-participant . . . . . . . . . . . . . . . . . . .  $ 5,700

Flex (any 3 modules)
Participant . . . . . . . . . . . . . . . . . . . . $ 3,800
Non-participant . . . . . . . . . . . . . . . . . . .  $ 7,950

Full (all 7 modules)
Participant . . . . . . . . . . . . . . . . . . . . $ 6,500
Non-participant . . . . . . . . . . . . . . . . . . .  $ 13,500

Price is for one user. Additional users $200/each.
For a complete list of position families visit imercer.com/fss.
<table>
<thead>
<tr>
<th>Category</th>
<th>ORGANIZATIONS</th>
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<td>Participants</td>
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<td>Positions</td>
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<td><strong>FINTECH</strong></td>
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<td><strong>WEALTH MANAGEMENT</strong></td>
<td>Participants</td>
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<td>Positions</td>
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<td><strong>INSURANCE</strong></td>
<td>Participants</td>
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<td>Observations</td>
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<td>Positions</td>
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<tr>
<td><strong>RETAIL BANKING</strong></td>
<td>Participants</td>
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<td></td>
<td>Observations</td>
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</tr>
<tr>
<td></td>
<td>Positions</td>
<td>82</td>
<td></td>
<td></td>
</tr>
</tbody>
</table>
GEOGRAPHIC SALARY DIFFERENTIALS

Pay differentials for over 250 US cities based on actual market data collected in Mercer compensation surveys.

This methodology ensures the highest-quality salary differential information available and reflects an ever-changing US compensation landscape.

SCHEDULE
Data effective . . . . . . . . . . January 1
Report available . . . . . . . . . . February

PRICING
First-time purchaser . . . . . . . . . . $ 950
Renewal (purchased prior year) . . . . . . $ 750
1 to 5 cities (PDF) . . . . . . . . . . $ 300
Additional cities (PDF) . . . . . . . . $ 150
Price is for one user. Additional users $200/each.

LOCATIONS
US Cities . . . . . . . . . . . . . . . . 253

HOTEL INDUSTRY COMPENSATION SURVEY

Compensation and pay practices data for management through executive level jobs in full-service and focused service US and Canadian hotels.

SCHEDULE
Participation opens . . . . . . . . . . February
Data effective . . . . . . . . . . . . . . April
Report available . . . . . . . . . . . . . . July

PRICING
For members it varies by organization type, number of properties, and incumbents reported; contact us for details. *Organizations must qualify to participate; non-participant report only includes US property level jobs and is available for $3,500. Please note the non-participant report does not include Canadian, area/region, and corporate level data.*

First-time purchaser . . . . . . . . . . $ 950
Renewal (purchased prior year) . . . . . . $ 750
1 to 5 cities (PDF) . . . . . . . . . . $ 300
Additional cities (PDF) . . . . . . . . $ 150
Price is for one user. Additional users $200/each.

ORGANIZATIONS (US Properties)
Participants . . . . . . . . . . . . . . . . 37
Observations . . . . . . . . . . . . . . . . 42,562
Positions . . . . . . . . . . . . . . . . 148
Properties . . . . . . . . . . . . . . . . 3,261

844 462 8480 imercer.com 33
IHP – HEALTH PLAN COMPENSATION SURVEY SUITE

Designed exclusively for health plan/managed care organizations, this survey provides data for 413 health insurance/managed care positions.

Survey includes data on base pay, bonus, short-term and long-term incentives, and total compensation.

SCHEDULE
Participation opens March
Data effective April 1
Report available August

For a complete list of position families visit imercer.com/healthplans. Multiple module discount available. Contact us to learn more!

IHP – HEALTH PLAN EXECUTIVES

PRICING
Participant $1,600
Non-participant $4,800

Price is for one user. Additional users $200/each.

ORGANIZATIONS
Participants 84
Observations 2,700
Positions 86

IHP – HEALTH PLAN OPERATIONS

PRICING
Participant $1,600
Non-participant $4,800

Price is for one user. Additional users $200/each.

ORGANIZATIONS
Participants 114
Observations 198,000
Positions 248

IHP – HEALTH PLAN SALES AND MARKETING

PRICING
Participant $1,350
Non-participant $4,050

Price is for one user. Additional users $200/each.

ORGANIZATIONS
Participants 79
Observations 17,200
Positions 79
IHN – HEALTHCARE SYSTEM AND HOSPITAL COMPENSATION SURVEY SUITE

Consisting of seven modules, this survey gives you compensation data for multiple healthcare organizational and position types.

Custom surveys available and additional offerings, including the Advanced Practice Clinicians and Nurses report and the Medical Oncology report. Contact us to learn about IHN bundle offers!

SCHEDULE
Participation opens . . . . . . . February
Data effective . . . . . . . . . March 1
Report available . . . . . . . July

For a complete list of position families visit imercer.com/healthcare.
Multiple module discount available. Contact us to learn more!

IHN – HEALTHCARE INDIVIDUAL CONTRIBUTORS

PRICING
Participant . . . . . . . . . $ 1,300
Non-participant . . . . . . . $ 3,900
Price is for one user. Additional users $200/each.

ORGANIZATIONS
Participants . . . . . . . . . 1,479
Observations . . . . . . . . 1,236,436
Positions . . . . . . . . . . . 296

IHN – HEALTHCARE SYSTEM AND HOSPITAL EXECUTIVES

PRICING
Participant . . . . . . . . . $ 2,200
Non-participant . . . . . . . $ 6,600
Price is for one user. Additional users $200/each.

ORGANIZATIONS
Participants . . . . . . . . . 1,520
Observations . . . . . . . . 20,500
Positions . . . . . . . . . . 172

IHN – HEALTHCARE INFORMATICS AND TECHNOLOGY

PRICING
Participant . . . . . . . . . $ 900
Non-participant . . . . . . . $ 2,550
Price is for one user. Additional users $200/each.

ORGANIZATIONS
Participants . . . . . . . . . 636
Observations . . . . . . . . 16,056
Positions . . . . . . . . . . 67
IHN – HEALTHCARE MANAGEMENT AND SUPERVISORY

PRICING

Participant .................................. $ 900
Non-participant ............................... $ 2,700

Price is for one user. Additional users $200/each.

ORGANIZATIONS

Participants .................................. 1,388
Observations .................................. 41,500
Positions ..................................... 94

IHN – PHYSICIAN PRACTICES AND CLINICS

PRICING

Participant .................................. $ 750
Non-participant ............................... $ 2,250

Price is for one user. Additional users $200/each.

ORGANIZATIONS

Participants .................................. 901
Observations .................................. 82,200
Positions ..................................... 40

IHN – HOME HEALTH AND HOSPICE

PRICING

Participant .................................. $ 750
Non-participant ............................... $ 2,250

Price is for one user. Additional users $200/each.

ORGANIZATIONS

Participants .................................. 190
Observations .................................. 25,900
Positions ..................................... 36

IHN – SKILLED NURSING AND ASSISTED LIVING FACILITIES

PRICING

Participant .................................. $ 750
Non-participant ............................... $ 2,250

Price is for one user. Additional users $200/each.

ORGANIZATIONS

Participants .................................. 236
Observations .................................. 30,500
Positions ..................................... 42
MERCER MINING INDUSTRY SURVEY SUITE

The premier source of compensation data for mining organizations, for both corporate and site locations, in the US and Canada. Data is analyzed by geographic area, type of mine, commodity mined, and mine/organization size.

Survey results are available via three reports:
• Corporate and CEO
• Mine Site
• Mine Site Operational Jobs

SCHEDULE
Participation opens . . . . . . . . . . . . . . . March
Data effective . . . . . . . . . . . . . . . . . . . . . . April 1
Report available . . . . . . . . . . . . . . . . . . . . . . August

PRICING (US$)          Participant Non-participant
Corporate and CEO      . . . . . . . . . . . . . . $ 2,400 $ 7,200
Mine Site            . . . . . . . . . . . . . . . . $ 3,300 $ 9,900
Mine Site Operational Jobs $ 3,000 $ 9,000

Price is for one user. Additional users $220/each.
Multiple module discount available. Contact us to learn more!
Hard copy for any report $400.

ORGANIZATIONS
Participants . . . . . . . . . . . . . . . . . . . . . . 36
Observations . . . . . . . . . . . . . . . . . . . . . . 12,506
Positions . . . . . . . . . . . . . . . . . . . . . . . . . 221

For a complete list of position families visit imercer.com/mining.

MERCER SIRS® SURVEY SUITE

Mercer Strategic Industry Reward Solutions (SIRS®) Surveys are reliable sources of compensation data that have been meeting compensation planning needs for more than 50 years.

SIRS provides the tools necessary to build a flexible and tested pay structure to meet the needs of any organization. Analyses are available to understand the influence of not only how much individuals are paid, but also how the competitive position is affected by the number of people paid at each level.

Key industries:
• Airline and Transportation
• Consumer Products
• High Technology — Aerospace and Defense, Electronics, Energy, Manufacturing, Research & Development, Systems, Technical Services
• Life Sciences — Agricultural Sciences, Animal Health, Biotechnology, Contract Healthcare Services, Medical Devices, Pharmaceutical

For a complete list of position families visit imercer.com/sirs.
**MERCER SIRS® BENCHMARK**

By delivering market-pricing data for jobs from entry level to first-level executive, the underlying SIRS benchmarks provide a job structure to help organizations design clear career paths, develop succession plans, and analyze efficiencies.

**SCHEDULE**
- Participation opens: March
- Data effective: April 1
- Report available: August

**PRICING**
- Standard access: $7,100
- Premium access: $10,500
- Additional custom report: $2,700

*Price includes two users; additional per user access $1,250 standard, $1,250 premium. Participation is required to purchase. Additional peer group $1,500.*

**ORGANIZATIONS**
- Participants: 657
- Observations: 1.8 million+
- Positions: 3,574

---

**MERCER SIRS® MEDICAL DEVICE SALES COMPENSATION**

Provides insight into variation in compensation practices for key sales benchmark jobs in the medical device industry based on type or specialty of device being sold.

Utilizing the SIRS benchmarking and leveling structure, participants are equipped with a complete view of compensation data reported by primary medical device product line, secondary medical device product line, sales quota, and sales volume.

**SCHEDULE**
- Participation opens: March
- Data effective: April 1
- Report available: August

**PRICING**
- Participant: $1,500

*Participants only. An addition to your standard or premium SIRS Benchmark purchase.*

**ORGANIZATIONS**
- Participants: 70
- Observations: 22,128
- Positions: 47
MERCER SIRS® SALES POLICIES AND PRACTICES

Reports sales policies and practices data for key benchmark families within sales organizations.

Benchmark-specific information includes components used in sales incentive plan designs and policies on eligibility for benefits such as company cars.

Organization-wide information includes sales program administration policies, compensation philosophy, and practices for transferring and relocating salespeople.

SCHEDULE
Participation opens . . . . . . . . . . March
Data effective . . . . . . . . . . . . . April 1
Report available . . . . . . . . . . . . August

PRICING
Participant . . . . . . . . . . . . . $ 1,200
Participants only. An addition to your standard or premium SIRS Benchmark purchase.

ORGANIZATIONS
Participants . . . . . . . . . . . . . 131
Observations . . . . . . . . . . . . 89,431
Positions . . . . . . . . . . . . . 72

MERCER SIRS® EXECUTIVE

Focuses on executive positions across all major functions with an emphasis on engineering, program management, and research and development jobs in the Life Sciences, Consumer Products, and High Technology industries.

SCHEDULE
Participation opens . . . . . . . . . . March
Data effective . . . . . . . . . . . . . April 1
Report available . . . . . . . . . . . . August

PRICING
Participant . . . . . . . . . . . . . $ 4,200
Additional Regression Analysis . . . . $ 1,500
Participants only.

ORGANIZATIONS
Participants . . . . . . . . . . . . . 230
Observations . . . . . . . . . . . . 5,960
Positions . . . . . . . . . . . . . 123
PUERTO RICO MERCER SIRS® LIFE SCIENCES

Obtain market-pricing compensation data for jobs from entry level to first-level executive with focus on agricultural, animal health, biotechnology, contract healthcare services, medical devices, and pharmaceutical organizations.

SCHEDULE
Participation opens . . . . . . . . . March
Data effective . . . . . . . . . . . . . April 1
Report available . . . . . . . . . . . August

PRICING
Participant . . . . . . . . . . . . . . $ 1,800
Participants only.

ORGANIZATIONS
Participants . . . . . . . . . . . . . 39
Observations . . . . . . . . . . . . 16,288
Positions . . . . . . . . . . . . . . 184

NEW GRADUATE PAY AND STUDENT HIRING RATES

By crossing regions and industries to collect data on annual salaries for new graduates, co-op students, and summer interns, this survey is designed to help give you a competitive edge in attracting top candidates.

SCHEDULE
Report available . . . . . . . . . . . October

PRICING
Participant . . . . . . . . . . . . . . $ 595
Non-participant . . . . . . . . . . . . $ 1,785
MTCS is a premier source of compensation data for energy organizations, including exploration and production, drilling, services and equipment, pipeline, midstream, downstream, and utilities.

The survey features consistent reporting framework, job coding, and career mapping across job types and functions.

SCHEDULE — COMPENSATION
Participation opens . . . . . . . . . . February
Data effective . . . . . . . . . . . . . April 1
Report available . . . . . . . . . . August

For a complete list of position families visit imercer.com/mtcs.

CROSS SEGMENT

PRICING
Participant . . . . . . . . . . . . . $ 1,400
Non-participant . . . . . . . . . . . $ 4,200
Price is for one user. Additional users $200/each.

ORGANIZATIONS
Participants . . . . . . . . . . . . . 288
Observations . . . . . . . . . . . . . 56,175
Positions . . . . . . . . . . . . . . . . . 171

DOWNSTREAM AND OILFIELD SERVICES

PRICING
Participant . . . . . . . . . . . . . $ 1,100
Non-participant . . . . . . . . . . . $ 3,300
Price is for one user. Additional users $200/each.

ORGANIZATIONS
Participants . . . . . . . . . . . . . 145
Observations . . . . . . . . . . . . . 23,028
Positions . . . . . . . . . . . . . . . . . 59
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*Price is for one user. Additional users $200/each.*

**ORGANIZATIONS**

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**FIELD AND HOURLY**

**PRICING**

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**ORGANIZATIONS**

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**POLICY**

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*Price is for one user. Additional users $200/each.*

**ORGANIZATIONS**

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<th>Participants</th>
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</table>
## UPSTREAM AND MIDSTREAM

### PRICING
- Participant: $1,100
- Non-participant: $3,300

*Price is for one user. Additional users $200/each.*

### ORGANIZATIONS
- Participants: 159
- Observations: 6,789
- Positions: 61

## UTILITIES

### PRICING
- Participant: $1,100
- Non-participant: $3,300

*Price is for one user. Additional users $200/each.*

### ORGANIZATIONS
- Participants: 57
- Observations: 2,434
- Positions: 52

## DOWNSTREAM MANUFACTURING & MARKETING COMPENSATION SURVEY

The Downstream Manufacturing & Marketing Compensation Survey (M&M) is the premier source of market data for the downstream sector of the oil and gas industry.

The survey covers 200+ positions related to refining, engineering, and marketing operations. M&M is a closed survey, exclusively available to the member organizations.

### SCHEDULE
- Participation opens: May–June
- Data effective: May 1
- Report available: August

### PRICING
- Participant: $3,250

*Participants only.*

### ORGANIZATIONS
- Participants: 20
- Observations: 15,502
- Positions: 291
### PHARMACY

Endorsed by a group of retail pharmacies, PBMs, hospitals, and long-term care providers, this survey covers base pay and short-term incentives for pharmacy and PBM positions.

**SCHEDULE**
- Participation opens: January
- Data effective: January 1
- Report available: May

**PRICING**
- Single-state pharmacy operations
  - Participant: $1,420
  - Non-participant: $4,260
- Multi-state or specialty pharmacy operations
  - Participant: $2,675
  - Non-participant: $8,025

*Price is for one user. Additional users $200/each.*

**ORGANIZATIONS**
- Participants: 303
- Observations: 346,115
- Positions: 54

*For a complete list of position families visit imercer.com/pharmacy.*

### RESTAURANT COMPENSATION AND HR PRACTICES SURVEY

Features compensation and practices data for the restaurant industry, including quick service, casual, family, fine dining, and catering.

Contains information on salary increase budgets, benefit eligibility, PTO, and more.

**SCHEDULE**
- Participation opens: February
- Data effective: March 1
- Report available: July

**PRICING**
- Participant: $1,350
- Non-participant: $4,050

*Price is for one user. Additional users $200/each.*

**ORGANIZATIONS**
- Participants: 34
- Observations: 190,565
- Positions: 71

*For a complete list of position families visit imercer.com/restaurants.*
REAL ESTATE COMPENSATION SURVEY

Provides visibility into compensation trends specific to the real estate industry by featuring pay, policies, and practices data for organizations involved in commercial and residential real estate property management, brokerage, renovation, and financing.

With executive positions, extensive long-term incentive data, and detailed industry-specific information, this comprehensive survey source is invaluable.

SCHEDULE
- Participation opens: April
- Data effective: May 1
- Report available: August

PRICING
- Compensation and Policy Results: $3,100* / $10,950
- Compensation Results only: $3,100 / $9,300
- Policy Results only: $550 / $1,650

*Organizations that participate in both the compensation and policy surveys will receive policy results at no charge. Price is for one user. Additional users $200/each.

ORGANIZATIONS
- Participants: 20
- Observations: 12,732
- Positions: 79

For a complete list of position families visit imercer.com/realestate.
CONDUCTED WITH THE NATIONAL RETAIL FEDERATION®

This survey provides comprehensive data on the latest pay, policies and practices, and benefit trends in the retail, apparel, and supermarket industries.

SCHEDULE
- Participation opens: March
- Data effective: April 1
- Report available: September

PRICING
- Participant: $1,600
- Non-participant: $4,800
- Price is for one user. Additional users $200/each.

ORGANIZATIONS
- Participants: 179
- Observations: 2,412,267
- Positions: 236

For a complete list of position families visit imercer.com/retail.

SUPERSHOPPER

OFFERED TO SUPERMARKETS NATIONWIDE AND PROVIDES DATA ON ROLES UNIQUE TO THIS INDUSTRY.

PRICING
- Participant: $1,600
- Non-participant: $4,800
- Price is for one user. Additional users $200/each.

ORGANIZATIONS
- Participants: 32
- Observations: 1,423,403
- Positions: 103

For a complete list of position families visit imercer.com/retail.
Support your global HR and business planning using current, hard-to-find economic, labor, and salary increase trends in over 140 countries.

Use the Global Compensation Planning Report to:
- Evaluate pay increase data and trends.
- Understand economic indicators.
- Review regional overviews.

**SCHEDULE**
Report available . Summary, July/Detailed, October
Online updates . . . . End of Jan/Apr/Jul/Oct

**PRICING**
GCPR-Online (ongoing updates)
One-year online access for 5 colleagues . $ 2,800
Online Industry add-ons . . . . . . $500 each
  • Consumer Goods
  • Hi-tech
  • Life science, healthcare, pharmaceuticals
2018 PDF reports . . . . . . . . . . . . $ 1,500

**COVERAGE**
Markets . . . . . . . . . . . . . . . . . . 140+

This easy-to-read report gives concise pay data so you can stay updated on global salary trends.

The report covers 50 benchmark positions across 11 job families in 100+ markets. Find the answers to these questions and more:
- What would an IT head be paid if moving between countries?
- What do Western European CEOs typically earn?
- How do salaries compare for customer service officers?
- What is total cash compensation for an HR manager in Japan?

**SCHEDULE**
Report and online update available . . . January

**PRICING**
One-year online access for 5 colleagues . $ 2,000
Americas . . . . . . . . . . . . . . . . . . . $ 1,000
Asia Pacific . . . . . . . . . . . . . . . . . . $ 1,000
Central and Eastern Europe . . . . . . . $ 1,000
Middle East and Africa . . . . . . . . . $ 1,000
Western Europe . . . . . . . . . . . . . . $ 1,000
All volumes . . . . . . . . . . . . . . . . $ 3,000

**COVERAGE**
Markets . . . . . . . . . . . . . . . . . . 100+
INTERNATIONAL GEOGRAPHIC SALARY DIFFERENTIALS

Confidently move jobs to new locations with equitable and competitive salary information.

Covering 94 markets, use this online resource to:
- Compare salary levels and differentials for seven career levels.
- Gather detailed information about different countries’ gross and net pay.
- Identify cost-saving opportunities in talent recruiting.

SCHEDULE
Online update available . . . . . . February

PRICING
One-year online access for 5 colleagues . . $ 1,500

COVERAGE
Markets . . . . . . . . . . . . . . . . . . 94

MERcer global marketing compensation survey

Exclusively for agencies and developed in collaboration with three of the world’s top advertising holding companies, this survey gives you compensation data for employees within five key marketing sectors.

Get base pay, guaranteed allowance, long- and short-term incentive data for advertising, digital marketing, healthcare communications, media, and public relations sectors in 32 countries.

SCHEDULE
Participation opens . . . . . . . . . . . May
Data effective . . . . . . . . . . . . . . . May
Report available . . . . . . . . . . . November

PRICING
Varies by sector and location; contact for details. Participation is required for purchase.

ORGANIZATIONS
Participants . . . . . . . . . . . . . . . . . . 143
Observations . . . . . . . . . . . . . . . . . 97,184
Positions . . . . . . . . . . . . . . . . . . 167
NEW GRADUATE STARTING SALARIES

Evaluate how new graduates in different locations with different educational backgrounds are paid.

This report provides you with a clear and simple comparison guide of which qualifications are in demand in each market. Create compensation packages that attract today’s top new talent using this key data.

SCHEDULE
Report available . . . . . . . . . . . February

PRICING
Global PDF report . . . . . . . . . . . $ 2,000

COVERAGE
Markets . . . . . . . . . . . . . . . . . . . . 92

SHORT-TERM INCENTIVES AROUND THE WORLD

Examine key issues, trends, prevalence, and size of short-term incentives.

Attract and retain the right employees by using this report to:
• Provide STI data for job families across markets.
• Analyze STI changes and practices.
• Understand 3-year trends across regions.

SCHEDULE
Report available . . . . . . . . . . . January

PRICING
Global PDF report . . . . . . . . . . . $ 1,500

COVERAGE
Markets . . . . . . . . . . . . . . . . . . . . 102
Mercer|Comtryx is a 3-in-1 global benchmarking tool that enables you to benchmark the structure and composition of your workforce.

The product’s foundation is compensation data, but the real differentiator is the workforce metrics it provides.

For the cost of a salary survey, the product includes three distinct modules:

- **Global Pay** — Compensation benchmarking data for all employee levels and 250+ functions.

- **Workforce Metrics** — On-demand analytics and industry peer benchmarking for 20+ metrics, including payroll cost, productivity, organizational leverage, and turnover, which can be cut by level, location, function, and gender.

- **Labor Cost Modeling** — Provides you the ability to design virtual organizations on the fly and instantly model payroll costs in potential locations around the world.

**WHAT YOU RECEIVE**

Mercer | Comtryx is the ONLY global database that collects data on ALL employees, not just those in benchmark jobs, AND reports industry intelligence across market salaries, workforce metrics, and labor costs. With Mercer | Comtryx you gain access to an industry-specific database of solid, comprehensive, and reliable compensation data.

Organizations value our product because it offers unique and quantifiable answers to questions around the structure and composition of workforce and simultaneously compares to benchmarks. For example, organizations that are challenged with turnover can look to this data to understand precisely where the turnover is occurring and at the same time understand if the competition is experiencing the same.

Unlike all other turnover reports, Mercer | Comtryx metrics are compiled directly from data, not a questionnaire, so deeper analysis is available to you. Organizations that are cost conscious can use this information to analyze their core functions (e.g., R&D) to understand if their costs/revenue/profitability are as expected and if they align with other organizations. This data can be used to inform changes in workforce structure/composition.

Finally, organizations that are looking to deliver work in new markets can get a bird’s eye view of people cost quickly, easily, and accurately.

Learn more at www.imercer.com/comtryx.
TALENT ALL ACCESS™

Easy-to-navigate portal that provides access to a wealth of data, analytics, and research covering a wide range of global benefits, compensation, HR, and other business topics.

Enjoy one-stop, instant access to the most recent and most localized global information. Benchmark current pay and benefit programs, make the business case for establishing new locations or expanding current ones, and attract or retain key talent. The online portal makes finding the information you need simple and fast.

- Information from 20+ publications and online tools covering benefits, compensation, policies and practices, and mobility.
- Easy-to-navigate information with the ability to find information by topic, geography, and job function.
- Participate in reader polls and read exclusive content from Mercer’s thought leaders.

Get access to more than $60,000 of publications and tools for only $20,000.

PRICING
One-year online access for 5 colleagues . . . $ 20,000

KEY RESOURCES
- Car Benefit Policies Around the World
- Compensation Handbook
- Global Compensation Planning Report
- Global Mobility Handbooks
- Global Parental Leave
- Global Pay Summary
- HR Guides to Doing Business
- International Geographic Salary Differentials
- LGBT Benefits Around the World
- New Graduate Starting Salaries
- Severance Policies Around the World
- Short-Term Incentives Around the World
- Vacation and Other Leave Policies Around the World
- Worldwide Benefit & Employment Guidelines
- Workforce Turnover Around the World

To learn more visit imercer.com/talentallaccess.
MERCER SELECT INTELLIGENCE℠

Research-based decision support platform that provides cutting-edge analysis, productivity tools, best practices, and other thought leadership assets expertly curated from across Mercer.

This resource offers access to:
- **Insights Across HR Functions**: From the C-Suite to practitioner level, stay ahead of the curve with qualitative and quantitative insights into globally sourced HR trends, best practices, tools, and analysis.
- **Legislative Developments**: Mitigate risks and close compliance gaps by staying updated on hard-to-find HR-related legislative, legal, and regulatory developments.
- **Productivity Tools**: Deploy analytical and process tools to build readiness, manage performance, and increase efficiency across teams, functional units, and organizational levels.
- **Timely Notifications**: Personalized to your area of interest, daily, weekly, and monthly alerts and updates are sent.
- **Easy Access**: Optimized for anytime access, MSI is accessible across devices.
- **Global Scope**: Enjoy access to 30+ global resources covering rewards, benefits, and HR policies and practices. Gain access to third-party resources covering emerging and hot topics.

### PRICING

Choose from three membership levels with unlimited user access.

**MSI Core** . . . . . . . . . . . . . . . . . . $ 6,500
Broad coverage of health and benefits, wealth and investments, and workforce and careers.
- Trending and emerging topics
- GRIST executive summaries
- Monthly web briefings
- Daily newsletter of key content
- US Social Security & Medicare

**MSI Plus** . . . . . . . . . . . . . . . . . . $ 12,500
Includes the Core package, plus these topics:
- Global diversity and inclusion
- UK retirement analysis
- US H&B ComplianceConnection
- 401(k) plan resources
- State-specific health benefit overviews
- Executive reward plans
- Full GRIST legislative analysis

**MSI Unlimited** . . . . . . . . . . . . . . . . . . $ 29,500
Includes the Core and Plus packages, plus this content:
- Talent strategy
- Workforce rewards
- HR transformation
- Global legislative updates
- Talent All Access Portal® (see page 51)
Mercer Total Remuneration Surveys provide comprehensive information on compensation and benefits around the globe.

Human resource professionals from some of the world's leading organizations trust TRS for consistent, accurate, high-quality data covering the full reward package and made up of three components:

- Base salary
- Total cash compensation
- Total direct compensation

POSITIONS AND FUNCTIONS SURVEYED
TRS covers an average of 7,584 benchmark positions and 766 specializations, from senior management to the administrative level, in the following functions:

- Administration
- Communications
- Consulting
- Contact center
- Corporate affairs
- Engineering
- Finance
- Human resources
- Information technology
- Legal
- Manufacturing
- Project engineering
- Quality
- Repair & maintenance
- Research & development
- Sales & marketing
- Supply & logistics

WHAT YOU RECEIVE
Online access — Delivered through Mercer WIN®, makes market pricing a snap.
Survey overview — Review salary practices, compensation mixes, employment trends, and economic indicators.
Actual market data — Detailed market analysis of the individual positions within job families.
Market regression — Statistics and graphs for the major total remuneration components.
Custom analysis — Generate statistics on peer groups, revenue, and total employees.

MAKE INFORMED DECISIONS
Consistency — Apply the same methodology to about 7,584 general industry jobs covering 766 specializations.
Coverage — Access benchmark positions in over 130 countries.
Reliability — Consistent participation by organizations in each country.
Versatility — Use online tools to analyze survey data and conduct what-if analyses.
TOTAL REMUNERATION SURVEYS

Available in over 130 countries worldwide. Need data for multiple countries? Contact us for details on the membership program.

AMERICAS & CARIBBEAN

Argentina  Bolivia  Brazil  Canada  Chile  Colombia  Costa Rica  Dominican Republic  Ecuador  El Salvador  Guatemala  Honduras  Jamaica  Mexico  Nicaragua  Panama  Paraguay  Peru  Puerto Rico  Trinidad and Tobago  United States  Uruguay  Venezuela

ASIA PACIFIC

Australia  Bangladesh  Beijing  Cambodia  Changsha  Chengdu/Chongqing  Dalian  Guangdong  Hangzhou/Ningbo  Hefei  Hong Kong  India  Indonesia  Japan  Laos  Malaysia  Myanmar  Nanjing  New Zealand  Pakistan  Philippines  Qingdao  Shanghai  Shenyang/Changchun  Singapore  South Korea  Sri Lanka  Suzhou/Kunshan  Taiwan  Thailand  Tianjin  Vietnam  Wuhu  Wuxi/Changzhou  Xiamen/Fuzhou  Xi’an
# TOTAL REMUNERATION SURVEYS

## EUROPE
- Armenia
- Austria
- Azerbaijan
- Belarus
- Belgium
- Bosnia and Herzegovina
- Bulgaria
- Croatia
- Czech Republic
- Denmark
- Estonia
- Finland
- France
- Georgia
- Germany
- Greece
- Hungary
- Ireland
- Italy
- Kazakhstan
- Kyrgyzstan
- Latvia
- Lithuania
- Luxembourg
- Macedonia
- Moldova
- Montenegro
- Netherlands
- Norway
- Poland
- Portugal
- Romania
- Russia
- Serbia
- Slovakia
- Slovenia
- Spain
- Sweden
- Switzerland
- Turkey
- Turkmenistan
- Ukraine
- United Kingdom
- Uzbekistan

## MIDDLE EAST/AFRICA
- Algeria
- Angola
- Bahrain
- Benin
- Botswana
- Cameroon
- Congo
- Democratic Republic of Congo
- Egypt
- Equatorial Guinea
- Ethiopia
- Gabon
- Ghana
- Guinea Conakry
- Iran
- Iraq
- Israel
- Ivory Coast
- Jordan
- Kenya
- Kuwait
- Lebanon
- Lesotho
- Libya
- Madagascar
- Malawi
- Mauritius
- Morocco
- Mozambique
- Namibia
- Nigeria
- Oman
- Qatar
- Rwanda
- Saudi Arabia
- Senegal
- South Africa
- eSwatini (Swaziland)
- Tanzania
- Tunisia
- UAE
- Uganda
- Yemen
- Zambia
- Zimbabwe
POLICIES AND PRACTICES

Providing management clarity in guiding day-to-day operations in a consistent manner, these reports will help you establish best practices for managing your workforce strategy.
The Compensation Policies and Practices Survey is a valuable survey that goes beyond the paycheque and explores other areas of employee compensation. This is a biennial survey.

SCHEDULE
Participation opens . . . . . . . . . . . . June
Report available . . . . . . . . . . . . November

PRICING (C$)
Participant/national . . . . . . . . . . . . $ 800
Participant/detailed . . . . . . . . . . . . $ 1,200
Non-participant/national . . . . . . . . . $ 2,400
Non-participant/detailed . . . . . . . . . $ 3,600

ORGANIZATIONS
2016–2017 participants . . . . . . . . . . . . 211

It is imperative that managers and HR professionals prepare for turnover by identifying turnover rate norms among peer organizations.

The survey collects voluntary, involuntary, and retirement separations data. Turnover amounts are available by employee group, job function, and location/region. Industry, organizational size, and even generational data are also collected.

SCHEDULE
Participation opens . . . . . . . . . . . . March
Report available . . . . . . . . . . . . . . . . July

PRICING
Participant . . . . . . . . . . . . . . . . . $ 325
Non-participant . . . . . . . . . . . . . . . $ 975

ORGANIZATIONS
Participants . . . . . . . . . . . . . . . . . TBA
There are many benefits and perks that companies are implementing to attract and retain this younger workforce.

This survey provides insights into how many companies offer specific benefits and perks that have been deemed particularly appealing to this young, emerging workforce.

**SCHEDULE**
Participation opens . . . . . . . June
Report available . . . . . . . September

**PRICING**
Participant . . . . . . . . . $ 230
Non-participant . . . . . . . $ 690

**ORGANIZATIONS**
Participants . . . . . . . 219 Canada
Participants . . . . . . . 479 US

---

Provides valuable data that goes beyond the paycheck and explores other areas of employee compensation. This is a biennial survey.

**SCHEDULE**
Participation opens . . . . . . . June
Report available . . . . . . . November

**PRICING**
Participant/national . . . . . . . $ 800
Participant/detailed . . . . . . . $ 1,200
Non-participant/national . . . . . . . $ 2,400
Non-participant/detailed . . . . . . . $ 3,600

**ORGANIZATIONS**
2016-2017 participants . . . . . . . 420
**IHN – CLINICAL PAY PRACTICES SURVEY**

Benchmark and optimize your healthcare organization’s clinical policies and pay practices with this survey.

Information included on the most common healthcare clinical pay practices — retention, recruiting, hiring, shift differentials, tuition reimbursement, budgets, salary structures, and more.

**SCHEDULE**
- Participation opens: April
- Data effective: April 1
- Report available: August

**PRICING**
- Participant: $600
- Non-participant: $1,800

**ORGANIZATIONS**
- Participants: 82

---

**MERCER TURNOVER SURVEY**

It is imperative that managers and HR professionals prepare for turnover by identifying turnover rate norms among peer organizations.

The survey collects voluntary, involuntary, and retirement separations data. Turnover amounts are available by employee group, job function, and location/region. Industry, organizational size, and even generational data are also collected.

**SCHEDULE**
- Participation opens: March
- Report available: July

**PRICING**
- Participant: $350
- Non-participant: $1,050

**ORGANIZATIONS**
- Participants: 178 US
- Participants: 78 Canada
There are many benefits and perks that companies are implementing to attract and retain this younger workforce.

This survey provides insights into how many companies offer specific benefits and perks that have been deemed particularly appealing to this young, emerging workforce.

**SCHEDULE**
- Participation opens: June
- Report available: September

**PRICING**
- Participant: $255
- Non-participant: $765

**ORGANIZATIONS**
- Participants: 479 US
- Participants: 219 Canada

---

Focuses on the attraction and retention of current and future “hot” jobs and skills for the information technology function.

Participation in this survey is open to all organizations with an IT function in the US or Canada. The survey results will reflect overall data and are segmented by country.

**SCHEDULE**
- Participation opens: Varies
- Data effective: March 1
- Report available: October

**PRICING**
- Participant: $900
- Non-participant: $2,700

*Please visit imercer.com/itp for more detail on the participation schedule and important dates.

**ORGANIZATIONS**
- Participants: 750
Mercer provides a full spectrum of innovative global mobility solutions to support your program and strategic objectives, whether you’re an established multinational or are just taking the first steps in developing your global talent.
MOBILITY EXCHANGE

Take a look into what Mobility Exchange can do for you!

A website designed to engage and empower you to be part of a global sharing of ideas and information in the mobility field, it provides a single point of access for mobility products, reports, and information, as well as answers to everyday questions and access to articles, guides, and events.

Visit imercer.com/mobilityexchange for details.

BENEFITS SURVEY FOR INTERNATIONALLY MOBILE EMPLOYEES

Focuses on how multinational employers are designing and financing their expatriate benefits programs for international assignees.

This survey is evergreen and covers trends and policies in managing benefits programs for international assignees.

PRICING

<table>
<thead>
<tr>
<th>Type</th>
<th>Cost</th>
</tr>
</thead>
<tbody>
<tr>
<td>Participants</td>
<td>$500</td>
</tr>
<tr>
<td>Non-participants</td>
<td>$1,500</td>
</tr>
</tbody>
</table>

WORLDWIDE SURVEY OF INTERNATIONAL ASSIGNMENT POLICIES AND PRACTICES

The industry’s largest and most comprehensive survey on global mobility policies and practices.

It covers trends in mobility program management as well as a wide range of policies and practices for typical long-term assignments.

The 2017 edition focused on trends and metrics and allows you to compare your organization against peers and competitors on:
- Millennial trends
- Gender split
- Policy segmentation
- Role and structure of mobility management

PRICING


<table>
<thead>
<tr>
<th>Type</th>
<th>Cost</th>
</tr>
</thead>
<tbody>
<tr>
<td>Participant</td>
<td>$400</td>
</tr>
<tr>
<td>Non-participant</td>
<td>$1,200</td>
</tr>
</tbody>
</table>


<table>
<thead>
<tr>
<th>Type</th>
<th>Cost</th>
</tr>
</thead>
<tbody>
<tr>
<td>Participant</td>
<td>$950</td>
</tr>
<tr>
<td>Non-participant</td>
<td>$2,850</td>
</tr>
</tbody>
</table>

Regional reports available.

Visit imercer.com/wiapp for details.
COST-OF-LIVING DATA

Optimize your expatriate’s compensation package to reflect the cost-of-living differences for each assignment. Two distinct approaches are offered. Visit imercer.com/col for details.

MULTINATIONAL COST-OF-LIVING APPROACH

Develops indices and differentials based on a blended spending pattern among a variety of expatriate types, nationalities, and assignment patterns. The same weighting of goods and services for all locations is used, allowing for price comparison of similar items from similar retail outlets in the home city and the host city.

SCHEDULE
Updated twice a year

LOCATIONS
Worldwide locations available . . . . . 400+
Spring or Autumn edition . . . . . $  675
Spring and Autumn combination . . . . $  865

NATIONALITY-SPECIFIC COST-OF-LIVING APPROACH

Develops indices and differentials based on the unique spending patterns in a base country. By using different weights for each home country, this approach ensures that expatriates can retain their expenditure patterns in the host location.

SCHEDULE
Ongoing updates

LOCATIONS
Home locations . . . . . . . . . .  190+
Host locations . . . . . . . . . .  400+

PRICING — Service relationship
Single-Base Country Service — starting at $1,780
Multinational Pay Systems Service — starting at $3,240
Recognizing and compensating expatriates for assignments that pose difficult living conditions is key to maintaining marketplace competitiveness and assignee satisfaction. Two distinct approaches are offered. Additional details available at imercer.com/hardship.

**QUALITY OF LIVING/HARDSHIP**

- **LOCATION EVALUATION REPORTS**
  - Provide a recommended premium for assignments based on factors that make up daily life for expatriates and their families.
  - **LOCATIONS**
    - Worldwide locations available: 135+
  - **PRICING**
    - Per city: $485
    - All locations: $25,000

- **QUALITY OF LIVING REPORTS**
  - Determine hardship allowances based on differences between home and host locations.
  - **LOCATIONS**
    - Worldwide locations available: 450+
  - **PRICING**
    - Per city: $485
    - Custom Survey for a city not in the Mercer standard order form: $1,810 to $4,590
TRANSPORTATION REPORTS

Get the data you need to plan and calculate expatriate transportation and travel allowances with these essential reports.

TRANSPORTATION ALLOWANCES REPORTS

Encompassing both public and private transportation expenses in more than 450 locations, the Transportation Allowance Reports provide you with the ability to determine transportation allowances, build out HR transportation policies, get assistance with travel cost projects, and much more. This data is essential for your expatriate travel needs.

SCHEDULE
Ongoing updates

PRICING
Single location . . . . . . . . . . . . $ 260
All locations (350+) . . . . . . . . . .  $ 5,000
Visit imercer.com/transportallowances for details.

AIRFARE REPORTS

Easily manage travel budgets and home leave allowances with Airfare Reports, providing an overview of airfare prices for locations and dates customizable by you.

Providing detailed airfare pricing, the report allows you to compare nonstop flights vs. flights with layovers, view three-tier pricing, allows customizable options for each flight combination, and more!

PRICING

<table>
<thead>
<tr>
<th>Category</th>
<th>Per combination</th>
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</thead>
<tbody>
<tr>
<td>1-100 combinations</td>
<td>$ 50</td>
</tr>
<tr>
<td>100+ combinations</td>
<td>$ 25</td>
</tr>
<tr>
<td>Up to 500 combinations</td>
<td>$ 11,000</td>
</tr>
</tbody>
</table>

Visit imercer.com/airfare for details.
EXPATRIATE COMPENSATION SERVICES

Get the support you need in designing competitive, equitable, and cost-effective expatriate compensation packages. Three solutions are available.

**BALANCE SHEETS**

Retains the expatriate in the home-country salary structure and provides allowances to enable the assignee to maintain a standard of living similar to that enjoyed at home. These worksheets show all components of an individual expatriate compensation package.

**DIFFERENTIAL CHANGE ANALYSIS**

Help your expatriates understand the complexities of cost-of-living adjustments, how they are calculated, and why they change using personalized goods and services differential statements.

**COMPAS**

Compensation Administration Services (COMPAS) provides ongoing, custom-tailored outsourcing support for expatriate compensation administration. Ease the administrative burden, improve expatriate communication, and prevent costly mistakes with COMPAS.

**PRICING**

- **Balance Sheets** — per worksheet $715
  
  Visit imercer.com/balance for details.

- **Differential Change Analysis**
  
  1st 10 expatriates $585
  
  Next 190 expatriates $130
  
  Over 200 expatriates $60
  
  Visit imercer.com/dca for details.

- **COMPAS** — annual fee $1,270
  
  Visit imercer.com/compas for details.
ASSIGNMENTPRO™: INTERNATIONAL ASSIGNMENT MANAGEMENT SOLUTIONS

Transform how you manage and administer your mobile workforce with end-to-end automation.

This system houses all information in a single, easy-to-use format, eliminating the need to outsource expatriate administration.

With this tool, automate:
  • Compensation and payroll reporting.
  • Cost projections.
  • Exception-from-policy tracking.
  • Supplier management, contract management, workflow, and assignee communications.
  • Expense management and actual pay tracking.
  • Travel calendars.
  • Worldwide compensation data collection.

Visit imercer.com/expatmgmt for details.

MERCER MOBILIZE HOUSING SOLUTION™

Expat housing with a perfect view.

The Mercer Mobilize Housing Solution™ is the most advanced expatriate housing tool for better-informed, more-defensible housing allowance decisions.

Our extensive, accurate data for over 430 cities is now delivered in a revolutionary platform featuring:
  • Interactive mapping technology.
  • Flexible data.
  • Sample real listings.
  • Reverse lookup.
  • Varied reporting formats.

Additional details available at imercer.com/housing

PRICING

Per location . . . . . . . . . . . . . $ 380
LOCALIZED COMPENSATION SERVICES

Are you transferring expatriates to local or Local Plus packages? Let us help you optimize your compensation policies and packages for this key assignment type.

COMPENSATION LOCALIZER

Streamline the way you establish pay for your international employees when placing them on a local compensation program. This calculator lets you easily quantify the economic impact of putting an employee on a host-based compensation package and determine any potential supplemental payments.

PRICING

$550 per calculation

Bulk packages available.

Mercer can conduct the calculation for an additional fee — please contact us for more details.

Visit imercer.com/complocalizer for details.

LOCAL PLUS SURVEYS

Organizations developing formal Local Plus policies are on the rise. Local Plus Surveys cover demographics, trends, and management for assignees under a Local Plus approach. Location-specific policies and practices information is also available for some locations.

SCHEDULE

Country-specific reports available now for: Hong Kong, Malaysia, Singapore, United Arab Emirates, and the United States.

PRICING

Participant/per location . . . . . . $ 500

Non-participant/per location . . . . . . $ 1,500

Visit imercer.com/localplus for details.
US AND CANADA DOMESTIC RELOCATION SERVICES

Are you transferring employees domestically? Utilize Mercer’s Domestic Relocation Services to optimize your strategies.

Optimize your domestic relocation programs by utilizing Mercer’s vast resources to offer both policy expertise and comprehensive data solutions.

This solution lets you ensure cost-effective and competitive policies are in place and calculate the right incentives when transferring employees to higher-cost locations within the United States or Canada.

Domestic Relocation Services include:
- Cost comparisons
- Geographic salary differentials
- Policy development
- Program benchmarking

US AND CANADA DOMESTIC RELOCATION POLICY SURVEYS

These surveys focus in detail on the critical issues involved in transfers from low-cost to high-cost locations along with benchmarking data to set fair and competitive policies.

Domestic relocations within the United States and Canada can be a costly investment. In order to determine prevalent practices, comprehensive surveys covering policies and practices for domestic relocation within these countries have been launched. Participation is evergreen.

<table>
<thead>
<tr>
<th>PRICING</th>
<th>Participant</th>
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</thead>
<tbody>
<tr>
<td>Survey report</td>
<td>$ 500</td>
<td>$ 1,500</td>
</tr>
<tr>
<td>Custom cut</td>
<td>$ 2,500</td>
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</tr>
<tr>
<td>Domestic Cost Comparison</td>
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<td>N/A</td>
</tr>
</tbody>
</table>

Visit imercer.com/domesticrelocation for details.
MOBILITY STARTER KIT

Designed for those new to global mobility, these kits will help you get your program up and running quickly and smoothly.

The Mobility Starter Kit has three delivery options available:

- **Tools and Information** — Our bundled services offering provides you with all the information necessary to consider before, during, and after deploying staff globally, including individualized costing and communication tools.

- **Consultation** — Let us guide you through the development of your expatriate management program, addressing all policy elements from compensation philosophy to repatriation. Working together we will create a Policy Development Workbook.

- **Mobility Starter Kit Package** — This option provides the most comprehensive guidance, combining the materials offered under the Tools and Information option with the policy guidance given under the Consultation option. *Visit imercer.com/mobilitystarterkit for details.*

PRICING

<table>
<thead>
<tr>
<th>Service</th>
<th>Price</th>
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<tbody>
<tr>
<td>Tools and Information</td>
<td>$7,000</td>
</tr>
<tr>
<td>Consultation</td>
<td>$11,000</td>
</tr>
<tr>
<td>Mobility Starter Kit Package</td>
<td>$16,000</td>
</tr>
</tbody>
</table>

PER DIEM ALLOWANCE CALCULATOR

Designed specifically for corporate employees, this calculator provides an appropriate, consistent, and cost-effective means of compensating assignees for day-to-day living costs in a short-term assignment location.

Choose the allowance based on your company’s budget and spending assumptions from three price levels provided.

**LOCATIONS**

Worldwide locations available . . . Nearly 400

**PRICING**

Per location . . . . . . . . . . $ 345

*Visit imercer.com/shortterm for details.*
POLICY BENCHMARKING

Document and support your strategy for rewarding and managing expatriates and ensure your policies are competitive.

TYPICAL LONG-TERM ASSIGNMENTS:
(COMPREHENSIVE & DESKTOP REVIEWS)


You will receive a report that shows gaps in your policy and discuss how to address them with a Mercer expert. Two benchmarking options are offered — Comprehensive Review and Desktop Review. Custom benchmarking packages are also available.

PRICING
On request
Visit imercer.com/policybenchmarking for details.

ALTERNATIVE INTERNATIONAL ASSIGNMENTS SURVEY

Offers an in-depth look into policies and practices for six assignment types.

This survey provides the most comprehensive analysis of how multinationals manage multiple assignment types. Examine the latest trends, with focus on the six alternative assignment types below:

- Permanent transfer
- Talent development
- Short-term
- Commuter
- Intra-regional
- Global nomad

PRICING

<table>
<thead>
<tr>
<th>Participant</th>
<th>Non-participant</th>
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</thead>
<tbody>
<tr>
<td>Executive Summary</td>
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</tr>
<tr>
<td>Alternative assignment type</td>
<td>$ 500</td>
</tr>
<tr>
<td>Custom cut/company position</td>
<td>$ 2,500</td>
</tr>
</tbody>
</table>

Visit imercer.com/aia for details.
PERSONAL INCOME TAX SOLUTION

The Personal Income Tax Solution is a cost-effective, multifunctional tool that makes your planning easier. It includes access to:

Personal Income Tax Reports
The reports summarize individual liability for tax and social charges as well as include comprehensive tax tables that show the effective tax burden on a wide range of salaries for singles, married couples, and married couples with up to four children.

Personal Income Tax Calculator
The Personal Income Tax Calculator is a powerful, flexible application that will help you measure the real value of your employees’ compensation, showing the exact difference made by taxes.

LOCATIONS
Worldwide locations available 140+

PRICING
With an active Mercer Mobility relationship*:
Per location $ 720
Global access $ 27,000
One-time purchase:
Per location $ 895
Global access $ 30,000
*Additional fees may apply.

MOBILITY ALL ACCESS LIBRARY

Mercer’s Mobility All Access Library (MAAL) is the optimal product for organizations with global operations and interest in all aspects of workforce mobility.

With a subscription, users have access to a compendium of all of Data Mining & Insights’ mobility-related publications and survey results as well as exclusive content on worldwide mobility issues. Subscribers will also receive Mercer’s mobility trend series. This monthly briefing covers new topics from across the mobility spectrum and contains regular articles spotlighting Mercer’s observations and insights into mobility issues around the world.

Companies can use their Mobility All Access Library subscription to access several Mercer publications, surveys, and reports. To see the full list and learn more, visit imercer.com/maal.

PRICING — ANNUAL SUBSCRIPTION
Non-survey participant $ 15,000
Participant $ 13,500
One-year online access for 5 colleagues.
Visit imercer.com/maal for details.
Mercer’s expatriate compensation and management training will prepare global mobility specialists for the everyday challenges of international assignment management.

CULTUREWIZARDPASSPORT™
Prepare international assignees and their families for their time abroad with cost-effective, country-specific, online cultural training.

LOCATIONS
Countries available . . . . . . . . . 150+

PRICING
CultureWizardPassport™ Enterprise edition includes unlimited courses and access to the Culture Wizard Mobile App. Pricing available on request.
CultureWizardPassport™ is also available by purchasing individual courses ($500 per assignee and family).
Visit imercer.com/cwpassport for details.

CULTUREWIZARD MOBILE APP™
CultureWizard Mobile App is an app for Android and iOS that puts the cultural tools and information your employees need at their fingertips wherever they go.

LOCATIONS
Countries available . . . . . . . . . . . 150+

PRICING
The enterprise-wide solution allows for unlimited access by all your employees; available for $15,000 annually or as part of CultureWizardPassport Enterprise.
Visit imercer.com/cwapp for details.
Mercer’s training course curriculum provides the complete picture — from supporting the basics to detailed and advanced policy design. Our courses help participants practice calculations, discuss scenarios, and also learn from peers.

Visit imercer.com/gmevents for details.

**Training courses are delivered on a modular basis, designed to meet the career needs of professionals at three specific points in their careers as global mobility specialists.**

**Global mobility foundations — OPERATE**
For entry level/early career global mobility professionals and those with equivalent responsibilities.
- Introduction to Expatriate Compensation
- Introduction to Expatriate Benefits
- Introduction to Expatriate Program Administration

**Global mobility management — MANAGE**
For management-level global mobility professionals and those with equivalent responsibilities.
- Program Governance and Policy Design
- Mobility Function Structure Operations and Insights

**Strategic talent mobility — LEAD**
For senior management, director-level global mobility professionals, and those with equivalent responsibilities.
- Talent Mobility

**GLOBAL MOBILITY TRAINING AND EVENTS**

**LOCAL MOBILITY EVENTS**
Mercer holds global mobility roundtables and meetings in various locations throughout the year.

These are designed to provide HR professionals in international assignment management an opportunity to network with their peers and learn about the latest trends and practices.

**GLOBAL MOBILITY WEBCASTS**
Join Mercer’s global mobility specialists for complimentary webcasts.

These complimentary webcasts will help you stay informed on topics and trends that directly affect expatriates and global mobility program management.
At Mercer, we make a difference in the lives of more than 110 million people every day by advancing their health, wealth, and careers. We’re in the business of creating more secure and rewarding futures for our clients and their employees — whether we’re designing affordable health plans, assuring income for retirement, or aligning workers with workforce needs. Using analysis and insights as catalysts for change, we anticipate and understand the individual impact of business decisions, now and in the future. We see people’s current and future needs through a lens of innovation, and our holistic view, specialized expertise, and deep analytical rigor underpin each and every idea and solution we offer. For more than 70 years, we’ve turned our insights into actions, enabling people around the globe to live, work, and retire well. 

At Mercer, we say we Make Tomorrow, Today.