



paying it
right

2021 Mercer's Life Sciences
Compensation Survey (MLS)

welcome to brighter



Make smart compensation decisions by participating in the Mercer total compensation survey for the Life Sciences industry

The Mercer Life Sciences Compensation Survey (MLS) provides you with the most comprehensive perspective on the Life Sciences sector for organizations of all sizes, from junior to integrated multinational.

This survey covers a broad selection of hundreds of benchmark positions, ranging from industry-specific functions such as Preclinical and Clinical Development, Medical Regulatory Affairs, Medical Field Sales, Market Access and Scientific Patenting, to support functions such as Finance and Human Resources. Read more [here](#).

Our extensive industry databases contain a wide variety of Life Sciences organizations from sectors such as Pharmaceutical, Contract Research and Medical Devices.



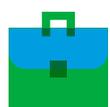
4,000
organizations



80
countries



Survey results delivered online through **Mercer WIN®**



50,000
jobs at all levels



Information on more than
1.4 million incumbents



www.imercer.com/life-sciences

MLS offers information on all elements of total remuneration:

Annual base salary

Total guaranteed cash compensation

Annual total cash compensation

Total direct compensation

Annual total remuneration



Mercer defines Life Sciences supersector as consisting of the 10 sectors with further breakdown into subsectors:

1. Pharmaceutical
 - Branded Pharma
 - Generic Pharma
 - Medical Nutrition
2. Pharmaceutical Combination
3. Pharmaceutical Other
4. Medical Devices and Equipment
 - Capital Equipment Medical Devices
 - Consumable and Disposable Medical Devices
 - Durable Equipment Medical Devices
 - Implantable Medical Devices
5. Medical Devices Combination
6. Medical Devices Other
7. Biotechnology
8. Contract Organizations:
 - Contract Manufacturing Organizations
 - Contract Research Organizations
 - Contract Distribution Organizations
9. Animal Health
10. Life Sciences Combination

Extensive catalog of Life Sciences specializations

- Animal Care
- Biopharmaceutical R&D
- Clinical Education
- Clinical Research
- Clinical Trial
- Chemistry, Manufacturing and Controls
- Discovery Biology
- Engineering
- Field Sales Engineering
- Government and Managed Care Pricing Analysis
- Healthcare Solutions
- Manufacturing Quality
- Market Access Strategy
- Medical Affairs
- Medical Information
- Medical Representation
- Medical Scientific Liaison
- Medical Writing
- Microbiology/Bacteriology Research
- Nutritional Product Education
- Patient Education
- Pharmacokinetics
- Pharmacovigilance
- Pharmaceutical/Biological Process Development
- Pharmacy Management
- Product Marketing and Management
- Regulatory Affairs Sales
- Science R&D Analytics
- Veterinary
- Translational Medicine

Data for a full range of general infrastructure and support functions are collected and published alongside data for the industry-specific functions.

Powerful and flexible data analysis online with Mercer WIN[®]

The Mercer Workforce Intelligence Network[®] (Mercer WIN[®]) provides single-point access to our unparalleled survey data and analytics. Mercer WIN lets you easily break down complex data into usable information on compensation and other HR issues. You no longer need to sift through reams of information stored in dozens of locations and formats to make key decisions. Instead, all the data and tools are all in one place, whenever you need them.

Mercer WIN has powerful and flexible features that enable you to:

- Quickly access information, with clear, simple navigation functions.
- Simultaneously compare data across industries, regions and countries
- Produce multi-market refinements in one view
- Analyze and compare by job, family, career level and position
- Generate custom charts, graphs and reports at the click of a button

www.imercer.com/win

With MLS you receive:



Online access — the survey results are delivered through Mercer WIN



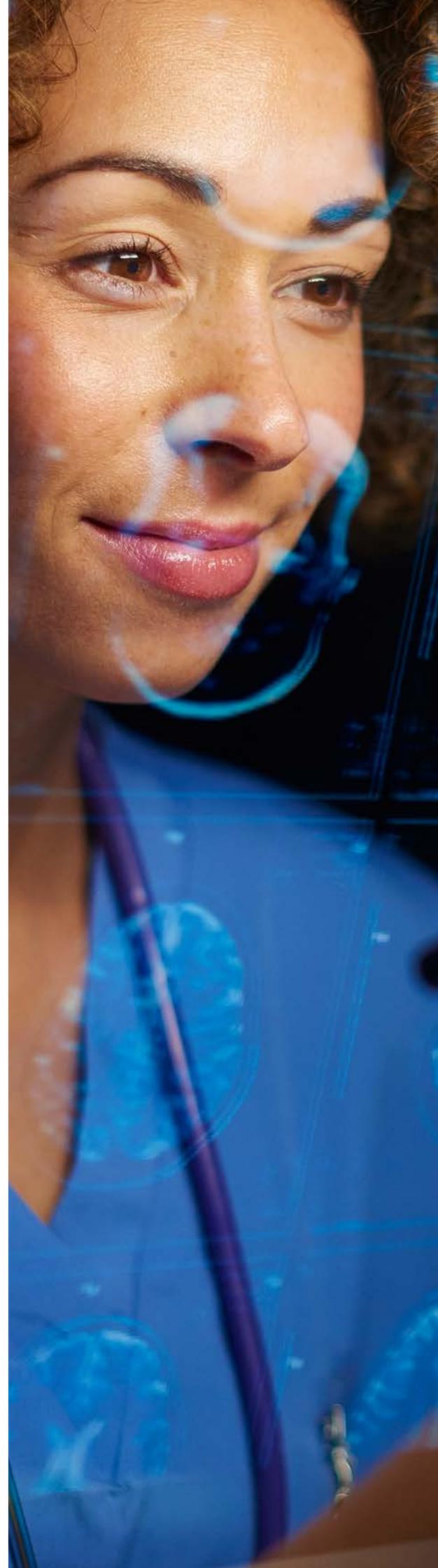
More relevant data — aggregated roll-ups, with clearer relationships between jobs. From deeply specialized industry roles to combinations of related jobs within the broader talent pool.



Actual market data — market analysis to determine which jobs are more competitive



Market regression — analysis by position class, using Mercer's International Position Evaluation (IPE) methodology



Become a participant

Leading organizations around the world choose Mercer as their source of consistent, reliable data on total remuneration. Join the survey and become one of them. Experience survey participation with our award-winning, online data submission application, [Mercer Data Connector](#).

As a participant, you enjoy a 50% discount on the published prices. Contact your local [Mercer representative](#) for details.

Mercer Data Connector benefits

- Faster submission
- Streamlined interface, intuitive navigation and clean design to accomplish tasks quickly
- Built-in delegation
- Assign access with secure, role-based user authentication
- Seamless data import
- Simplified participation using one file, yours or ours, to upload data
- Increased job match accuracy
- Proprietary algorithm suggests matches and browse the online job catalog for special and unique jobs needing extra attention
- AI-powered validation
- Automated error detection and correction, guided alerts and immediate verification
- Real-time tracking
- Keep up-to-date with instant visibility to work-in-process across sections, countries and companies
- Year over year advantage
- Participation gets easier year after year with our proprietary machine-learning algorithms

Membership program

Enhance the value of your Mercer MLS participation with a membership program that includes:

- Preferential pricing from a multi-year, multi-country membership
- Personal and privileged communications with a dedicated relationship manager
- Personalized support and training

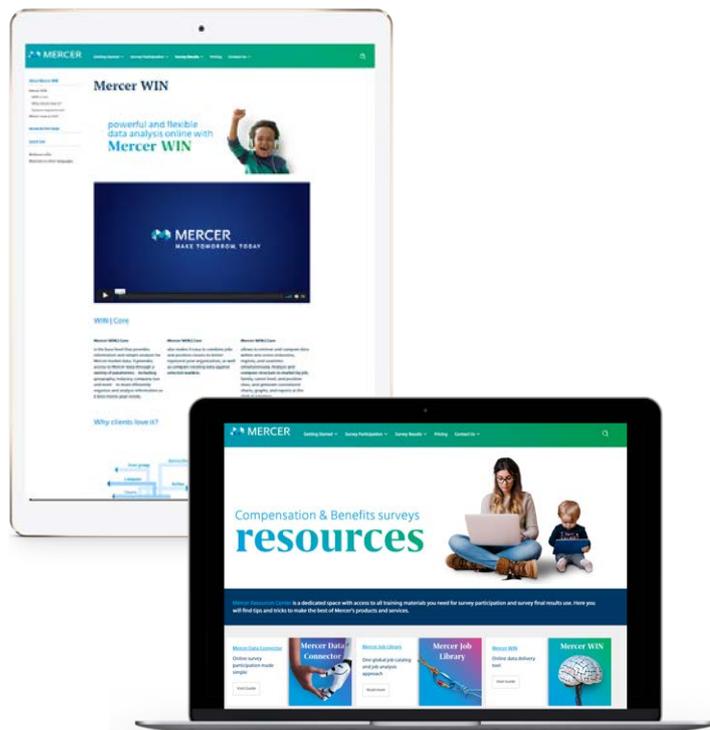
You decide: access the entire global database, or purchase a flexible packaged for just the countries you need access to the entire global database. Get the most of your international benchmarking data with a Mercer membership program.



Mercer Resources Center

We're making it easy to access learning and information resources — anything you may need or want to know while working with Mercer surveys.

Whatever your goal is — be it to understand how to create a report in Mercer WIN®, upload a file in Mercer Data Connector or learn why survey participation matters — [Mercer Resources Center](#) provides the knowledge you can rely on!



Key benefits

Access all the resources you need for enrollment, survey participation, making an order, getting final survey results and much more!



All information in one place



Intuitive navigation



Modern look and feel

Add resources.mercer.com to your favorites and see what's in it for you!

About Mercer

Mercer provides insights, advice and technology-driven solutions to help build brighter futures for our clients, colleagues and communities.

Together, we're redefining the world of work, reshaping retirement and investment outcomes, and unlocking real health and well-being. Mercer's more than 25,000 employees are based in 44 countries, and the firm operates in over 130 countries. Mercer is a business of Marsh & McLennan Companies (NYSE: MMC), the world's leading professional services firm in the areas of risk, strategy and people, with 76,000 colleagues and annualized revenue approaching US\$17 billion. Through its market-leading businesses, including Marsh, Guy Carpenter and Oliver Wyman, Marsh & McLennan helps clients navigate an increasingly dynamic and complex environment.



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