



unlocking

competitive pay

Mercer's Total
Remuneration Survey (TRS)



welcome to brighter

Do you need TRS?

Are you looking for a simple solution to compare compensation and benefits across geographies?

Do you need to evaluate the competitiveness of your total remuneration policy?

Are you seeking a consistent pay strategy that ensures both competitiveness and equity?

Would you like instant, fully customized comparisons of your organization against the market?

If so, the Total Remuneration Survey (TRS) is the solution you need.

Mercer's TRS results give you access to comprehensive compensation and benefits information – locally, regionally and globally. Human resources professionals across the globe get this information from Mercer because TRS provides consistent, accurate, high-quality data covering the full reward package.

TRS uses the [Mercer Job Library](#) — a comprehensive job catalog for compensation and benefits surveys with a single global approach. Capturing every job in the market, the Mercer Job Library gives you more consistent data with less guesswork, enhanced job content and intuitive results analysis.

140+
countries

35,000+
participating
organizations

300,000
jobs at all levels

15,000,000
incumbents



Mercer's TRS 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



TRS Special Edition Report

The most reliable, relevant data for the changing landscape!

Only in 2020, we're offering the one-of-a-kind country-specific [Special Edition Report](#) in conjunction with the TRS annual results at no additional cost. The report serves as a critical resource for 2021, as it provides information on **temporary and permanent changes to compensation and benefits** practices in response to the COVID-19 pandemic.

Available in **dozens of locations globally**, the Special Edition provides an accurate and detailed outlook on the response in respective countries.

Mercer is the only remuneration survey provider on the market with a comprehensive and globally consistent offering in 2020 addressing the impact of COVID-19 on compensation and benefits.¹ With Special Edition Reports, we are in a position to advise on how the world of compensation and benefits has changed in dozens of locations globally.²

¹ According to market and online research carried out by Mercer.

² The Special Edition will be substituted with Data Refresh in Canada and the US.

What's included?

Variable pay

Salary movements

Pay reductions

Allowances*

Long-term incentives

Workforce turnover

Workforce reductions

Hiring intentions

Hot jobs

Benefits

Remote working arrangements

Flexible working arrangements

**Middle East and APAC only.*



With TRS you also receive:

Special Edition Report — keeps HR professionals up to speed with both temporary and permanent modifications to compensation and benefits practices as companies respond to the COVID-19 pandemic

More relevant data — aggregated roll-ups with clearer job relationships, using data that reflect your company

Survey overview — information on market pay, as well as a summary of local economic, political and labor trends

Benefits and prevalence summary — a summary of global and local remuneration policies

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

Need additional industry data?

In addition to the general-industry benchmarking available through TRS, industry-specific data is available through TRS Industry Supplements or standalone surveys. To learn more, visit our [website](#) or contact your [local Mercer representative](#).

Salary Movement Snapshot

Pay is extremely important to employees, and retaining critical talent is often a top priority. Don't miss out on your regular Salary Movement Snapshot (SMS) of up-to-date salary increase data. The SMS survey is conducted four times per year and provides relevant, consistent and up-to-date salary increase data for 90+ markets. As an SMS participant, you receive a complimentary report for each market for which you provide data.

[Participate now](#)

Looking for global salary increase data?

Need industry-specific data? Global Compensation Planning (GCPR) provides access to salary increase and economic data from around the world. [Find out more](#) about GCPR.

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. Features include custom views, cross-market data, unlimited peer groups,* market refinements, My Data comparison against the market,* job combination, reporting in Excel and much more. All available at no additional cost!

** Only available for participants.*



Get the information you need quickly, 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.

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 the 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.

** In selected countries.*

Mercer Data Connector received CIO's 2019 Digital Edge 50 Award from IDG.

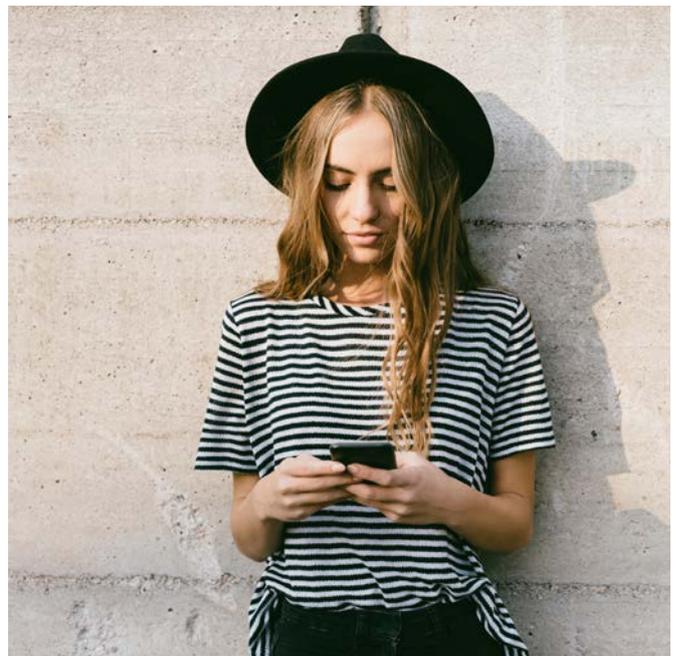
**DIGITAL
EDGE50
AWARDS**

Membership program

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

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

Choose access to the entire global database, or purchase a flexible package based on the countries you select. Make the most of your international benchmarking data with a Mercer membership program.



Additional services — Consulting and custom analysis

Get help comparing and benchmarking your compensation policy against the market — based on general industry, a specific industry or a peer group. Our tailored offerings can supplement your Total Remuneration Survey.

- Design consistent pay bands with our **Pay Band Tool**, using Mercer market data.
- Meet your strategic goals and improve employee satisfaction and productivity with **market pricings**.
- Use our **Remuneration Deviation Reports** to maximize your company's remuneration policies and practices.
- Request an **executive remuneration audit** for an objective review of your executive compensation packages.
- Get insight into your competitors' benefits and salary review policies with an industry-cut **Policy and Practice Report**.
- With our **customized/bespoke surveys**, capture pay and HR information from the companies or sectors you specify.

Visit our website for more information on our [consulting services](#).



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 \$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/trs

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