

# MERCER TRS TOTAL REMUNERATION SURVEY

SINGAPORE  
SAMPLE REPORT



## ***Regressed Market Chart***

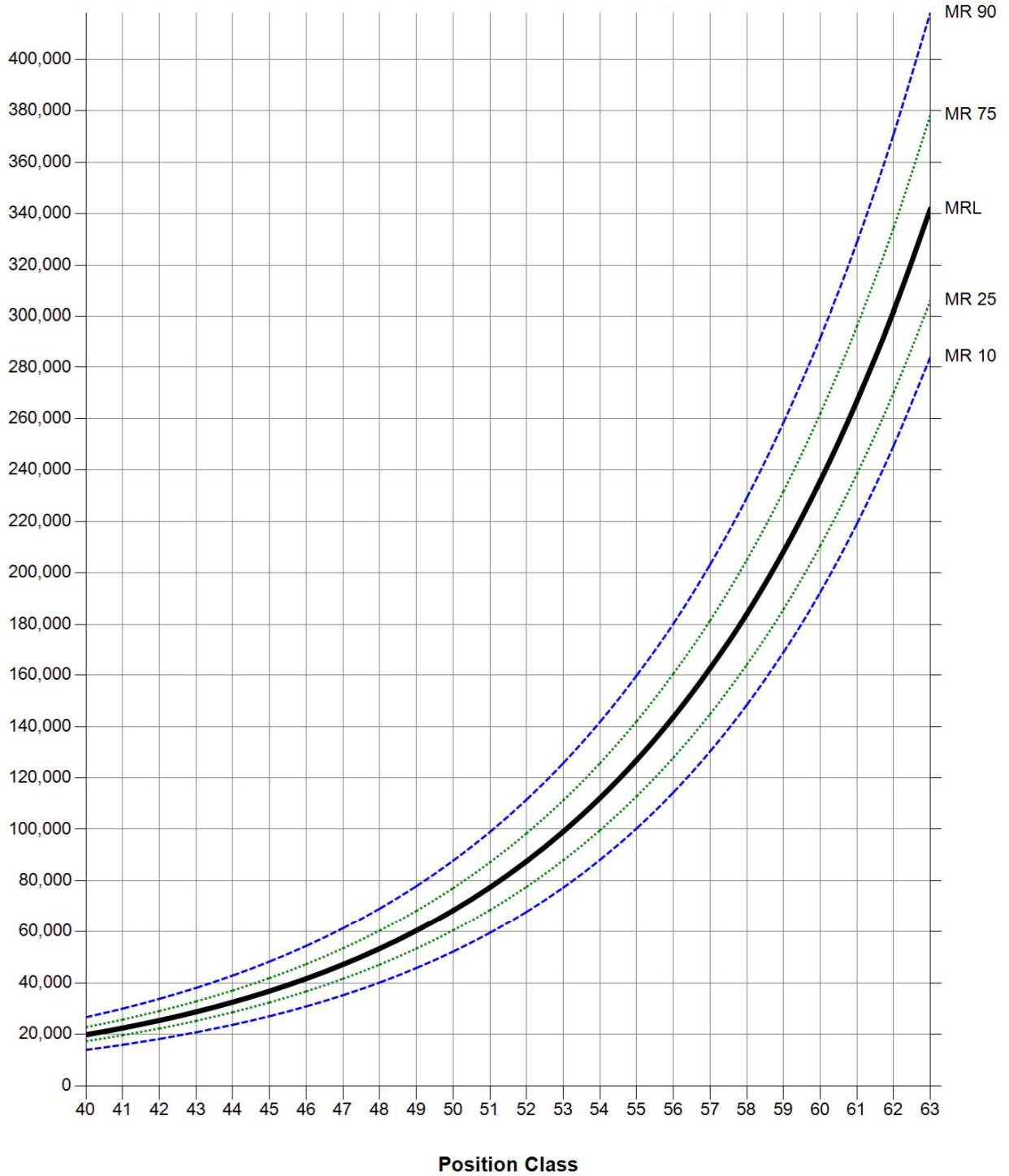


# Sample Industry

Singapore Dollar

Compensation data displayed in whole numbers

## Annual Base Salary (Comp 1)



MRL = Market Regressed Line  
MR = Market Ratio

## ***Regressed Market Table***



## Sample Industry

### ANNUAL BASE SALARY (Comp 1)

Singapore Dollar

Compensation data in whole numbers

Position Class	Regressed Data		
	Market Ratio 25th Percentile	Market Regressed Line	Market Ratio 75th Percentile
40	17,343	19,820	22,777
41	19,653	22,433	25,726
42	22,270	25,390	29,058
43	25,235	28,736	32,824
44	28,594	32,524	37,079
45	32,399	36,811	41,887
46	36,710	41,662	47,322
47	41,593	47,154	53,463
48	47,125	53,369	60,404
49	53,392	60,403	68,248
50	60,490	68,365	77,113
51	68,531	77,376	87,133
52	77,639	87,575	98,459
53	87,956	99,117	111,259
54	99,643	112,182	125,728
55	112,880	126,968	142,082
56	127,874	143,703	160,568
57	144,856	162,644	181,464
58	164,092	184,082	205,085
59	185,879	208,345	231,786
60	210,556	235,806	261,969
61	238,506	266,887	296,090
62	270,163	302,065	334,662
63	306,017	341,879	378,268

## ***Regressed Function Table***



## Sample Industry

### ANNUAL BASE SALARY (Comp1)

Singapore Dollar

Compensation data in whole numbers

Position Class	All Functions	Finance & Accounting	Information Technology	Human Resources	Administration
40	19,820				22,353
41	22,433				25,266
42	25,390				28,559
43	28,736	27,622			32,282
44	32,524	31,250			36,489
45	36,811	35,355		38,161	41,244
46	41,662	39,999	41,433	42,988	46,620
47	47,154	45,252	46,704	48,426	52,696
48	53,369	51,196	52,647	54,552	59,563
49	60,403	57,921	59,345	61,453	67,326
50	68,365	65,529	66,896	69,227	76,101
51	77,376	74,136	75,408	77,985	86,019
52	87,575	83,874	85,003	87,850	97,230
53	99,117	94,891	95,818	98,963	109,902
54	112,182	107,355	108,010	111,482	124,225
55	126,968	121,456	121,753	125,585	140,415
56	143,703	137,409	137,244	141,471	158,715
57	162,644	155,457	154,707	159,367	
58	184,082	175,877	174,391	179,528	
59	208,345	198,978	196,581	202,238	
60	235,806	225,114	221,593	227,822	
61	266,887	254,682		256,641	
62	302,065				
63	341,879				

The following functions are combinations of two or more families in the Mercer Universal Position Coding System:

1. Information Technology : Information Technology, IT Analysis & Design and IT Deployment & Support
2. Administration: Administration excludes Project Management
3. Marketing : Marketing, Communications and Market Research
4. Sales : Sales, and respective families with Sales positions
5. Engineering : Engineering, Project Engineering and Repair & Maintenance

## ***Career Stream Regression***





## Sample Industry

### ANNUAL BASE SALARY (Comp1)

Singapore Dollar

Compensation Data Displayed in Whole Numbers

Position Class	Executive	Management	Professional	Para-Professional
40				14,934
41				17,871
42				21,386
43				25,592
44				30,626
45				36,649
46			40,985	43,857
47			46,438	52,483
48			52,617	
49		58,985	59,617	
50		66,988	67,550	
51		76,076	76,537	
52		86,397	86,720	
53		98,118	98,258	
54		111,430		
55	137,109	126,547		
56	151,674	143,716		
57	167,787	163,213		
58	185,611			
59	205,329			
60	227,142			
61	251,272			
62	277,965			
63	307,494			

Results are from the Market Regressed Line for each Career Stream