

paying it
right

Mercer's Life Sciences
Compensation Survey (MLS)



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. View our [Sample report](#).

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

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



6,000+
organizations



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



90
countries



80,000
jobs at all levels



Information on more than **2,000,000+** incumbents

Mercer defines Life Sciences super-sector as consisting of the 7 sectors with further breakdown into sub-sectors:

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

Extensive catalog of Life Sciences specializations

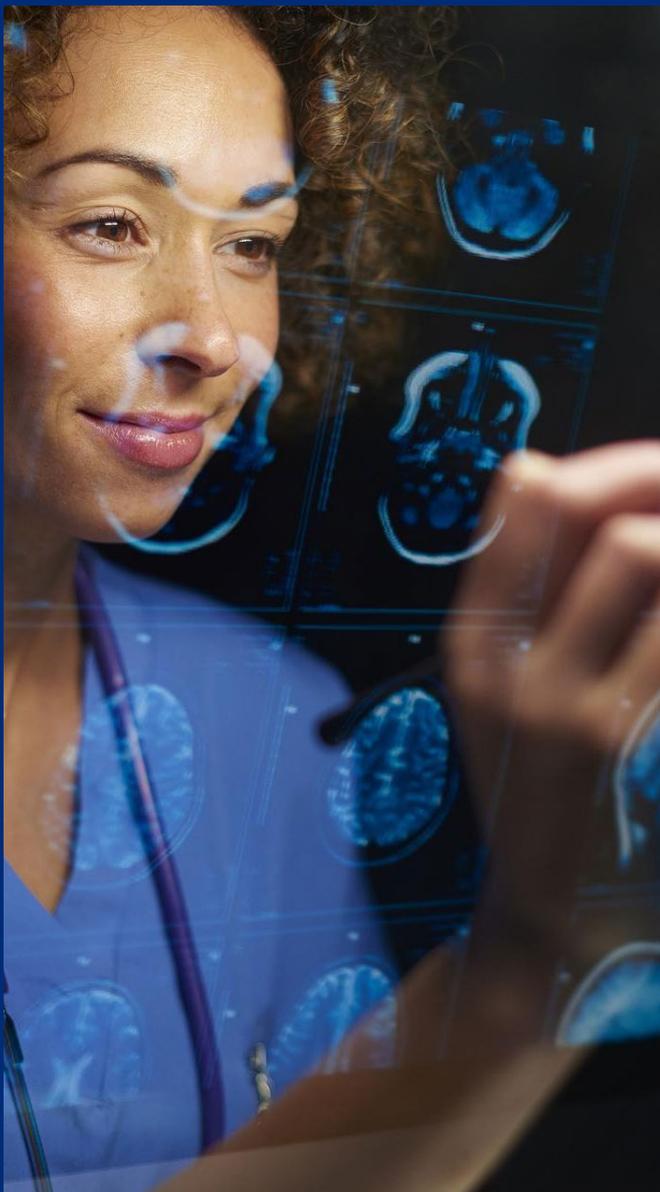
- Animal Care
- Biopharmaceutical R&D
- Clinical Education
- Clinical Research
- Clinical Trial
- Chemistry, Manufacturing and Controls
- Discovery Biology
- Engineering
- Field Sales Engineering
- Government and Managed Care Pricing Analysis
- Healthcare Solutions
- Manufacturing Quality
- Market Access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

1

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

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 us](#) for more 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, or purchase a flexible package based on the countries you select. Get the most of your international benchmarking data with a Mercer membership program.



Related products and services



Mercer Resources Center

We're making it easy to access learning and information resources! 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!



TRS Policy and Practice peer group data cut

Get insight into your competitors' benefits and salary review policies with a peer group cut Policy and Practice Report. [Contact us.](#)



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 will supplement your Total Remuneration Survey. [Learn more.](#)



Salary budgets

Pay is extremely important to employees, and retaining prized talent can be critical for companies. The [Salary Budget Snapshot \(SBS\)](#) is conducted four times per year and provides relevant, consistent, and up-to-date salary increase data for 100+ markets globally. [Participate now](#) and enjoy participant results free access.



More global insights

[Talent All Access](#)[®] gives you a huge range of Mercer's global publications and tools in one place! Whether you need a PDF, an Excel file, a video or an online tool, we have an option that suits your needs. Get fast and easy access to the data you need for business-critical decisions.



Mercer's product catalog

Explore Mercer's online shop for an array of products and learning courses to help manage your organization's workforce. [Go to shop.](#)



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 approximately 24,200 employees are based in 48 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 more than 85,000 colleagues and annual revenue of over \$20 billion. Through its market-leading businesses, including Marsh, Guy Carpenter and Oliver Wyman, Marsh & McLennan helps clients navigate an increasingly dynamic and complex environment.



Important notices

For further information, please contact your local
Mercer office or visit our website at:
www.mercer.com/mls