

paying it
right

Total Remuneration Survey
Industry Supplements



Designed to meet the needs of Human Resource professionals across different industries, TRS Industry Supplements help optimize your organization's compensation strategy while assuring internal equity and external competitiveness within a specific industry.

Total Remuneration Survey (TRS) Industry Supplements are available in more than 70 countries and have been designed for organizations that need data for industry-specific jobs (in addition to the cross-industry jobs included in [TRS](#)).

The schedule (data submission, effective date and delivery of results) for TRS Industry Supplements is the same as for TRS, so there is no need for additional steps! Just let us know if you would like to enroll and submit the data with TRS.

In addition to TRS Industry Supplements, Mercer produces stand-alone Industry surveys.

Mercer's TRS Industry Supplements offer information on all elements of total remuneration

Annual base salary

Total guaranteed cash compensation

Annual total cash compensation

Total direct compensation

Annual total remuneration

Industries covered*

- Automotive
- Digital
- Education
- Energy
- Engineering and Construction
- Financial Services
- Healthcare
- High-Tech
- Life Sciences
- Logistics
- Media and Entertainment
- Professional Services
- Real Estate
- Retail

To learn more, visit our [website](#) or [contact us](#) for more details.

* Varies by country. Each supplement sold separately.

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, you can access the data and tools you need from a single location.

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 TRS Industry Supplements you receive:



Online access — the survey results are delivered through Mercer WIN®



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



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 TRS published prices. [Contact us](#) for more details.

Mercer Data Connector benefits leading to fast and hassle free data submission:

- Streamlined interface, intuitive navigation and clean design to accomplish tasks quickly
- Assigned 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 that suggests matches and the ability to browse the online job catalog for special and unique jobs needing extra attention
- Automated error detection and correction, guided alerts, and immediate verification
- Real-time tracking
- Instant visibility to work-in-process across sections, countries and companies
- Easier participation year after year with our proprietary machine-learning algorithms

Membership program

Enhance the value of your Mercer TRS 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 to the entire global database or a flexible package covering the countries you select.



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!



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.



TRS Policy & Practice peer group or industry data cut

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



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.



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](#)



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.



To learn more about Industry Supplements,
please visit our website:
<https://shop.mercer.com/trs-supplements.html>