

Mercer's Total Remuneration Survey (TRS)





welcome to brighter

About the reports

The survey results are presented in a set of predefined reports*, including:

- Overview
- Survey Methodology and Definitions
- Participant List
- Policy and Practice Reports
- Library Jobs Detailed Report Complete PC
- Library Jobs Detailed Report Grouped by PC
- Library Jobs Summary Report
- Position Class Reports (Actual and Regressed Data)
- Year Over Year Trends
- Excel Download of Actual and Regressed Data
- Mercer Job Library Jobs and Roll-ups Catalog

all the above reports are published to MercerWIN®.

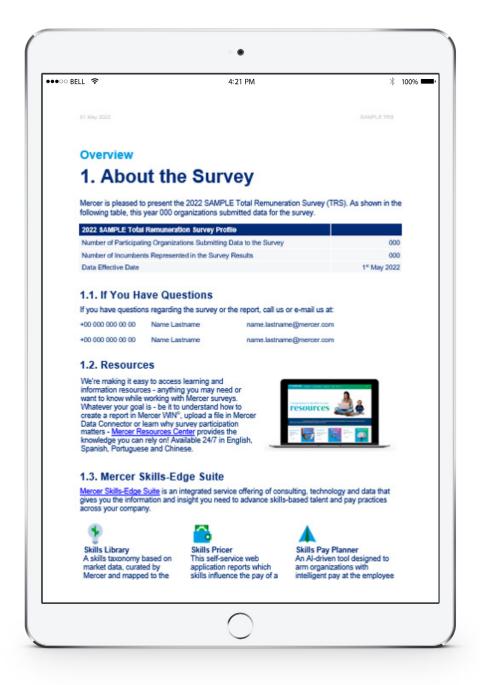
*Availability of individual reports may vary depending on a survey and country.



Overview

A starting point to the survey providing overall information on the survey database size as well participant organizations profile including sector, parent organization nationality, revenue and employment.

This report also offers an overview of the market pay trends relative to the prior year.



Survey methodology and definitions

The report where you can find data types descriptions and clarifications as well as information how remuneration statistics are calculated and displayed in the reports, or how to understand remuneration components.

This report gives detail information on job matching methodology, Mercer Job Library catalog and Mercer's International Evaluation System (IPE).

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Evalua	ation Sys	stem (ii	-=)	
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and underpinning				

Participant list

This report lists organizations which took part in the survey in the current year, providing information on the participant organizations' group name, industry super sector and sector.

Participant List			01 May 2022
Group Name	Organization Name	Industry – Super Sector (Primary; Secondar)	Industry – Sector (Primary; Secondary)
GROUP NAME	COMPANY NAME	Super Sector Name	Sector Name
GROUP NAME	COMPANY NAME	Super Sector Name	Sector Name
GROUP NAME	COMPANY NAME	Super Sector Name	Sector Name
GROUP NAME	COMPANY NAME	Super Sector Name	Sector Name
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GROUP NAME	COMPANY NAME	Super Sector Name	Sector Name

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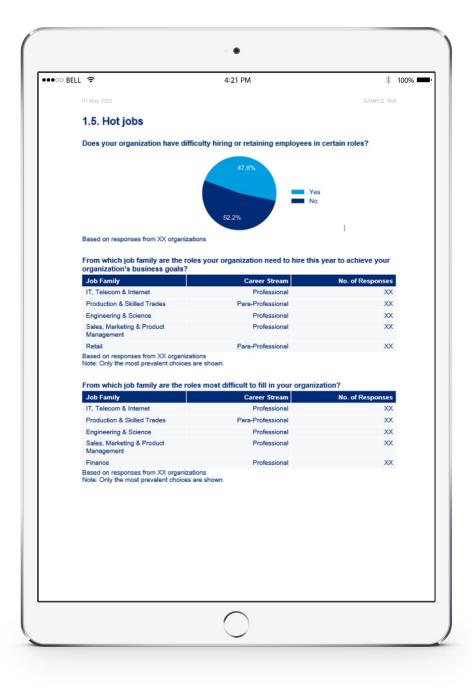
A comprehensive report covering organizations' policies with regards to remuneration, guaranteed cash, short-term incentives, long-term incentives and benefits.

Give an overview of the prevalence of practices and policies for short and long-term incentives and benefits plans.



Organization remuneration policy

This section covers the main policies and trends in the scope of remuneration, including but not limited to salary review policy, hot jobs and hiring intentions.



Short-term incentives (STI)

A comprehensive chapter which presents conclusions on an approach to short-term incentives, including performance bonus/sales incentives eligibility, target performance bonus/target sales incentives as % of base salary, performance criteria and more.



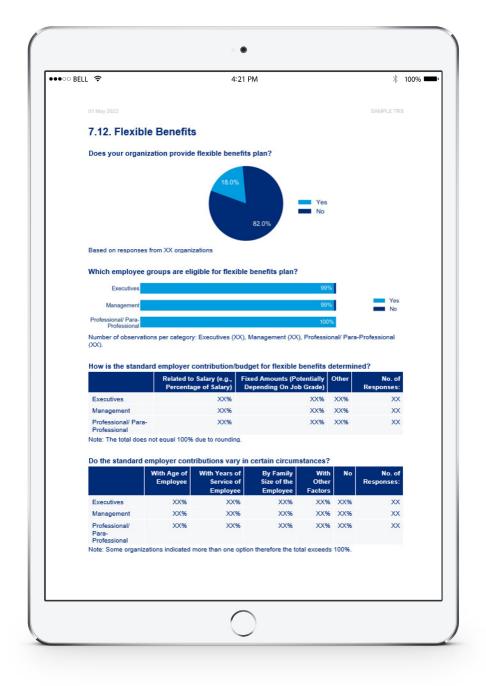
Long-term incentives (LTI)

An extensive information source on various aspects of long-term incentives management across the market, including policies relating to LTI eligibility, plan structures, performance measures, grant frequency or types of vesting.



Benefits

This section presents benefit policies of extensive coverage, including core benefits such as retirement, medical, life assurance and disability or company cars, as well as country-specific local components.



Library Jobs detailed report

Detailed set of statistics presenting a wide range of reported compensation components for each job reported in a given survey.

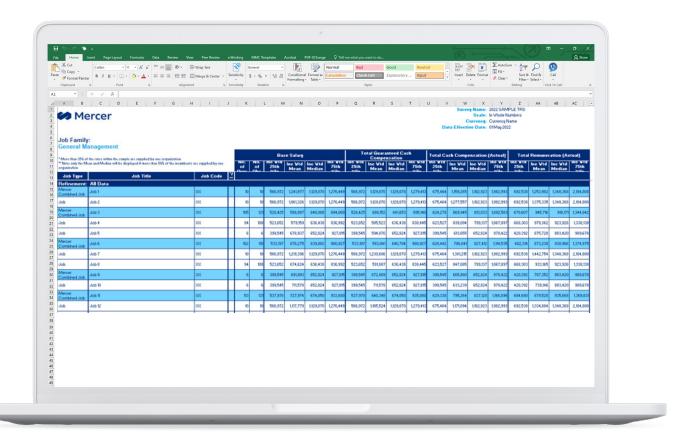
Depending on a version may include figures for a full span of Position Classes available for each job or data grouped in Position Class ranges appropriate for each position.

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Survey Name:	2022 SA	MPLE TR	5			Refinement:		All Data
Job Family:	XX					Scale:		
Job Sub-family:	XX					Currency:		Lurrency
Job Code:	XX					Number of Organ	nizations:	10
Job Title:	xx				Number of Obse	rvations:	10	
Job Type:	Mercer	Combined	Job			Position Class:		58-68
More than 35% of the rate								
"Note only the Mean and	Median will be d	isplayed if mor	e than 50% of	the in	Sector Se	by one organization		
Compensation Ele	ment	No. of Orgs	No. of Obs		lnc ¥td 25th %ile	inc ¥td Mean	inc Vtd Median	lnc ¥td 75th %ile
Base (Monthly)		10	10		47,248	82,472	94,089	106,371
Nbr Months		10	10		12.00	12.00	12.00	12.00
		10	10		566,972	989,660	1,129,070	1,276,449
Base Salary	nce	0	0		-			
Transportation Allowar		1	1					
Transportation Allowar Meal Allowance		0	0					
Transportation Allowar Meal Allowance Shift Allowance		0	0					
Transportation Allowar Meal Allowance Shift Allowance Language Allowance		-						
Transportation Allowar Meal Allowance Shift Allowance		1	10		566.972	990,126	1,129,070	1.279.413

Library Jobs summary report

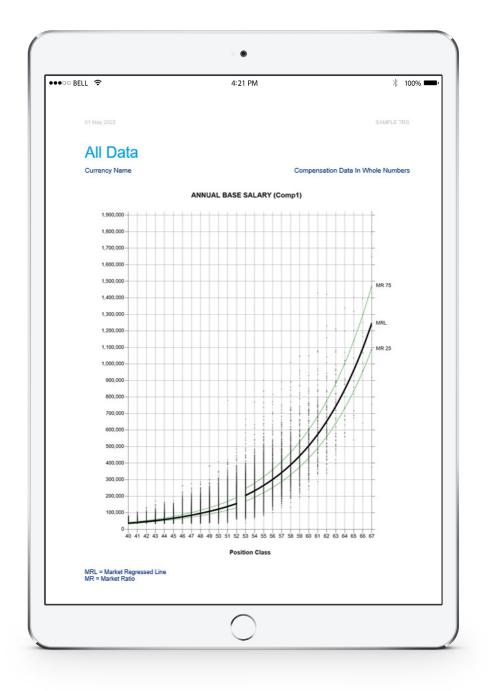
This formatted summary report includes actual market data analysis by Jobs, Core Jobs and Mercer Combined Jobs.

Report allows for quick filtering, importing and systematic data retrieval. The data is segmented by Job Family (each family has its own tab) and presents key compensation elements (e.g., Base Salary, Total Cash Actual) and statistics. A handy guide tab is included.



Position Class report (actual and regressed data)

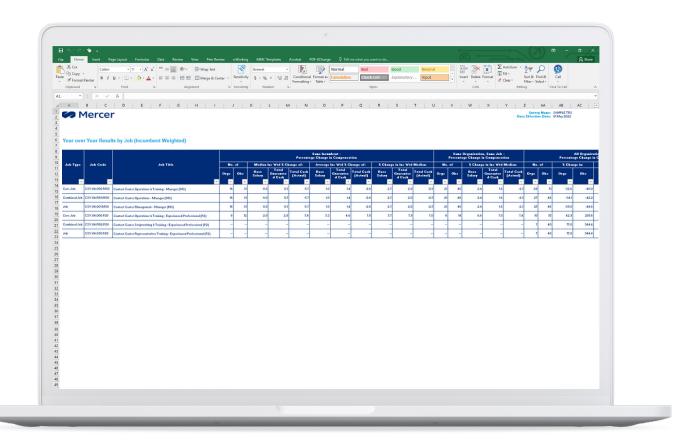
A compilation of actual and regressed market data tables, as well as charts depicting regressed market data lines for each of the main compensation elements.



Year over year trends

The report presents trends in Base Salary, Total Guaranteed Cash and Total Cash (Actual) by benchmark Jobs and IPE Position Classes through a comparison analysis to last year's data.

The year over year trends are presented for the same incumbents, same organizations/job level, and all organizations in both years. In addition to including both incumbent and organization weighted actual market data, this report also includes analysis using regressed market data.



Excel download of actual and regressed data

Job detail

Aggregated actual data survey results for all the jobs published in a given survey, including a standard set of statistics (25th and 75th percentiles, mean and median) for various compensation elements.

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MarketView MarketRefinement	PositionTitle	MilJobType MilCode MilTypicalTitle
Market View - Market Refinement 2022 XX TRS All Data		- Job Type - Job Code - Typical Title
2022 XX THS All Data	Chair of the Board (Non CEO) - Regional (Multi-Country) Chair of the Board (Non CEO) - Country	Mercer Combined Job GMA.01R01ERR Mercer Combined Job GMA.01R01ERC
2022 XX TRS All Data	Chair of the Board (Non CEO) - Subsidiary	Mercer Combined Job GMA.01.H01.EHC
2022 XX TRS All Data	Chair of the Board (Non CEO) - Subsidiary Chair of the Board (Non CEO) - All Jobs	Mercer Combined Job GMA.01.P01.EPIS
2022 XX TRS All Data	Head of Organization (CEO) - All Jobs	Mercer Combined Job GMA.01.H01.EH1
2022 XX TRS All Data	Head of Organization (CEO) - Grobal Head of Organization (CEO) - Regional (Multi-Country)	Mercer Combined Job GMA.01.P03.EPB
2022 XX TRS All Data	Head of Organization (CEO) - Regional (Multi-Country) Head of Organization (CEO) - Country	Mercer Combined Job GMA.01.Pl03.EPPL
2022 XX TRS All Data	Head of Organization (CEO) - Parent/Corporate	Mercer Combined Job GMA.01.R03.ERA
2022 XX TRS All Data	Head of Organization (CEO) - Subsidiary	Mercer Combined Job GMA.01.R03.ERS
2022 XX TRS All Data	Head of Organization (CEO) - Division(s)	Mercer Combined Job GMA.01.R03.ERD
2022 XX TRS All Data	Head of Organization (CEO) - All Jobs	Mercer Combined Job GMA 01 R03 ER1
2022 XX TRS All Data	Head of Operations (COO) - Country	Mercer Combined Job GMA.01.R04.ERC
2022 XX TRS All Data	Head of Operations (COD) - Parent/Corporate	Mercer Combined Job GMA 01R04.ERA
2022 XX TRS All Data	Head of Operations (COD) - Subsidiary	Mercer Combined Job GMA.01R04.ERS
2022 XX TRS All Data	Head of Operations (COO) - Division(s)	Mercer Combined Job GMA.01.R04.ERD
2022 XX TRS All Data	Head of Operations (COO) - All Jobs	Mercer Combined Job GMA.01R04.ER1
2022 XX TRS All Data	Head of Administration - Country	Mercer Combined Job GMA.01.R05.ERC
2022 XX TRS All Data	Head of Administration - Parent/Corporate	Mercer Combined Job GMA.01.R05.ERA
2022 XX TRS All Data	Head of Administration - Division(s)	Mercer Combined Job GMA.01.R05.ERD
2022 XX TRS All Data	Head of Administration - All Jobs	Mercer Combined Job GMA 01 R05 ER1
2022 XX TRS All Data	Head of Commercial/Chief Commercial Officer (CCD) - Country	Mercer Combined Job GMA.01.R08.ERC
2022 XX TRS All Data	Head of Commercial/Chief Commercial Officer (CCD) - Subsidiary	Mercer Combined Job GMA.01.R08.ERS
2022 XX TRS All Data	Head of Commercial/Chief Commercial Officer (CCO) - Division(s)	Mercer Combined Job GMA.01.R08.ERD
2022 XX TRS All Data	Head of Commercial/Chief Commercial Officer (CCO) - All Jobs	Mercer Combined Job GMA.01.R08.ER1
2022 XX TRS All Data	Head of Business Products/Services - Country	Mercer Combined Job GMA.01.R09.ERC
2022 XX TRS All Data	Head of Business Products/Services - Subsidiary	Mercer Combined Job GMA.01.R09.ER5
2022 XX TRS All Data 2022 XX TRS All Data	Head of Business Products/Services - Division(s) Head of Business Products/Services - All Jobs	Mercer Combined Job GMA.01R09.ERD Mercer Combined Job GMA.01R09.ER1
2022 XX TRS All Data	General Management - Global Parent/Corporate (E5)	Core Job GMA.01.000.E5A
2022 XX TRS All Data	Head of Organization (CEO) - Global Parent/Corporate (E5)	Job GMA.01003.E5A Chief Executive Officer (CEO),
2022 XX TRS All Data	General Management - Regional (Multi-Country) Parent/Corporate (E4)	Core Job GMA.01000.E4A
2022 XX TRS All Data	Head of Organization (CEO) - Regional (Multi-Country) Parent/Corporate (E4)	Job GMA.01.003.E4A Chief Executive Officer (CED).

Excel download of actual and regressed data

PC-Regression

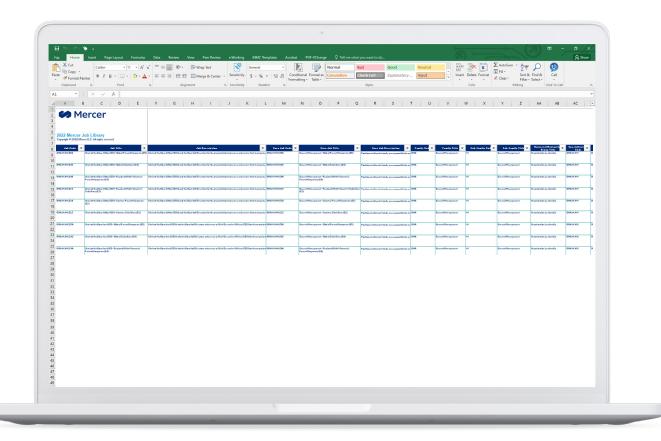
Regressed market data by Position Class (PC) or by Career Stream and Position Class, covering a standard set of statistics (25th and 75th percentiles, mean and median) for main compensation elements.

Market/Ver Market	Aarket View V 2022 XX TRS 2022 XX TRS 2022 XX TRS 2022 XX TRS 2022 XX TRS	Market Refinement All Data All Data	Position Class	Data Effective Date					
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Mercer Job Library jobs and roll-ups catalog

The report includes all benchmark Jobs, Core Jobs and Mercer Combined Jobs in a single file along with their key attributes (e.g., titles, descriptions).

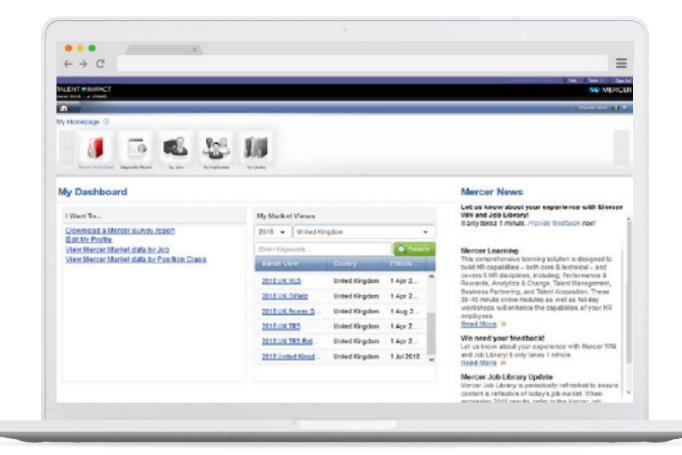
The file also includes the relationships between Jobs and Core Jobs as well as the relationship between Jobs and Mercer Combined Jobs.



Mercer WIN[®] — Total Remuneration Survey live results

Mercer WIN[®] allows you to perform online analyses based on Mercer survey results. The software offers a truly flexible approach, being capable of running live calculations, looking through different data perspectives and applying various filtering criteria.

Home page



Search page

Apply various filtering criteria to narrow down survey results according to your needs.

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Mercer market data – filters (Job industry)

Select Industry typical for the jobs you are looking for.

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Mercer market data – filters (Job family)

Shift through various Job Families to analyze different aspects of your workforce.

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Mercer market data - filters (function)

The Function option provides an additional lens in which to search across Library jobs and is organized around Function and Department. When a selection is made in the Family filter, the Function filter becomes disabled.

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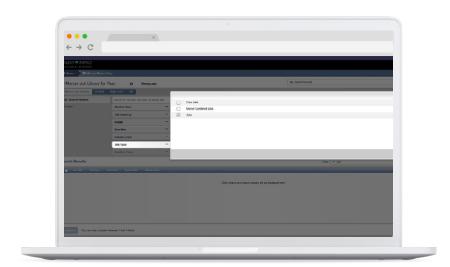
Mercer market data – filters (career level)

Select appropriate Career Levels to focus on different employee groups within your organizations.

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Mercer market data - filters (Job type)

The Job Type filter is another new way in the system which allows you to search for either Jobs, Core Jobs, Mercer Combined Jobs or all types. If no selection is made here, a job level is set up by default.

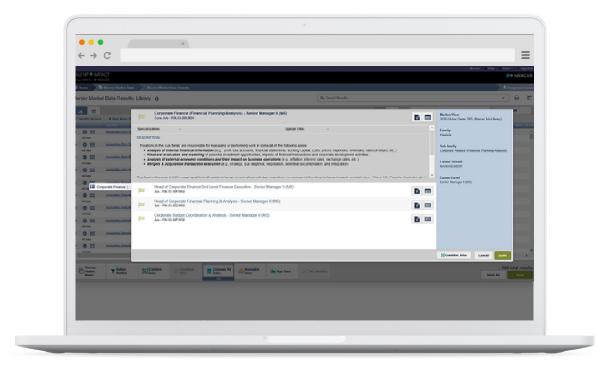


Job type

Core Job – an aggregate of underlying Jobs within a Sub-family at a specific Career Level **Mercer Combined Job** – pre-defined combination of jobs **Job** – basic survey results representing a specific type of work at a specific Career Level

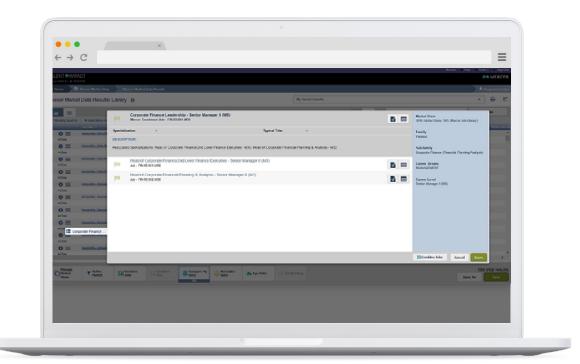
Core Job

Core Job – an aggregate of underlying Jobs within a Sub-family at a specific Career Level.



Mercer Combined Job

Mercer Combined Job – pre-defined combination of jobs.



Mercer market data - view

Select different views and create your own templates to move between Job, Position Class, Family and Career Stream data display. Add columns representing a wide range of compensation elements.

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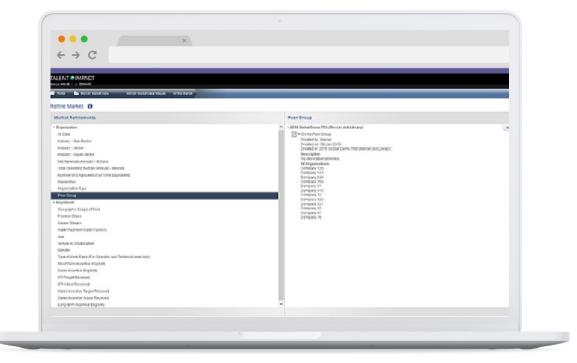
Refinements

Choose from a versatile set of market data refinements to generate results aligned with your organization's profile or the type of position you wish to analyze.

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Refinements – peer group

To compare your own company to a defined list of competitors, you can select a Peer Group. A minimum of 10 organizations is required to create a peer group of which 8 must be distinct organizations.



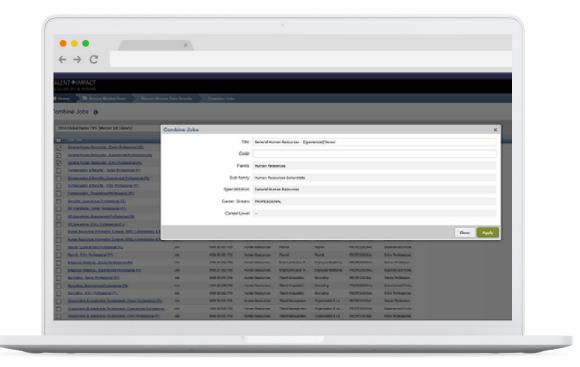
Age data

Adjust survey results to a certain point in time, using factors such as median base salary increase rate or inflation.

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Combine Jobs

Merge Mercer benchmarks to align better with your internal grading or increase data sample.



Combine Position Classes

Merge Position Classes for particular jobs or the whole market according to your needs.

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