

paying it
right

2022 Mercer's
Total Remuneration
Survey (TRS)



Do you need TRS?

Do you have an easy-to-use source for comparing compensation and benefits across geographies?

Are you able to evaluate the competitive position of each of your total remuneration elements?

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 you answered yes to any of these questions, 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 resource professionals across the globe get this information from Mercer because TRS provides consistent, accurate, high-quality data covering the full reward package.

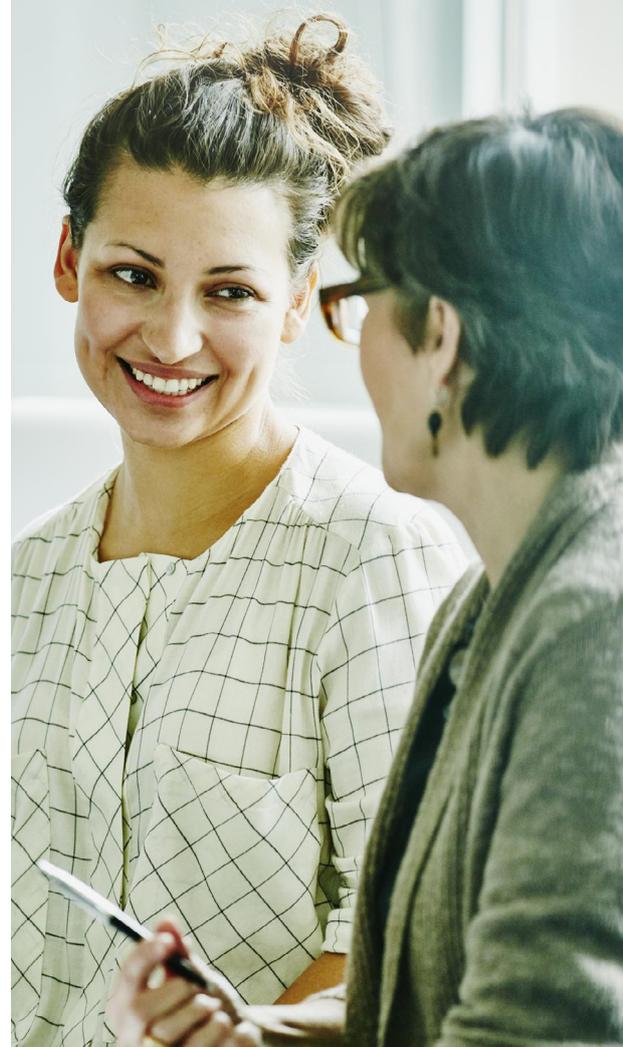
TRS uses [Mercer Job Library](#) — a comprehensive job catalog for compensation and benefits surveys with a single global approach. Capturing nearly every job in the market, the Mercer Job Library gives you more consistent data with less guesswork, enhanced job content and intuitive results analysis.

140+
countries

40,000
participating
organizations

400,000
jobs at all levels

20,000,000
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



With TRS you receive:

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 year-over-year 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

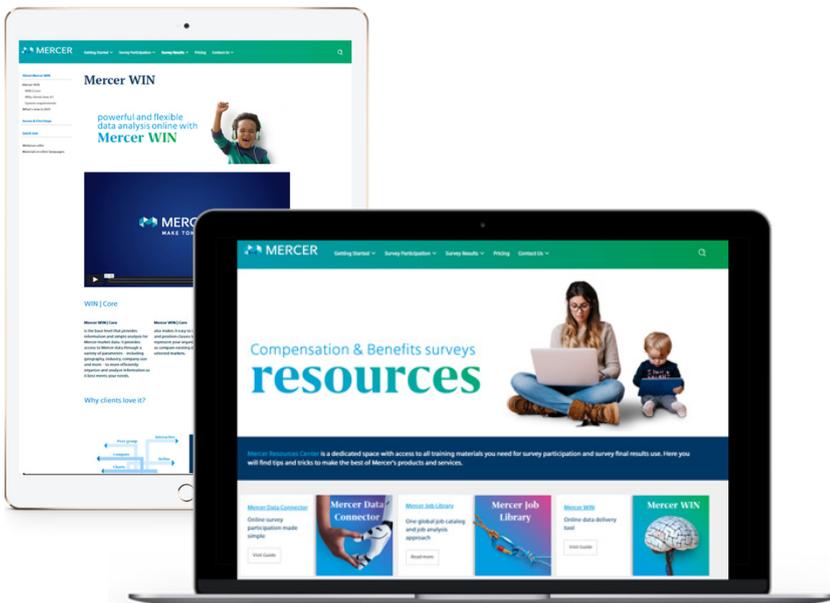
Market regression — analysis by position class, using Mercer's International Position Evaluation (IPE) methodology

Mercer Resources Center

We're making it easy to access learning and information resources — anything you may need or want to know while working with Mercer surveys.

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!

Add resources.mercer.com to your favorites and see what's in it for you!



Powerful and flexible data analysis online with Mercer WIN®

The Mercer Workforce Intelligence Network® (Mercer WIN®) provides a single point of access to our unparalleled survey data and analytics. Mercer WIN helps 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!

* For participants only.



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.

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 your local [Mercer representative](#) for 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 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 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



Industry data

Along with the general-industry benchmarking offered 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 movements

Pay is extremely important to employees, and retaining prized talent can be critical for companies. The [Salary Movement Snapshot \(SMS\)](#) 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 believes in building brighter futures by redefining the world of work, reshaping retirement and investment outcomes, and unlocking real health and well-being.

Mercer's approximately 25,000 employees are based in 43 countries and the firm operates in 130 countries. Mercer is a business of Marsh McLennan (NYSE: MMC), the world's leading professional services firm in the areas of risk, strategy and people, with 76,000 colleagues and annual revenue of \$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.



