

find the right

solution

Europe Mercer Executive
Remuneration Guides (MERG)



Find the right solution with Mercer Executive Remuneration Guides

- Strong representation of C-Suite positions at a corporate level
- Global and regional headquarters of multinational organisations
- Survey compensation data enriched with publicly disclosed information (in selected countries)
- Long-term incentives valuations
- Executive remuneration policies and practices
- Western European MERG incorporates data from over 1,000 of Europe's largest parent organizations and more than 1,500 entities.



1,000+
participating companies



25,000+
incumbents represented



12
European countries surveyed



Industry cuts and more

Mercer Executive Remuneration Guides

Consider these questions ...

Do you have an easy-to-use source within your sector of activity for comparing executive compensation across Europe?

What are your competitors doing for salary reviews and incentive design?

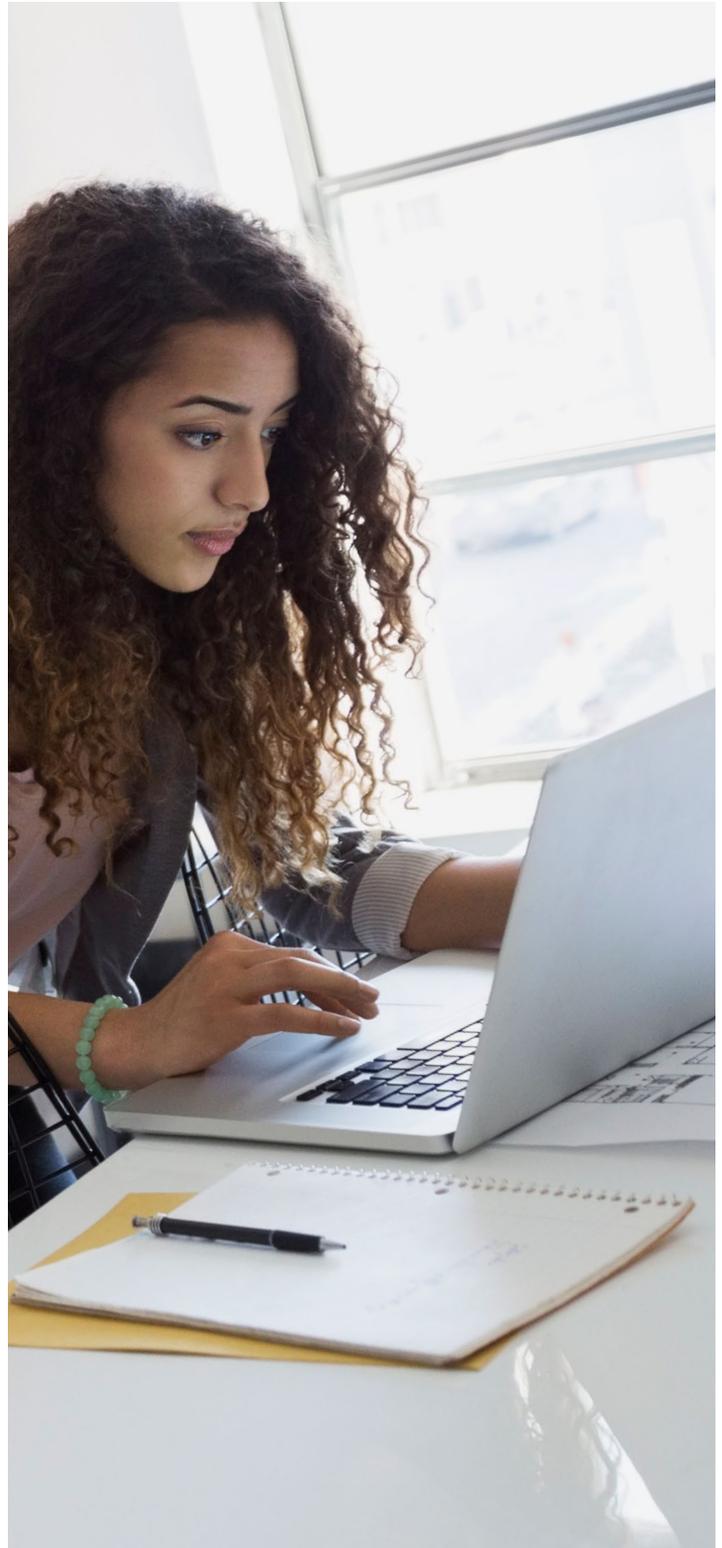
Are you able to evaluate the competitive position of each element of your total direct compensation on a pan-European basis?

Would you like up-to-date information on global and European trends to support your executive remuneration strategy?

Are you able to generate instant, automated, and fully customised comparisons between your organisation and the market?

and obtain the right solutions.

Mercer Executive Remuneration Guides (MERG) provide the market data and analytical tools to support executive remuneration programmes for leading organisations in Europe.



Mercer Executive Remuneration Guides – a step ahead

Coverage

- Mercer surveys almost 2,000 cross-industry executive benchmark positions at the CEO and the next three reporting levels.
- 12 major markets across Europe, including: Denmark, Finland, France, Germany, Italy, the Netherlands, Norway, Portugal, Spain, Sweden, Switzerland, and the United Kingdom.
- Total remuneration package including cash, long-term incentives, and benefits (depending on country).

Flexibility

- A solid representation of multinational organisations in each country.
- Publicly disclosed compensation data for Top Executives in addition to regular survey participants' data (in selected country publications).

Expert advice

Local Mercer experts work closely with participating organisations when collecting and analysing data. They also provide assistance in the job matching and/or job evaluation process.

Job families including:

- Administration, Facilities and Secretarial
- Communications and Corporate Affairs
- Construction
- Creative and Design
- Customer Service and Contact Center Operations
- Data Analytics/Warehousing, and Business Intelligence
- Engineering and Science
- Finance
- General Management
- Human Resources
- IT, Telecom and Internet
- Legal, Compliance and Audit
- Production and Skilled Trades
- Project/Program Management
- Quality Management
- Real Estate Management, Property Development and Investment
- Sales, Marketing and Product Management
- Supply Chain
- Transportation Services

Mercer Executive Remuneration Guides are made up of five remuneration components*

*Total remuneration data available in selected countries. Please contact your local Mercer consultant to verify regional availability.

Base salary
(Monthly base salary times the number of months guaranteed)

Total guaranteed cash compensation
(Base salary plus guaranteed allowances)

Total cash compensation
(Total guaranteed cash compensation plus short-term incentive, sales incentive, profit sharing, or other incentive awards)

Total direct compensation
(Total cash compensation plus long-term incentive awards)

Total remuneration
(Total direct compensation plus value of the benefits: retirement plan, life and medical insurance, motor vehicle, etc.)



What do you receive?



Online access

The survey results are delivered through Mercer WIN®, which allows you to create custom views, analyze data across markets simultaneously, create unlimited peer groups, refine the market, compare your data vs. the market, combine jobs, export to excel, and much more!



Survey overview

An overview of the market pay trends relative to the prior year as well as a summary of the economic, political and labor trends in Europe and the country.



Policy and practice summary

A summary of organisations' remuneration policies, which includes salary budget forecasts, compensation mix by executive level, short-term incentive, long-term incentive practices, non-executive board fees and benefits (depending on country).



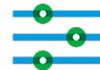
Actual market data

Market analysis by job including all remuneration values, helping you determine which jobs are more competitive within the market.



Market regression

Market analysis by position class (Mercer's International Position Evaluation (IPE) methodology for job evaluation) for each of the major components of total remuneration.



Custom analysis

Custom statistics tailored to your needs, based on peer groups, industry, revenue size, total employees, and more, using Mercer WIN®.

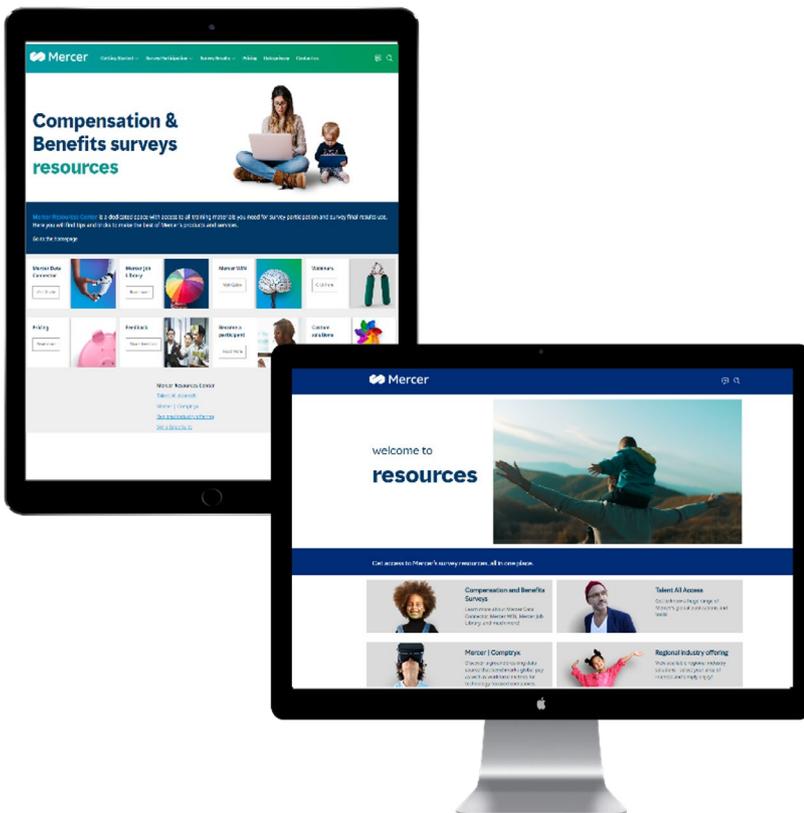


Mercer Resources Center

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.

Further information and enrolment

Join some of the world's leading organisations and use Mercer as your source of consistent, reliable, cross-locations total remuneration information. MERG can be part of your [Total Remuneration Survey \(TRS\) membership programme](#), which includes:

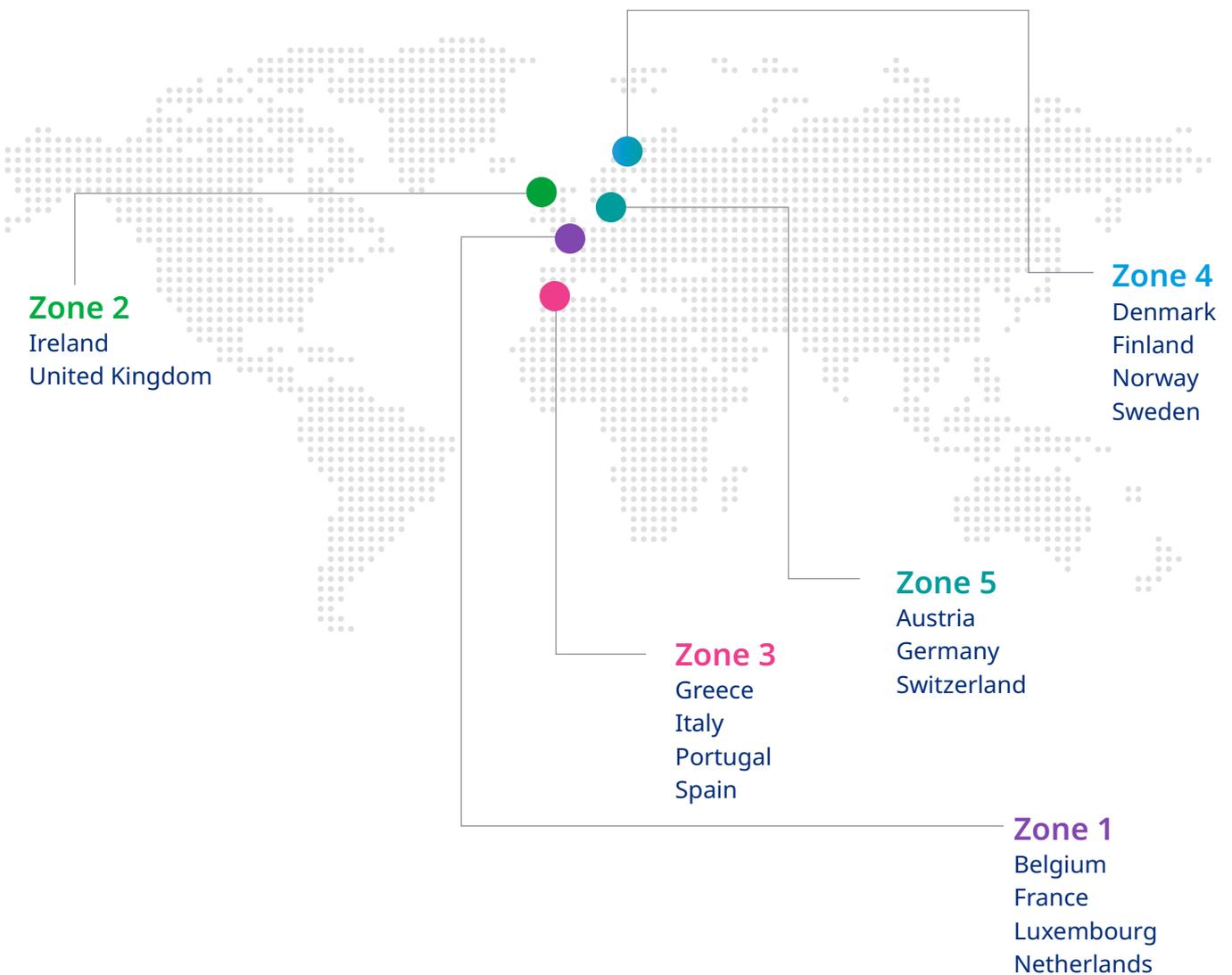
- Preferential pricing with multi-country membership.
- Personal and privileged communications with a dedicated membership relationship manager.
- Choose access to a flexible package based on countries from which you need executive data and include it in your TRS membership programme. Consolidate the purchase of your international benchmarking data with a Mercer membership programme to ensure the most cost-effective means of acquiring this information.



Western European MERG

Mercer has developed a distinct Western European executive remuneration publication designed to support organizations as they transition from local peer groups to European peer groups for benchmarking executives. It incorporates data from over 1,000 of Europe's largest parent organizations and more than 1,500 entities.

The results can be viewed for the whole Western Europe or for one of the five, smaller zones:



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 24,200 employees are based in 48 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 85,000 colleagues and annual revenue 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.



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