

unlocking

# competitive pay

2020 Total Remuneration Survey  
Industry Supplements



welcome to brighter

**Designed to meet the needs of Human Resources 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.**

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.



## Industries covered\*

- Automotive
- 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 your local [Mercer representative](#).

*\* Varies by country. Each supplement sold separately.*



# 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



# Powerful and flexible data analysis online with Mercer WIN<sup>®</sup>

The Mercer Workforce Intelligence Network<sup>®</sup> ([Mercer WIN<sup>®</sup>](#)) provides single-point access to our unparalleled survey data and analytics. Mercer WIN<sup>®</sup> 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:

- Get the information you need quickly, 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

[www.imercer.com/win](http://www.imercer.com/win)

## With TRS Industry Supplements you receive:



**Online access** — the survey results are delivered through Mercer WIN<sup>®</sup>



**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

TRS Industry Supplements data is collected as part of Mercer's Total Remuneration Survey (TRS). Join leading organizations around the world and experience the award-winning, online data-submission application, [Mercer Data Connector](#)\*.

Contact your local [Mercer representative](#) for details, or visit the [site](#) for survey dates and pricing.

*\*In selected countries*

**Mercer Data Connector received  
CIO's 2019 Digital Edge 50 Award  
from IDG.**

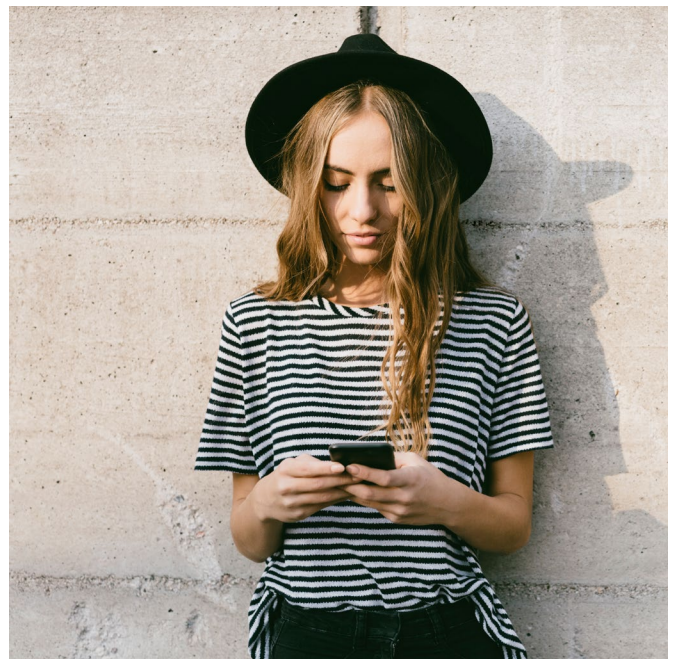
**DIGITAL  
EDGE50  
AWARDS**

## Membership program

Enhance the value of your Mercer TRS and other Compensation and Reward surveys with a membership program that includes:

- Preferential pricing with multi-year, multi-country membership
- Personal and privileged communications with a dedicated relationship manager
- Dedicated account manager support and training

Choose access to the entire global database, or purchase a flexible package based on the countries you select. Make the most of your international benchmarking data with a Mercer membership program.



# About Mercer

**Mercer is a global consulting leader in talent, health, retirement, and investments.**

**Mercer helps clients around the world advance the health, wealth, and performance of their most vital asset - their people. Mercer's 20,500+ employees are based in more than 40 countries, and we operate in more than 140 countries. Mercer is a wholly owned subsidiary of Marsh & McLennan Companies (NYSE: MMC), a global team of professional services companies offering clients advice and solutions in the areas of risk, strategy, and human capital.**



To learn more about Industry Supplements,  
please visit our website:  
[www.imercer.com/industry-supplements](http://www.imercer.com/industry-supplements)

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