

MARSH

Executive Rewards

Aligning with business strategy.

Driving performance. Rewarding leadership.



Designing competitive executive rewards programs that align with business strategy and incentivize top talent can be *challenging*.

We help you assess and evaluate every critical consideration and relevant alternative, as well as partner with you to design and implement compelling, effective executive rewards programs customized to your company's specific needs.

The executive rewards and governance landscape is increasingly complex. Scrutiny abounds from shareholders, proxy advisers, regulators, and other key stakeholders, who are demanding that executive pay be aligned with performance and appropriate levels of risk-taking. To remain competitive, organizations must attract executive-level talent, motivate and reward appropriate performance, and create alignment with business imperatives and broader human capital management strategies.

The Marsh Advantage: *More Data. Deeper Insights. Better Decisions.*

50+

Executive rewards
partners & principals
in the US

A dedicated executive rewards team, at scale

Your engagement is led by senior specialists who advise on executive and board of director compensation matters full time — not generalists — bringing both depth of expertise and the capacity to meet your needs and timeline.

50+

Executive rewards
partners & principals
globally (outside the US)

Market data at scale. Insights you can trust.

Our advice is grounded in proprietary compensation data spanning millions of incumbents across every major market. Where many firms rely on published proxy data alone, we pair public disclosures with Marsh's global survey databases for a more accurate picture of the market.

Beyond data — we provide advice and recommendations

Data is the starting point, not the answer. Our consultants translate market intelligence into board-ready recommendations on pay levels, incentive plan design, goal setting, and governance — tailored to your business and executive talent strategy and relevant comparator groups.

75+

Years advising boards
and management

The full picture around executive pay

As part of the broader Marsh family, we connect executive compensation to the capabilities that surround it — succession planning, benefits, talent strategy, workforce analytics, change and communications strategy, and transaction support — so your pay decisions reinforce your wider people strategy.

Independence and objectivity

We maintain global business standards and formal conflict-of-interest policies and procedures designed to ensure our executive rewards advice to boards and management remains independent, objective, and defensible.

How we help

Support across the full spectrum of executive compensation

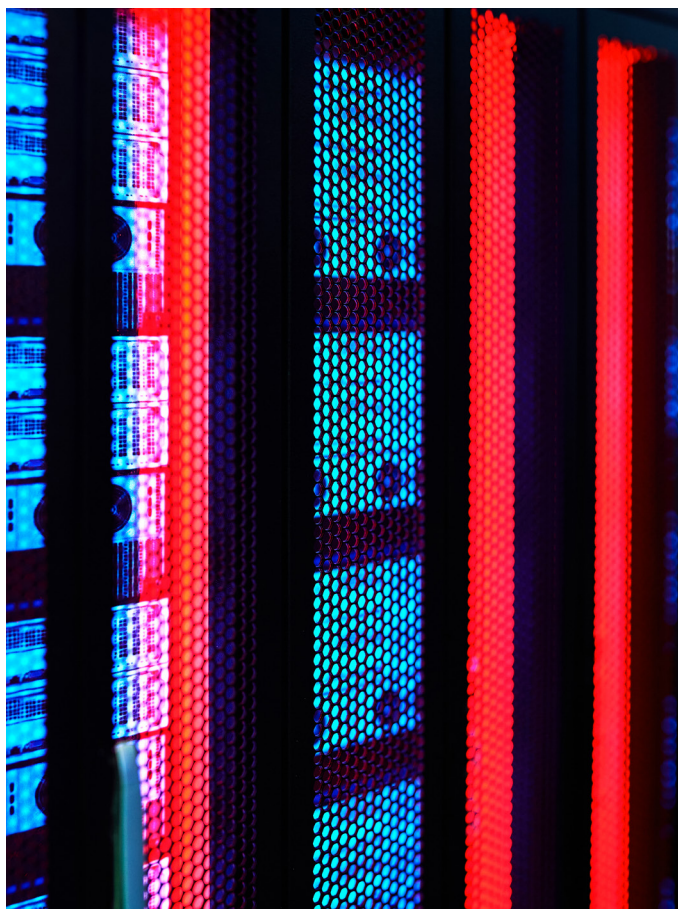
From program design to governance to transactions, our specialists cover the entire scope of your needs.

Scope of Services	What we do	
Board & management advisory	• Overall rewards philosophy and strategy • Executive and board of director pay assessments and recommendations	• Employment, change-in-control and severance agreements • Compensation program risk assessment
Rewards	• Comprehensive executive and board of director compensation program benchmarking and design	• Peer company selection and review • Pay-and-performance alignment • Market pay practices
Performance	• Short- and long-term incentive plan design • Metric selection and weightings • Scenario modeling	• Goal setting and performance leverage calibration • Equity strategy, including new share requests
Governance	• Trends and best-practice developments • Regulatory and legislative updates	• Considerations related to proxy adviser policies • Stakeholder viewpoints
Transaction support	• M&A due diligence • IPO and spin-off pay and equity strategy • Retention strategies	• Private equity and portfolio company compensation • Post-merger pay program and workforce integration

Our data advantage

Some of the largest proprietary compensation databases in the world

Our executive rewards consultants draw on these and other proprietary sources, including:



Total Remuneration Survey (TRS)

Comprehensive global compensation and benefits data covering approximately 25 million incumbent observations and more than 400,000 published positions from over 50,000 organizations, available in 140+ countries.

Global Disclosure Database (GDD)

Proprietary executive pay database drawn from public filings worldwide. Each year we collect top executive pay, board of director compensation, dilution and run rate, incentive plan designs, and additional data for approximately 3,500 companies, with the top executive pay module covering roughly 18,000 executives annually.

US Mercer Benchmark Database (MBD)

Our most comprehensive US compensation survey, built on more than 20 years of data and over 8 million incumbents across nine functional modules, including a dedicated executive module covering more than 1,200 executive positions from over 3,000 organizations.

Mercer Comptryx®

Best-in-class global technology industry benchmarking database with more than 5 million data observations from 900+ organizations across 120+ countries, refreshed quarterly.

Mercer SIRS®

(Strategic Industry Rewards Solutions)

Deep, industry-specific rewards data for the High Technology/STEM and Life Sciences sectors, spanning 23 job families with a dedicated executive job category.

Industry-specific surveys and databases

Beyond these flagship sources, Marsh maintains a broad library of proprietary industry-specific compensation surveys and databases, giving our consultants relevant market data across a wide range of industries and geographies.

The above statistics are as of September 1, 2026.



Innovation

AI-enabled, human-led. Marsh is modernizing how executive compensation data is collected and analyzed — combining proprietary AI tooling with the robust experience and expertise of our consultants to deliver faster, sharper, board-ready insight.

Why Marsh?

Backed by a global team of executive rewards specialists and over 75 years of experience, we provide data analytics and advisory support to boards, compensation committees, and management across all major industry sectors. Our consultants pair some of the world's richest compensation datasets with deep subject matter expertise to help you attract, motivate, and retain the executive talent your strategy depends on.

Ready to get started?

[Contact a consultant](#) | [Explore our insights](#)

