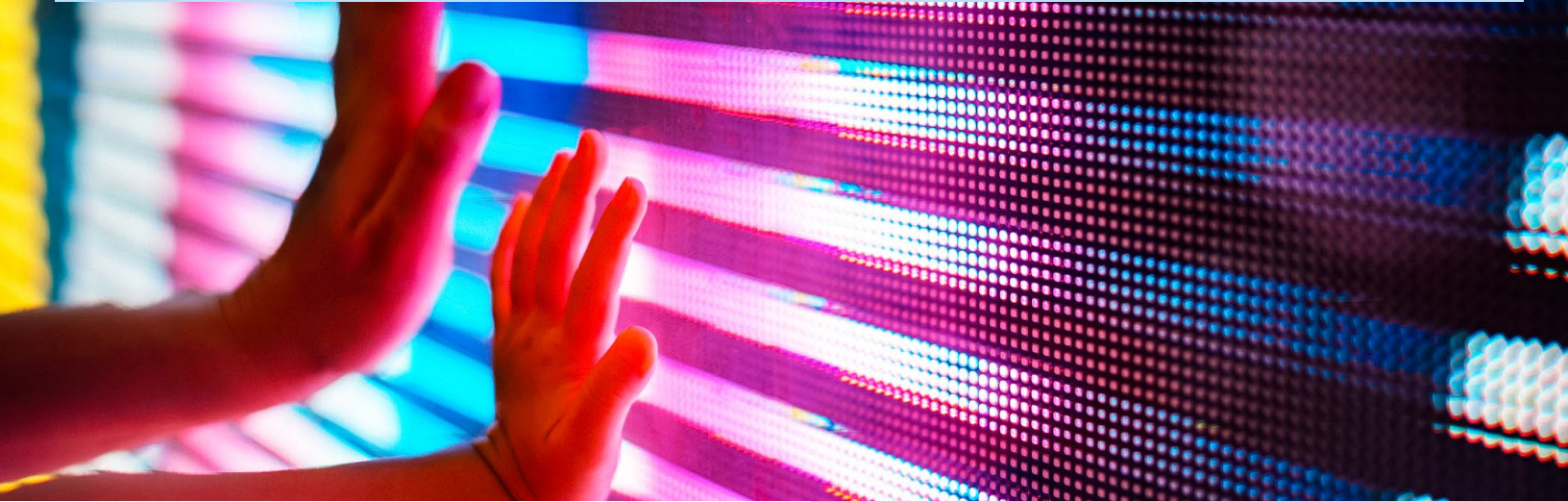


Smarter pay equity decisions. Faster together.



Mercer & Syndio combine strategic compensation and pay equity advisory with industry-leading pay equity technology to help organizations move from insight to action; faster and with greater confidence.

What is Mercer + Syndio pay equity?

A comprehensive solution that integrates Syndio's technology platform with Mercer's advisory expertise to help organizations identify pay gaps, understand root causes, prioritize actions, and build ongoing governance that drives equity and reduces risk.

Benefits



Reduce legal and reputational risk



Make faster, more confident decisions



Improve transparency and employee trust



Establish pay equity governance



Strengthen governance and compliance



Support talent strategy

Why this matters

Pay equity is no longer only a point-in-time exercise. It requires the right combination of scalable technology and experienced guidance to act continuously, stay ahead of risk, and drive lasting change.

A proven approach, the right support, and deliverables that drive impact.

Trusted advice, delivered at speed

MERCER

A MARSH BUSINESS

Advice that drives better decisions

Deep compensation and regulatory expertise to interpret results, manage risk, and provide strategy to create lasting impact.



SYNDIO

Technology that delivers speed and scale

A platform that allows analysis and insight to surface issues and support transparency across the enterprise.

How it works



Securely integrate compensation and workforce data



Identify pay gaps and uncover root causes with advanced analytics



Develop remediation strategies and prioritize actions with confidence and context



Embed governance, monitor progress, and continuously improve

Mercer's pay equity support options to meet you where you are

Efficiency-focused

For organizations that need results and recommended pay equity actions quickly.

Guided advisory

For teams that want strategic guidance and remediation support alongside Syndio's PayEQ platform.

Comprehensive support

For organizations seeking comprehensive advisory support and governance throughout the pay equity journey.

What's included:

- ✓ Access to the PayEQ platform
- ✓ Employee-specific remediation plans
- ✓ Guidance on market best practices
- ✓ Assessment of pay gaps
- ✓ Executive summary of risks
- ✓ Right to information reports

Let's shape a more transparent and equitable future of pay.

Contact your Mercer representative to learn more.