

executive rewards





Designing competitive executive compensation programs and policies that align with business strategies and incentivize top talent can be challenging.

We help you assess and evaluate all the critical considerations and relevant alternatives, so you can design and implement compelling, effective executive compensation and rewards programs that are customized to your company's specific needs.

The executive rewards and governance landscape is increasingly complex. Scrutiny abounds from shareholders, proxy advisers, governments, employees and the media, 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.

We bring targeted Executive Rewards capabilities as well as the resources of a global multi-service firm to each of our engagements:



Focus on advice and opinions

We bring insight and perspectives supported by in-depth analyses and research



Full spectrum of executive compensation consulting services

Mercer has expert knowledge of executive compensation policies and practices, pay for performance measurement and assessment, executive benefits, regulatory and reporting requirements and geographic-specific issues — all of which help our clients stay informed regarding the latest market developments and key trends



Industry leading global surveys and reports

Our extensive global proprietary databases and industry-leading survey library contain participant submissions across a wide spectrum of issues



Targeted solutions informed by internal and external context

We invest in our clients, so we can understand your unique challenges and needs. We also stay abreast of market practices so we can help our clients design and implement targeted solutions that are optimized to address their specific issues



Expertise in governance, shareholder and equity topics

We have expert knowledge of proxy advisor and institutional shareholder policies and viewpoints, corporate governance best practices, and equity incentive plan design elements and key provisions



Global footprint and business standards

Our global network of colleagues provides insights on local practices and developments; we also adhere to high standards of service and integrity to manage potential conflicts of interest



Broadening executive talent agenda

Mercer has expertise in talent strategy, succession planning, workforce analytics, HR transformation, pay equity, ESG and sustainability



Mercer's Executive Rewards practice covers the entire scope of your needs

Services	Description
Rewards	<ul style="list-style-type: none"> • Comprehensive executive and director compensation program design • Executive compensation and benefits benchmarking • Director compensation benchmarking • Peer company selection and review • Pay and performance alignment • Pay practices and employment terms
Governance	<ul style="list-style-type: none"> • Trends and best practice developments • Regulatory and legislative developments • Considerations related to Glass Lewis and ISS policies • Stakeholder viewpoints
Performance	<ul style="list-style-type: none"> • Short- and long-term incentive plan design • Metric selection and weightings • Goal setting and performance leverage calibration • Scenario modeling • Equity strategy, including new share requests
Transaction Support	<ul style="list-style-type: none"> • M&A due diligence • IPO & spin-off pay and equity strategy • Private equity and portfolio company compensation • Retention strategies • Post-merger pay program and workforce integration
Board and Management Advisory Services	<ul style="list-style-type: none"> • Overall rewards philosophy & strategy • Employment/CIC/severance agreements • Compensation program risk assessment



Why Mercer?

Backed by a global team of consultants and over 75 years of experience, we offer data analytics and support to Compensation Committees as well as across all HR functions and levels. Mercer's executive compensation consultants will provide expert guidance and leverage robust, best-in-class data sources to help you evaluate and design rewards programs to attract, motivate and retain the key executive-level talent needed in today's dynamic environment.

Ready to get started? [Contact us today.](#)