

Research and Benchmarking

How do your benefits stack up?

What our data can do you you

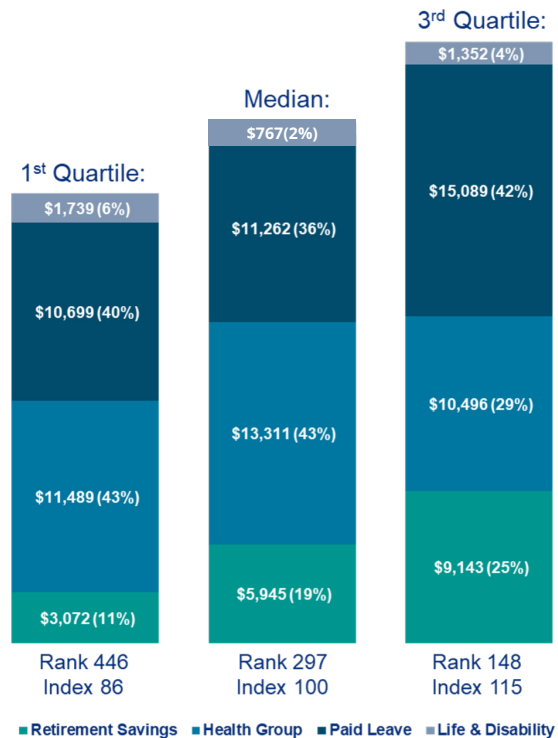
The Benefits Benchmarking Group (BBG) is a team of benefits experts answer this question by determining how your client's benefits package compares against the market.

We determine the relative dollar value to employees as well as the allocation of resources, allowing your client to refine program offerings and differentiate from competitors to better meet the needs of the workforce.

The BBG team is Mercer's only US-centric unit who collects all benefits information, aiming to assist companies in:

- Assessing and strengthening the benefits portion of their Total Rewards package.
- Identifying opportunities for improvement and pinpointing areas of concern allowing your client to attract and retain top talent.
- Determining gaps in coverage within your own employee population.
- Comparing your benefits package to a custom selection of peers.

General Industry Data Example



How to read the data

Our insights represents the total **Relative Value** to the employee of the employer-provided benefits using our general industry as the peer group. Each percentile represents one organization's total benefit value based on plan offerings for employees. The 25th percentile representing the value for the bottom quartile to the 75th percentile representing the top quartile. **Rank:** Identifies your organization's plan value position relative to the peer group values. **Index:** Illustrates the relationship of your benefit values to the median values of the peer group (the median value equals an index of 100).

The data we collect...



Retirement Savings

Defined Benefit
Defined Contribution
Stock Purchase



Health Group

Medical
Dental
Vision
Post-Retirement Medical



Paid Leave

Vacation
Paid Time Off
Holidays
Sick Leave
Parental Bonding Leave



Life and Disability

Life Insurance
Short-Term Disability
Long-Term Disability



Non-Traditional Benefits

Educational Assistance
Student Loan Repayment
Lifestyle Spending Accounts
Work at Home
Adoption Benefits
Severance

Questions? Email us at USBenefits@mercer.com to learn more.