

# Merit Co-Pilot



## Accelerate your end of year compensation planning with a custom Co-Pilot to support your organization.

- **Curious** about how you could streamline the merit cycle?
- **Questions** about managing pay fairness risks directly in your compensation processes?
- **Concerned** with managers' ability to make fair and unbiased decisions?
- **Uncertain** about how to improve your team's efficiency with advances in analytics?
- **Anxious** about aligning organizational budgets with individual rewards?

Let Mercer help you navigate these challenges, empower your managers to make more informed decisions, and unlock the full potential of your HR data.

## Benefits

### Budget Optimization



Reward each employee fairly for their role and contributions, while meeting budgets and staying aligned with the market.

### Process Efficiency



Load data-driven recommendations for every employee directly into your HRIS and free up time for your teams to focus on strategy.

### Pay Fairness



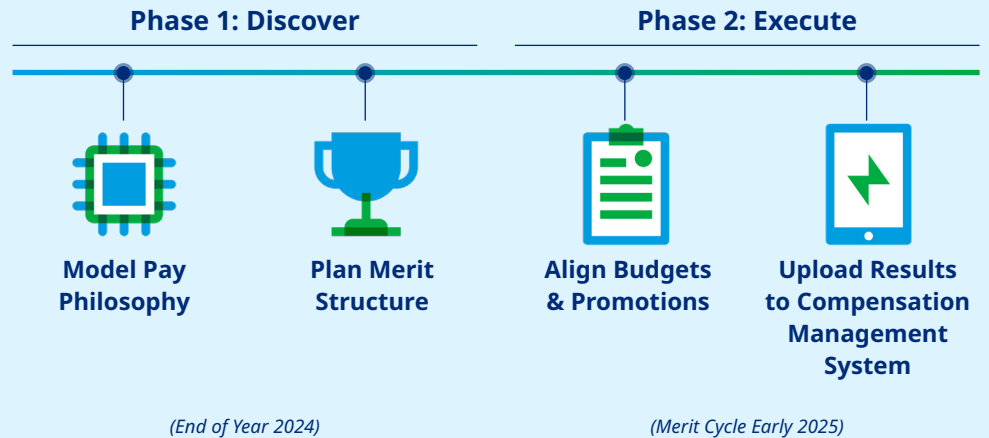
Ensure consistent and unbiased pay decisions, compensation governance, and documentation with minimal overhead.

## Involve key stakeholders

- Compensation managers
- HRIS teams
- HR business partners
- Enterprise leaders
- Managers
- People analytics team

## Getting started

Over a total of four weeks of work split between two distinct phases, clients receive personalized merit recommendations for every employee consistent with their pay philosophy.



### Keeping a “Human in the Loop”



- **Managers are subject-matter experts on their team** and understand nuances which are not captured in an HRIS snapshot
- **Strategic decisions occur during the merit cycle** and remain in managers' hands, suggested ranges keep discretion consistent with organizational practices

## What's in it for you?

- **Empower your people managers** with customized merit recommendations for every member of their team.
- **Streamline end of year** merit and promotion pay decisions to generate workforce efficiency.
- **Ensure consistent and unbiased pay practices** across your organization aligned with your unique pay philosophy.
- **Avoid surprises** with pay suggestions which match budgets by design.
- **Optimize and allocate your budget** to attain your strategic goals.
- **Strengthen compensation governance** and build fairness into every decision.

## Ready to accelerate your merit cycle?

[Contact us](#) today to learn more about how Mercer's Merit Co-Pilot can help your organization.

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