

when and where you need them

# compensation analytics bundle

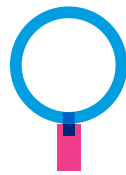
Do staffing shortages have your company lacking in compensation resources? With Mercer's bundled compensation services, extend the capabilities of your HR team and gain the data and expertise you need to make informed decisions.

With reduced HR staff, tightened budgets, and too many competing priorities, mid-sized companies are turning to Mercer's Compensation Analytics Bundle to access expertise and key data points to make time-critical compensation decisions.

## Our Compensation Analytics Bundle provides you with:

- **Expertise** and an extensive library of compensation surveys
- **Less strain** on your human resources team
- **High quality data** to benchmark against
- **Savings** by purchasing bundled services
- **Flexibility** to access services any time you need them
- **Distinction** by supporting a compelling employee experience

## Mix and match offerings



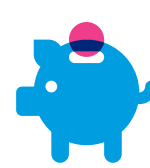
Job matching



Geographic salary differentials



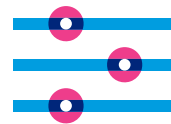
Survey participation



Marketing pricing



Standard salary structure  
(an add-on to marketing pricing)



Salary structure cost modeling  
(an add-on to marketing pricing)

The world is changing rapidly, causing many companies to re-evaluate their workforce and compensation decisions. During these unprecedented times, we understand you need quick answers that reflect the current market.

## An extension of your HR team

With the Compensation Analytics Bundle, Mercer serves as an extension of your HR team, filling gaps as needed. We offer a retainer engagement to provide you with maximum flexibility to access our services as needs arise throughout the year. We also offer just-in-time support to address your one-off requests.



### Market pricing

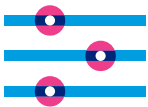
Mercer provides competitive pay levels for specific jobs in a defined external market. This involves job matching, discussion with the client, and producing results aligned with discussion objectives.

- U.S. market pricing is multi-source
- International includes Total Remuneration Surveys (TRS)



### Standard salary structure (An add-on to market pricing)

Mercer provides a market reference/spot rates or a salary structure.



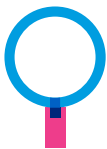
### Salary structure cost modeling (An add-on to market pricing)

Mercer models the cost to implement a salary structure for up to three scenarios.



### Geographic salary differentials

When you are looking for geographic salary differentials.



### Job matching

For when you have a job description and are looking to match the position(s) to a survey job.



### Survey participation

Outsource your survey participation process for one or more Mercer/Comptryx/non-Mercer surveys in the U.S. or any other country.

## Why Mercer?

Backed by a global team of consultants and over 75 years of experience, we offer data analytics and support across all HR functions and levels. Gain access to expert guidance and robust data sources to inform your compensation strategy and support a compelling employee experience.

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