

Our partner



SAINT BLANQUAT & A.
HUMAN RESOURCES - MANAGEMENT CONSULTING



About Mercer

At Mercer, we make a difference in the lives of more than **110 million people every day** by advancing their health, wealth and careers. We're in the business of creating more secure and rewarding futures for our clients and their employees — whether we're designing affordable health plans, assuring income for retirement, or aligning workers with workforce needs.

Using analysis and insights as catalysts for change, we anticipate and understand the individual impact of business decisions, now and in the future. We see people's **current and future needs** through a lens of innovation, and our holistic view, specialized expertise, and deep analytical rigor underpin each and every idea and solution we offer.

For more than 70 years, we've turned our insights into actions, enabling people around the globe to live, work, and retire well. At Mercer, we say we



Make Tomorrow, Today.

Facts & figures

\$4.3 b
revenue

\$135b
in assets under management

21,000+
colleagues

Delivers in
140
countries

28,000
clients

110 million lives
touched





Portfolio

Health

- Benefit exchanges
- Benefit strategy, design, and financing
- Individual and voluntary benefits
- Benefits plan management and brokerage
- Specialty health and benefits
- Benefits administration

Career - Talent

- Workforce rewards
- Employee Engagement
- Talent strategy
- Talent mobility
- HR transformation
- Executive rewards
- Communications

Wealth - Retirement

- Integrated defined benefit risk management
- High-performing defined contribution plans
- Comprehensive plan management and administration
- Innovative plan design
- Global and local actuarial consulting
- Financial wellness

Wealth - Investments

- Strategic investment design
- Defined contribution and defined benefit plan investments
- Endowments and foundations
- Wealth management
- Flexible delegated solutions and advice
- Environment, social, and governance (ESG) investing

Career products

Market Data & Insights

- Total Remuneration Survey
- Publications
- Talent Mobility
- Benefits Products & Services
- Compensation & Benefits Benchmarking
- Productivity Metrics

Consulting

- Compensation Analysis & Review Services
- Job Evaluation
- Grade Structure Design
- Pay Structure Design
- Variable Pay Plan Review & Benchmarking
- Employee Engagement
- Total Rewards Review
- Performance Management

Mercer Learning

- Total Remuneration Survey
- Publications
- Talent Mobility
- Benefits Products & Services
- Compensation & Benefits Benchmarking
- Productivity Metrics



Mercer Total Remuneration Survey (TRS)©

Compensation coverage

\$ value of cash reward items are combined into 3 levels of compensation aggregates:

Annual base salary

Monthly base salary times the number of months guaranteed

Total guaranteed cash compensation

Base salary plus the annualized value of guaranteed allowances

Annual total cash compensation

Total guaranteed cash compensation plus annualized value of short-term incentive, sales incentive, profit sharing or other incentive rewards

The Mercer Total Remuneration Survey (TRS) results will provide you with comprehensive information on compensation and benefits around the globe. Human resource professionals from some of the world's leading organizations obtain this information from Mercer because TRS provides consistent, accurate, high-quality data covering the full reward package.

Wherever you have operations, you need reliable, up-to-date information on market pay rates and benefits prevalence to ensure that your reward packages remain cost-effective and competitive in the marketplace.



- More than **25,000 organizations**
- Surveys online delivered through **Mercer Win®**
- Covers **Benchmark positions and job sizing**
- Cambodia, Laos, Myanmar: **new markets**
- Contains information based on more than **15 million incumbents**
- Surveys in over **125 countries worldwide**

TRS is available in over 125 countries worldwide

Asia Pacific

Australia	Myanmar
Bangladesh	New Zealand
Cambodia	Pakistan
China	Philippines
Hong Kong	Singapore
India	South Korea
Indonesia	Sri Lanka
Japan	Taiwan
Laos	Thailand
Malaysia	Vietnam

America & Caribbean

Europe

Middle East & Africa

Designed to help you make informed decisions



Consistency — The same methodologies are applied to an average of 400 general industry jobs in most countries, so you use one consistent data source locally, regionally, and globally.



Coverage — TRS gives you access to more than 400 cross-industry jobs and is available in more than 125 countries covering the full remuneration package. Industry specific data is also available through TRS Industry Supplements.



Reliability — Consistent participation each year which creates a solid representation of the market trends.



Versatility — Through Mercer WIN® you can analyze the survey results according to your needs and conduct "what if" analysis to instantly measure your competitiveness against the market.

Positions & functions surveyed

Mercer TRS covers more than 400 cross-industry jobs, from executives to para-professional level, in the following job families:

- Administration
- Communications
- Consulting
- Contact centre
- Corporate affairs
- Engineering
- Finance
- Human resources
- Information technology
- Legal
- Manufacturing
- Project engineering
- Supply and logistics
- Research and development
- Repair and maintenance
- Sales and marketing

Mercer Total Remuneration Survey (TRS)©

What do you receive?



Survey overview

An overview of the market pay trends relative to the prior year as well as a summary of the economic, political and labor trends in the country.



Benefits & prevalence summary

A summary of organizations' remuneration policies, which includes salary budget forecasts, compensation mix by employee groups, short-term and long-term incentive practices, as well as benefits.



Actual market data

Market analysis by job including all remuneration values, helping you determine which jobs are more competitive within the market.



Market regression

Market regression and related position class report - Market analysis by position class for each of the major components of total remuneration.



Custom analysis

Custom statistics tailored to your needs, based on peer groups, industry, revenue size, total employees, and more, using Mercer WIN®.

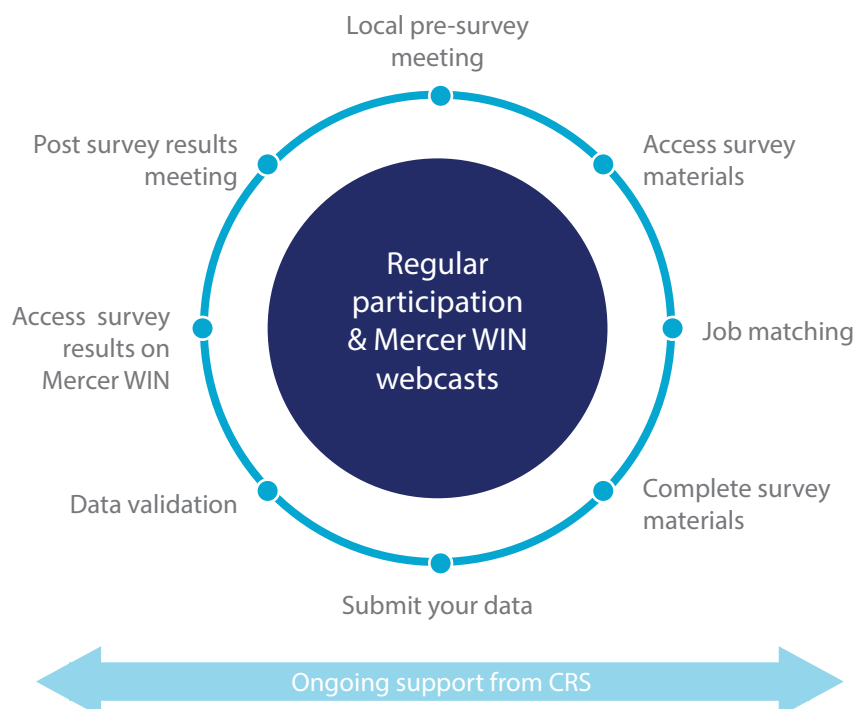
Compensation policies coverage

- Salary Review Policy
- Salary Increase
- Hiring Intentions
- Variable Bonus
- Hot Jobs
- Turnover (Voluntary and Involuntary)
- Fresh Graduate Starting Salaries
- Compensation Mix Policy
- Short Term Incentives (Variable Bonus & Sales Incentives)

Benefits policies coverage

- Medical Outpatient Care (Clinical & Dental)
- Inpatient Care (Hospitalization)
- Insurance (Life Insurance, AD&D, Long Term Disability)
- Car Benefits (Company Car, Provision of Car Allowance in Lieu)
- Loans (Housing Loans, Car Loans, Personal Loans)
- Retirement
- Flexible Benefits
- Leave (Annual Leaves, Parental, Compassionate, Congratulatory)
- Health Benefits (Medical Check Up, Maternity Benefits)
- Other Allowances (Uniform, Long Service Allowance, Overtime Policy)
- Training & Development
- Returnees Policies
- Deferred Compensation
- Sign on Bonus etc

What does the process look like?



Interested?

Join the TRS post-survey meeting coming up on October 25th 2017, 1.30 pm - 5.30 pm at Sofitel Phnom Penh.

For information an registration:
017 556 895 (English and Khmer) or
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