

**Mercer** is regarded as one of the UK's leading independent advisers on executive remuneration. We work with shareholders, Remuneration Committees, Boards and senior HR and Finance executives to design or review a wide range of remuneration arrangements. We have significant experience of developing effective remuneration strategies for both main market and AIM listed and private companies and, in particular, tailoring these strategies to specific company requirements. Mercer has a reputation for very high quality and responsiveness, as well as a rigorous and innovative approach.

Our **Executive Compensation team** gives advice on:

- all aspects of remuneration and remuneration governance for senior executives
- Updates on trends in executive remuneration and governance
- Short and long term incentive design;
- Performance measurement design and customisation;
- Modelling the effect of incentive and targets;
- Innovative equity plans
- Benchmarking of executive remuneration from our comprehensive database;
- Advising on appointment and termination of executives; and
- Reviewing executive fees.

Our **Executive Compensation** team is part of the wider **Mercer Talent** practice:

- Talent Strategy helps you analyse your workforce including identifying skills gaps and measure gaps in your talent pool. We also work with employee engagement and culture such as diversity and the impact on your business.
- Workforce rewards – we have comprehensive international benchmark data and performance frameworks. We include post-merger integration to make sure that your acquisitions add value to your business.
- Talent Mobility designs and implements policies for your international workforce including cost of living surveys and mobility pay data.
- HR Transformation develops HR strategies including technology strategies and new operating models; and
- Employee communications helps organisations create strategic and engaging communications to motivate employees about benefits rewards and organisational changes.

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