

# ONLINE TOTAL REWARDS

SHOW YOUR EMPLOYEES THE TRUE VALUE  
OF THEIR TOTAL REWARDS PROGRAM.

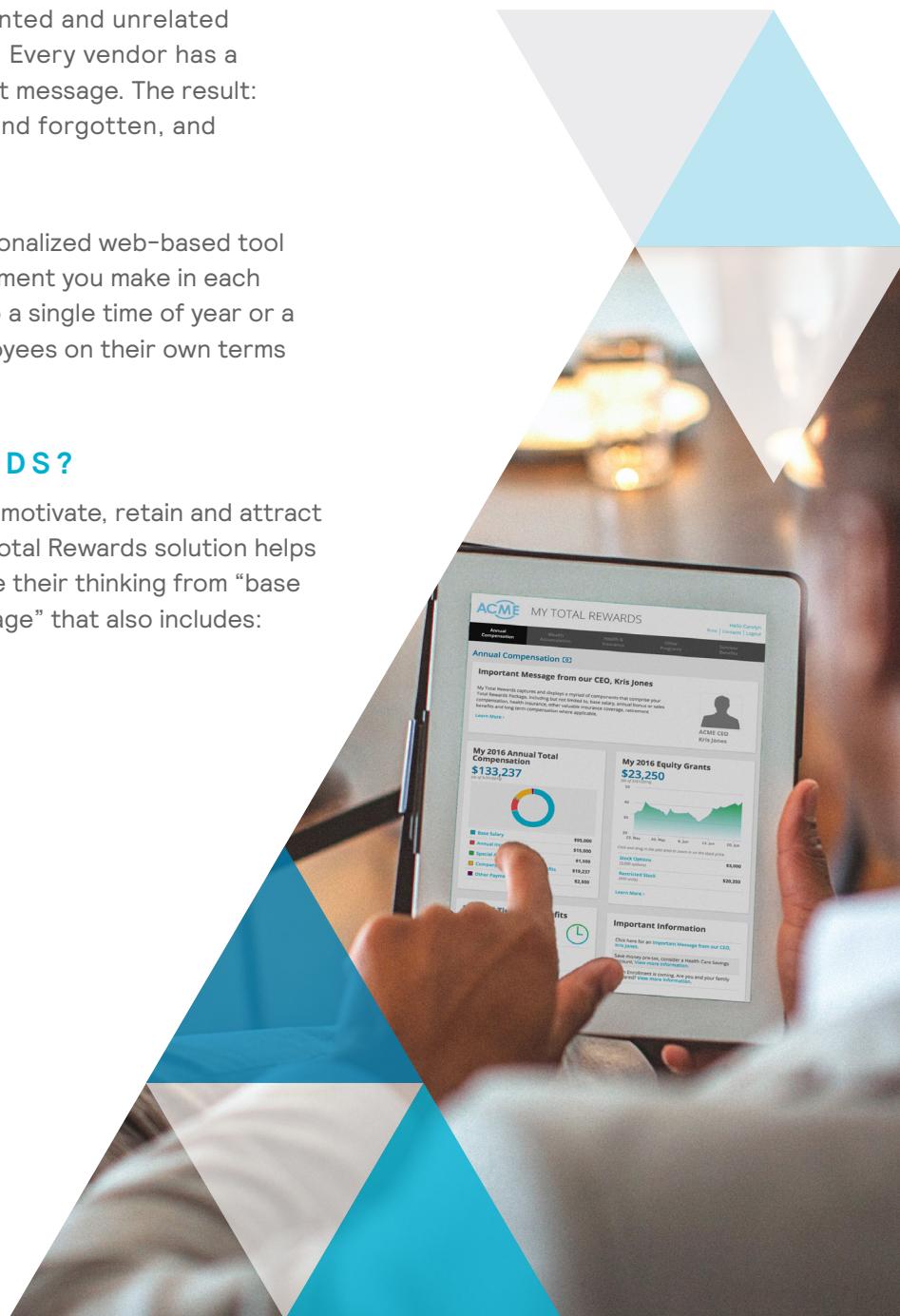
Employees today receive a myriad of disjointed and unrelated communications about their total rewards. Every vendor has a different distribution channel and a different message. The result: passwords get lost, statements get filed and forgotten, and employees get frustrated.

Mercer's Online Total Rewards is a fully personalized web-based tool that enables you to communicate the investment you make in each individual employee. And, it's not confined to a single time of year or a defined printed space. It's available to employees on their own terms — when and where they want it.

## WHY ONLINE TOTAL REWARDS?

Sometimes the simplest communication can motivate, retain and attract employees and top talent. Mercer's Online Total Rewards solution helps do this by encouraging employees to change their thinking from "base salary plus benefits" to "total rewards package" that also includes:

- Work/life programs
- Learning and training courses
- Flexible work arrangements
- Equity plans (e.g., stock options, restricted shares, etc.)



And, if you would like the tool be more integrated with your own HR portal, it can be customized to meet your specific needs and business objectives. Here are a few of the compelling reasons for providing Online Total Rewards statements to your employees:

- **Increase Engagement and Retention.** Show employees the big picture — how their cash, equity and other benefits add up to one powerful employment package.
- **Personalize Your HR Portal.** Use Total Rewards data to target your messages and personalize your employment value proposition from every angle.
- **Demonstrate Your Commitment.** Show employees what your organization contributes to their retirement, health care, equity, disability, life insurance and work/life programs.
- **Access on the Go.** With Mercer's innovative mobile-first solution, your employees can check out their rewards and much more — anytime and from any device (desktop, laptop, tablet or smartphone). And our solution can include real-time access to HSA and FSA balances and key contacts.
- **Go Global.** Deliver our solution in multiple languages and currencies, so you can engage your entire workforce.
- **Modeling Tools.** Provide targeted messages, retirement modelers, stock option calculators and more.
- **Support Recruiting.** Let job candidates see what makes you special through the Recruiting view.
- **Equip Managers.** Help leaders have meaningful compensation discussions with their reports through the Manager view.



## LEARN MORE:

Contact your Mercer Communication consultant for more information.

## ADVANCED TECHNOLOGY AND PROVEN PROCESS

Mercer's global Online Total Rewards solution is powered by our scalable data platform and offers you:

INNOVATIVE TECHNOLOGY	POWERFUL FEATURES	GRAPHIC DESIGN FLEXIBILITY	STREAMLINED DEPLOYMENT
<ul style="list-style-type: none"><li>Realize the cost savings that come from using a pre-engineered yet fully scalable platform</li><li>Make edits and upgrades easily — without the need for costly technical resources</li><li>Refresh data each pay period, monthly or quarterly, and even real-time — it's your call</li><li>Go green — no hard copies needed</li></ul>	<ul style="list-style-type: none"><li>World-class security</li><li>Intuitive drill-downs for user friendliness</li><li>Targeted welcome messages</li><li>Robust, intuitive modeling tools help employees understand and make the best use of their total rewards programs</li><li>Ability to print PDF versions on demand and create batch PDF files for employees who don't have Internet access</li><li>Real-time equity values via stock ticker Web service</li></ul>	<ul style="list-style-type: none"><li>Fits seamlessly into your brand and graphic identity</li><li>Target content to your design and layout</li></ul>	<ul style="list-style-type: none"><li>Typical implementation takes four to six months</li><li>We work directly with third-party vendors (e.g., payroll, benefits, retirement) so you don't have to</li></ul>

## WHY PARTNER WITH MERCER?

At the end of the day, your total rewards program is only as good as the appreciation and loyalty it builds between you and your employees. Mercer's Online Total Rewards solution offers you a dynamic way to communicate total compensation and benefits information with maximum impact and minimal effort. Real, measurable success in implementing Online Total Rewards does more than help your workforce understand their rewards — it increases engagement and fosters a sense of belonging.

Achieving this employee engagement requires deep technical knowledge and a thorough understanding of change management. In short, it means understanding the nuts and bolts of your programs and the hearts and minds of your people.

With the largest workforce communication and change business in the world and a global reach superior to any competitor, we are uniquely positioned to exceed your expectations. Whatever your goals — from improving the overall effectiveness of your total rewards programs to promoting their value to your employees — Mercer can help you meet them.