

# INDONESIA TOTAL REMUNERATION SURVEY 2023 IS NOW OPEN

Subscribe Now!

## LARGEST REMUNERATION DATABASE IN INDONESIA

Ensuring your compensation plans are aligned to the market – locally, regionally, and globally – is critical to securing the talent you need to be successful. Our remuneration database provides reliable, comprehensive and detailed compensation data for more than 7,800 unique positions and 470,000 data points in Indonesia are ready to assist you with compensation planning and policy development.

# +550

Companies that we  
collect and provide data

**Cross Industry Survey:** Common jobs across various industries (e.g. marketing, finance, human resource, information technology, etc.)

**Specific Industry Survey:** Industry specific surveys covers all non-executive positions and only industry specific jobs.

## WHAT WILL YOU GET TO PARTICIPATE IN OUR SURVEY

- **Unlimited Customization** – by company sectors, locations, and other indicators from the cross industry database.
- **Unlimited Peer Group** – minimum of 10 companies or organization required.
- **Entitlement To 2 Survey Database** – all industry and 1 specific industry survey.
- **Complimentary Mercer Benefit Survey Reports** – subject to your data submission.
- **1 Complimentary Tickets To HR Rendezvous** – a gathering for Human Resources conducted by Mercer to stay update with the latest HR trends.
- **Survey Forum Or Online Webinar** – to facilitate data collection, methods, and report.

## 2023 TOTAL REMUNERATION SURVEY INVESTMENT

~~IDR 99,500,000 + VAT (10% OFF)~~  
 **IDR 89,550,000 + VAT\***

- |  |   |
|--|---|
| <input type="checkbox"/> Automotive                | <input type="checkbox"/> Life Sciences  |
| <input type="checkbox"/> Chemical                  | <input type="checkbox"/> Consumer Goods |
| <input type="checkbox"/> High Tech                 | <input type="checkbox"/> Others         |
| <input type="checkbox"/> Mining and Mining Service |   |

*Subject to data availability*



### EARLY BIRD PROMOTION

**+10% OFF - Sign up before 28<sup>th</sup> February 2023\***

## Total Remuneration Survey Timeline

	Cross Industry, Industry Survey, and All Supplements	High Tech Cycle 2	Executive Remuneration Practice (MERP)	Benefits Please choose your preferred cycle	
				<input type="checkbox"/> Q3 2023	<input type="checkbox"/> Q1 2024
Data Effective Date	Jun-23	Apr-23	Nov-23	Apr-23	Oct-23
Questionnaire Distribution	Mar-23	Mar-23	Sep-23	Mar-23	Sep-23
Submission Deadline	Jun-23	Apr-23	Nov-23	Apr-23	Oct-23
Report Delivery	Oct-23	Aug-23	Dec-23	Aug-23	Feb-24

*\*Timeline subject to changes*

**Special OFFER**

Get limited offer of our other products below by subscribing

#### 2023 Executive Remuneration Practice (MERP) Participation

~~IDR 29,150,000~~ **-50% off**

**IDR 14,575,000 + VAT**

Extensive proprietary cash and non-cash data for Board of Director and Board of Commissioner containing participant submissions across industries

#### 2023 Market Competitiveness Report

~~IDR 148,400,000~~ **-25% off**

**IDR 111,300,000 + VAT**

Comprehensive analysis and insight on your detail remuneration components' competitiveness against selected market taken from TRS or MERP database.



## CONFIRMATION OF PARTICIPATION

1. We agree to participate in selected on Mercer's surveys as specified on the facing page.
2. We agree as a TRS subscriber, our role is important in maximizing the quality of database by contributing quality data (100% of employees data).
3. Membership terms – terms and conditions (refer to the following page).
4. Reports may be provided before submission of data. However, if data is not submitted within the timeline, a non-participant's rate of double the standard fee would apply and invoice will be raised accordingly.
5. A penalty of 3.5% per month of invoice fee for any delay payment that more than 60 days from date of invoice's received stated. The penalties will be charge monthly base until payment received.

**On behalf of myself and my company, I have read, understood, and agreed to the Terms and Conditions.**

welcome to brighter Mercer

**SIGN UP FORM:**

Name: \_\_\_\_\_  
 Designation: \_\_\_\_\_  
 Company: \_\_\_\_\_  
 Address: \_\_\_\_\_  
 Phone: \_\_\_\_\_  
 Email: \_\_\_\_\_

**INVOICE DELIVERY ADDRESS**

**(PLEASE SEND THE COPY OF NPWP ALONG WITH THIS ORDER FORM)**

Name: \_\_\_\_\_  
 Designation: \_\_\_\_\_  
 Legal Company Name:  
**(as per tax registration)** \_\_\_\_\_  
 Legal Company Address:  
**(as per tax registration)** \_\_\_\_\_  
 Phone: \_\_\_\_\_  
 Email address: \_\_\_\_\_  
 Tax Registration Number  
 (NPWP) \_\_\_\_\_  
 DUNS Number (if any) \_\_\_\_\_  
 Is company issuance PO  
 required related to this  
 purchase:  
**If Yes, Please send PO  
 along with this order form.** YES / NO **(Please choose one)** \_\_\_\_\_  
 VAT Collector (Pemungut  
 PPN) Status: YES / NO **(Please choose one)** \_\_\_\_\_

I would like to sign up for two years participation to enjoy a total of 12% off from IDR 99,500,000. (for TRS only)

**2023 QUESTIONNAIRE AND DATA COLLECTION PIC**

Name: \_\_\_\_\_ Email: \_\_\_\_\_ Phone: \_\_\_\_\_

Name: \_\_\_\_\_ Email: \_\_\_\_\_ Phone: \_\_\_\_\_

**REPORT TO BE DELIVERED TO:**

Name: \_\_\_\_\_ Email: \_\_\_\_\_ Phone: \_\_\_\_\_

Name: \_\_\_\_\_ Email: \_\_\_\_\_ Phone: \_\_\_\_\_

\_\_\_\_\_  
(Please provide **signature, company stamp, clear name and date**)

**Important Note:**

The prices above must be added with VAT and any bank charges. If shipping address is outside Indonesia, then shipping costs shall be added to the price. The fee is payable in advance. An invoice will be sent after Mercer Indonesia received the signed form. Payment is due after 30 days of billing date and can be transferred to PT Mercer Indonesia, HSBC Bank, Gedung World Trade Center Branch, Jln. Jend. Sudirman Kav. 29-31, Jakarta. Our account no. is 050 – 063 569 – 068 (Rupiah Currency); 050 – 063 569 – 115 (USD Currency).



**CONTACT**

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[imercer.com/TRS](https://imercer.com/TRS)

## 2023 Total Remuneration Survey Participation Entitlements

Entitlements	Premium
Access to predetermined surveys database via Mercer's global online survey delivery tool (MercerWIN)	Cross Module
Additional <b>customized market</b> (peer group) with minimum 10 companies for each peer group only in Non-executive database	<b>Unlimited</b>
One benefits policy report for predetermined survey sector via Mercer Benefits Monitor <b>Standard Plus</b> version (depend on your benefits data submission)	√
<b>HR Rendezvous</b> - an informal gathering for Human Resources Executives that is facilitated and conducted by Mercer. This is a forum for members to share their knowledge and to be updated with recent human resources trends.	<b>1 complimentary seat</b>
Survey forum meetings (pre and post-survey meetings, Mercer's global online survey delivery tool and Benefits Monitor training) to facilitate data collection process, benchmarking, methodology and report familiarization.	
Confidentiality agreement should be signed upon participation	

*Please save a copy of these Terms & Conditions for your reference.*

## **TOTAL REMUNERATION SURVEY (TRS)**

### **Membership Terms and Conditions**

MERCER TERMS AND CONDITIONS IN RELATION TO MEMBERSHIP (the "Membership") TO PARTICIPATE IN THE **TOTAL REMUNERATION SURVEY (TRS)** Survey (the "Survey").

IMPORTANT-PLEASE READ CAREFULLY BEFORE ACCEPTING THE MEMBERSHIP AND AGREEING TO PARTICIPATE IN THE SURVEY.

MERCER PRIDES ITSELF ON ITS ABILITY TO PROVIDE QUALITY PRODUCTS AND SERVICES TO ITS CLIENTS. THE COPYRIGHT, DATABASE RIGHTS AND ANY OTHER INTELLECTUAL PROPERTY RIGHTS IN THE PROGRAMS AND DATA CONTAINED WITHIN THE SURVEY OR REPORT TOGETHER WITH ANY ITEMS THAT WERE PROVIDED TO YOU AS PART OF THE PRODUCTS OR SERVICES RELATING TO THE SURVEY OR REPORT, ARE AND REMAIN THE PROPERTY OF MERCER. YOU ARE LICENSED TO USE THEM ONLY IF YOU ACCEPT ALL THE TERMS AND CONDITIONS OF THE FOLLOWING AGREEMENT (this "Agreement").

BY PROCEEDING TO ACCEPT THE MEMBERSHIP AND PARTICIPATE IN THIS SURVEY OR REPORT, YOU INDICATE YOUR ACCEPTANCE ON BEHALF OF YOURSELF AND YOUR EMPLOYER OF THE TERMS AND CONDITIONS AS SET OUT IN THIS AGREEMENT.

THIS AGREEMENT CONSTITUTES THE ENTIRE AGREEMENT BETWEEN YOU AND MERCER AND IT SUPERSEDES ANY AND ALL PRIOR AGREEMENTS OR REPRESENTATIONS YOU RECEIVED RELATING TO THE SUBJECT MATTER OF THIS AGREEMENT.

### **Membership Requirements**

TRS Members are required to:

1. Submit the latest remuneration data (all incumbents' data) for the survey cycle that you are participating in.
2. Provide a remuneration update for Mercer's next survey cycle.
3. Agree that you will not print, photocopy or divulge Mercer report information to anyone outside your company.
4. Pay the survey report fees upon successful enrolment. Cheques are payable to: Mercer Indonesia, PT. All access will be stopped if payment is not received within 30 days of receiving the reports].

## **Membership Entitlements**

As our valued TRS Members, you will continue to enjoy the benefits as refer to the Appendix A stated above.

## **Engagement and Payment Terms**

In consideration of Mercer's provision to you of the product(s) or service(s) that you have selected on the membership/order form attached or linked hereto, you agree to pay us such rates, fees or other remuneration ("Compensation") stated on the membership/order form (exclusive of tax). The Compensation is payable annually in advance. You will be responsible for any sales, service taxes, value added taxes or similar taxes related to the receipt of the products or services.

Mercer will issue an invoice for the applicable products or services. Our invoice is due and payable within thirty (30) days of the date of the applicable invoice. If any invoice is not timely paid, we may exercise our right to claim interest for late payment, a penalty of 3.5% per month of invoice fee will be applied for any delay payment more than 60 days from the invoice's received date, as permitted by applicable law. If any invoice remains unpaid for longer than ninety (90) days from the date of the invoice, we may either suspend the provision of the applicable products or services until payment is received, or terminate this Agreement with immediate effect.

## **Responsibility for Accuracy and Completeness of Client Information**

The accuracy and usefulness of Mercer's advice in the products or services depends in large measure on the data clients supply. In agreeing to engage Mercer to provide the products or services, you agree to provide accurate and complete data relating to such products or services. Mercer will use all information and data supplied by you without having independently verified the same, except as may be required by prevailing industry standards or practice. Mercer assumes no responsibility for the accuracy or completeness of such information or data, except to the extent that Mercer has engaged in intentional breach or fraud with respect to the handling of such information.

## **Confidentiality**

Both Mercer and you are likely to disclose confidential and proprietary information ("Confidential Information") to the other party from time to time in the course of the provision of the products or services. The party receiving the Confidential Information ("the receiving party") will not divulge or communicate it to any third parties except as required to use, process, complete or administer the products, services or coverage for which the Confidential Information was obtained.

This restriction does not apply to information which (i) the receiving party must by law or legal process disclose, (ii) is either already in the public domain or enters the public domain through no fault of the receiving party, (iii) which is available to the receiving party from a third party

who, to the receiving party's knowledge, is not under any non-disclosure obligation to the disclosing party, or (iv) is independently developed by the receiving party without reference to any Confidential Information of the disclosing party.

### **Permitted Use**

Notwithstanding the "Confidentiality" clause, Mercer may include our clients' names in our representative client listings and clients' our contact details and information in our internal client management and conflict checking databases.

Mercer uses information and data provided by our clients to create analytical trend data, normative databases, aggregated statistics and analyses for various reports (including custom analyses) and intellectual capital to build products and services and improve the quality of our advice for the benefit of all our clients, provided that no particular client or individual shall be identifiable. These databases are treated like all Confidential Information and are not disclosed to third parties. In completing this survey, you acknowledge that you understand and agree with how Mercer will utilize the information you contribute.

You agree that your organisation's name may appear in a list of participating organizations for the applicable surveys or reports in which our clients contribute data to participate in our compensation and benefit surveys and can also be used for marketing purposes only.

### **Personal Data**

Each party (and each of its Affiliates) are entitled to assume that the other party (and each of its Affiliates) have complied and will continue to comply with their obligations arising from data protection and privacy laws in force from time to time to the extent applicable to this Agreement and the products or services. To the extent that we use or process any personal data supplied by or on behalf of you, we confirm that we shall do so solely on your instructions and for your purposes or as reasonably necessary for the purpose of providing the products or services or coverage for which the personal data was supplied.

We also confirm that we have taken appropriate technical and organizational measures to prevent the unauthorized or unlawful processing of personal data and the accidental loss or destruction of, or damage to, personal data in accordance with applicable law.

### **Ownership of Mercer Intellectual Property**

You acknowledge that Mercer is the exclusive and sole owner of all intellectual property rights developed and possessed by Mercer prior to or acquired by Mercer during the provision of the survey and related products or services, including all related trademarks and copyrights in the survey, products and services, the structure therein, all questionnaire, textual and graphical materials, and all technical information and other content appearing in the any of them and their modifications and enhancements. No part of the questionnaire, survey, products or services may be copied, reproduced, republished, modified, uploaded, posted, framed, transmitted, sold or distributed in any way, nor may any part be decompiled, reverse engineered, or disassembled. Except as provided in this Agreement or with our prior written consent, nothing shall be deemed to confer by implication, estoppel, or otherwise, any license or any other grant of right to use any trademark, copyright, or any other intellectual property right of Mercer or any third party. The "Mercer" name and the names of our products referred to in the questionnaire, survey, products and services are our trademarks. All other products,

services and company names belong to their respective owners. Notwithstanding the foregoing, Mercer shall not acquire any ownership in any material, information or data provided by you to us.

To the extent any survey, products or services or work incorporates any intellectual property of Mercer, we hereby grant you a non-exclusive, non-transferable, revocable, non-sub-licensable licence to use such intellectual property solely for purposes of utilizing the survey, products or services or work internally in accordance with the terms of this Agreement.

### **Use of Mercer Reports and Recommendations**

The surveys, reports, products and services furnished by Mercer to our clients are designed and intended solely for our clients' internal use. Therefore, except for the client's directors, officers, employees and advisors who have a need to know, you agree that Mercer's surveys, reports, analysis and other materials will not be furnished in whole or in part to any other person without Mercer's prior written consent. Mercer shall have no liability with respect to, modifications made by any person other than us to the surveys, reports, analysis and other materials provided to you by us. You also agree not to refer to Mercer or attribute any information to Mercer in the press, for advertising or promotional purposes, or for the purpose of informing or influencing any other party, including the investment community, without Mercer's prior written consent.

Mercer's survey, questionnaire or products or services may change from time to time without notice to reflect changing client and market requirements or as a consequence of events over which Mercer has no control.

### **Limitation of Liability**

In agreeing to work for clients, Mercer understands that clients may seek to be compensated for damages resulting from our surveys, reports and products or services. However, our Compensation does not contemplate us becoming involved in legal proceedings which would expose Mercer to open-ended liability. Therefore, in agreeing to accept the membership to participate in the survey and engage Mercer to provide the products or services, you agree that Mercer will not be liable to you for any claim or claims which individually or in the aggregate exceed the aggregate Compensation paid to Mercer for the survey, products or services. In addition, you and Mercer agree that neither one of us will be liable to the other in connection with the survey, products or services or any matter relating to the survey, products or services for any indirect, special, punitive, consequential or incidental damages, including loss of profits.

### **Legal Disputes**

Mercer's Compensation for the survey, products or services also do not contemplate Mercer's uncompensated involvement, through document production or testimony, in a legal dispute brought against a client by third party.

If you request us to assist or become involved (whether or not as a party) with a legal dispute between you and a third party, you will pay us, at Mercer's standard rates for professional time spent in such assistance (including for preparing, defending or giving testimony or furnishing documents) in connection with such request; provided, that the foregoing shall not apply in the



event such dispute is finally determined to have resulted primarily from the intentional breach or fraud on our part.

### **Dispute Resolution**

If any dispute between you and Mercer arises out of any matter governed by this Agreement, each of us will first attempt in good faith to reach a settlement through negotiation by our appointed representatives. If the dispute is not resolved within sixty (60) days of the first meeting between our representatives, or no such meeting is held within sixty (60) days of one of us notifying the other in writing of the existence of a dispute, we will attempt to settle the dispute with the aid of an impartial mediator. If mediation is not commenced or the dispute is not resolved within sixty (60) days after the date as of which the dispute is subject to mediation as set forth above, then either of us can commence any action, suit or proceeding with respect to such dispute.

### **Duration and Termination of this Agreement**

This Agreement is with effect from the confirmation date as set forth in the applicable membership/order form attached or linked hereto until the expiry date (“Membership Expiry Date”) of the applicable membership period (“Membership Period”) you have selected on the membership/order form.

This Agreement may be terminated (i) by either party giving ninety (90) days’ prior written notice to the other party, (ii) by either party upon material breach by the other party, which breach is not cured within thirty (30) days after receipt of written notice thereof, or (iii) immediately by us for non-payment of invoices by you as provided for under the “Engagement and Payment Terms” section above.

If you terminate this Agreement on a date that is prior to the Membership Expiry Date, and:

(i) such date is after the date on which you have been provided or you have accessed the applicable survey(s) or report(s), you agree that: (a) if you have paid all of the Compensation for the Membership Period in which termination occurs, then there will be no refund (in cash or in kind) of the Compensation already paid to us; or (b) if you have not paid part or all of the Compensation, then one hundred percent (100%) of the Compensation is due and payable immediately upon termination; or

(ii) such date is prior to the provision of the applicable survey(s) or report(s), you agree that: (a) if you have paid the Compensation, then we will refund (in cash or in kind) to you an amount that is equal to fifty percent (50%) of such Compensation already paid to us; or (b) if you have not paid part or all of the Compensation, then fifty percent (50%) of the Compensation is due and payable immediately upon termination.

In each case above, any entitlement of ours to part or all of the Compensation shall be deemed to be payment for work undertaken towards the creation of the report(s) or survey(s) (and not as a penalty).

In the case where the Membership Period covers multiple years, the provisions above shall apply and the Compensation payable on cancellation will be payable for reports and surveys for all remaining years as stated in the applicable membership/order form.

Any termination of this Agreement shall be without prejudice to the continuance in force of any provision hereof which is expressly or by implication intended to continue in force on or after such termination.

**Governing Law & Forum**

This Agreement and the contents of these terms and conditions will be governed by and construed in accordance with the laws of the country where the client entering into this Agreement is located and the parties hereby submit themselves to the exclusive jurisdiction of the courts of that country, except that in the case where the survey, products or services to be provided by Mercer involves multiple countries, then the parties agree that this Agreement and the contents of these terms and conditions will be governed by and construed in accordance with the laws of Singapore and the parties hereby submit themselves to the exclusive jurisdiction of the courts of Singapore.

**Severability**

If any provision of this Agreement (or any portion thereof) is determined to be invalid or unenforceable, the remaining provisions of this Agreement shall not be affected by such determination and shall remain binding upon the parties.

**ACKNOWLEDGEMENT AND AGREEMENT**

On behalf of myself and .....,  
I hereby acknowledge that I have read and understood the MERCER TERMS AND CONDITIONS IN RELATION TO MEMBERSHIP TO PARTICIPATE IN THE **TOTAL REMUNERATION SURVEY** as set out above and agree to be bound by those terms and conditions.

Signed.....

Name :

For and on behalf of.....

Date .....