



# 2020 Special Edition report

Total Remuneration Survey (TRS)  
Life Sciences Compensation Survey (MLS)  
Executive Remuneration Guide (MERG)

## Get the most reliable, relevant data for today's changing landscape

Changing times require revised data and updated decisions. How you manage compensation and benefits may look different over the coming months. Mercer's country-specific Special Edition reports complementing TRS, MLS and MERG survey results keep you informed on changes to compensation and benefits practices as companies respond to the COVID-19 pandemic around the world<sup>1</sup>.

<sup>1</sup>Special Edition will be substituted by Data Refresh in Canada and the US. Currently the predominant North America policies and practices are collected via the Compensation Policies and Practices Survey which is an independent survey from the TRS in the region. Therefore, the US and Canada are running an incumbent level update, called Data Refresh, that will measure change in base levels, while also including a short policy section that addresses compensation related policy changes.

### What's included?

Salary movements	Workforce reductions
Pay reductions	Workforce turnover
Variable pay	Hiring intentions
Remote working arrangements	Long-term incentives
Flexible working arrangements	Hot jobs
Allowances*	Benefits

\* Middle East and Asia-Pacific only

### How do I participate?

Participants will have two weeks to complete the online survey using [Mercer Data Connector](#), our award-winning online data collection app.

### When is it available?

Look for your invitation to the **Special Edition** approximately two weeks after the regular survey data submission deadline, with Special Edition results available close to the country [TRS/MLS/MERG](#) survey publication date.

### How much does it cost?

Results of the Special Edition report are available to survey participants **free of charge**.

**Mercer's remuneration surveys results give organizations access to comprehensive compensation and benefits information – locally, regionally and globally.**

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## Looking for more data?

Visit the [Talent All Access® participation center](#) and check our other global reports:

- Quarterly Salary Movements Snapshot
- Severance Pay Policies

and more!

