

2021

Talentnet-Mercer's

HUMAN CAPITAL SOLUTIONS

make employee decisions with confidence



BENEFITS SURVEY





BENEFITS

offering you the best returns for your investment

Talentnet-Mercer is **the largest source** of employer-reported data in Vietnam. Our products **cross most industries**, providing you with robust, relevant data to manage your workforce.



BENEFITS REPORT

Compares your benefits data against that of your competitors and the general market.

Standard

Provides benefits data of the "All industries" market.

VND 35,300,000

Standard Plus

Provides benefits data of 01 custom peer cut of your choice.

VND 44,700,000

Premium

Provides benefits data of unlimited custom peer cuts.

VND 70,500,000

Add-on: BENEFITS PREVALENCE & BENCHMARKING REPORT

To understand how your benefits are positioned against the market (either all industries or against a specific peer cut).

VND 23,500,000

*Check the **Subscription Form** or contact your consultant for  **Discount Conditions**.

All prices are **exclusive of 10% Value Added Tax**.

All prices are applied for **Benefits Survey participants** only. **Non-participants pay 2 times** the above mentioned prices.



BENEFITS SURVEY

Talentnet-Mercer conducts benefits surveys biannually, providing you with the **most up-to-date market information**. Access reports via our online tool, Mercer BenefitsMonitor™ (MBM), anytime and anywhere, and have the information you need at your fingertips.

MBM allows you to:



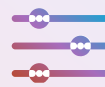
access latest benefits information with one stop



analyse how companies set up their benefits plans for the different employee groups



compare your benefits data against that of your competitors and the general market



customize and run reports at your convenience

Key benefits:

Each report includes information about the typical benefits for a given market. The following table provides an example of some of the benefits covered in the reports.



EMPLOYMENT CONDITIONS

- Working hours & overtime policy
- Re-employment policy
- Termination & redundancy
- Flexible work arrangements
- Statutory benefits



CORE BENEFITS

- Leaves & holidays
Annual, Parental, Medical, Personal, Congratulations & Condolences
- Insurance benefits
Term life, Personal Accidental & Critical Illness, Travel
- Medical benefits
Outpatient clinical, Hospital surgical, Medical check-up, Dental & Vision
- Loan
Car, Personal, Home purchase, Emergency
- Allowances & subsidies
- Supplementary retirement



STRATEGIC BENEFITS

- Training & development
- Referral programs
- Flexible benefits
- Long service awards
- Perquisites



MOBILITY RELATED BENEFITS

- Business travel
- Vehicle benefits
- Domestic Relocation

MEMBERSHIP of Benefits Survey

Leading organizations around the world choose Mercer as their source of consistent, reliable data on total remuneration. **Join the survey** and become one of them.

MEMBERSHIP

STANDARD

STANDARD PLUS

PREMIUM

Free
Participation

From VND
35,300,000

From VND
44,700,000

From VND
70,500,000

Spotlight on Benefits Report

provides an overview of key benefits practice trends in the general market



Yes



Yes



Yes



Yes

Access to aggregated reports

BPR & BPRS reports of the "All Industries" market view



No



Yes



Yes



Yes

One custom peer cut

for either BPR & BPRS reports or DBR reports



No



No



Yes



Yes

Unlimited custom peer cuts

for unlimited BPR & BPRS and DBR reports



No



No



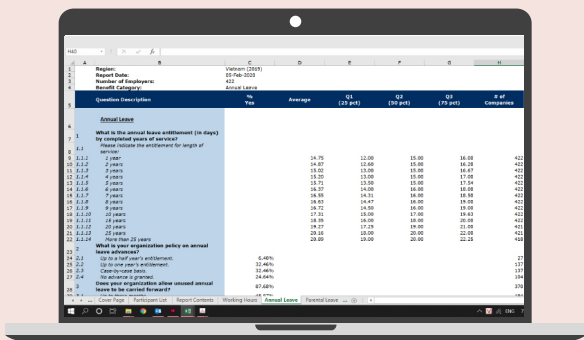
No



Yes

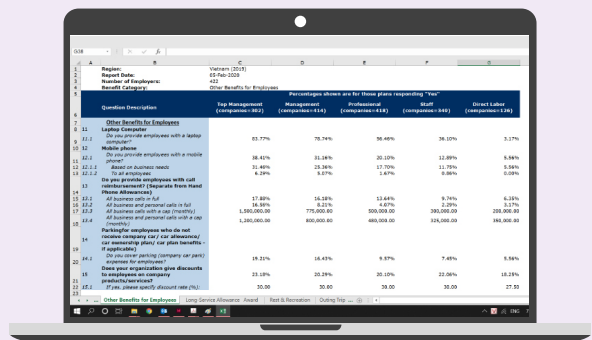
Benefits Practice Report Summary (BPRS) (50th percentile)

Allows you to view prevalence and median values of benefits plans provided across employee levels in one report.



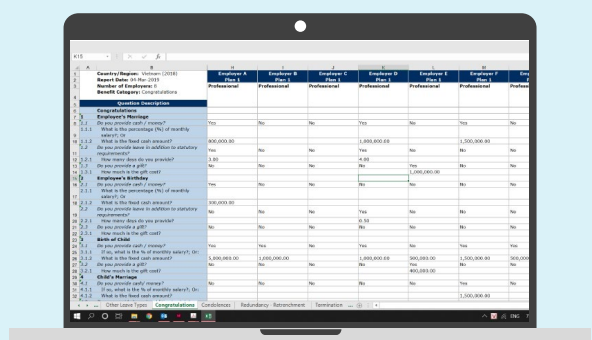
Benefits Prevalence Report (BPR) (25th, 50th, 75th percentiles)

Allows you to compare your employer's benefits plan against the aggregated statistical data of our benefits survey participants, per employee level.



Detailed Benefits Report (DBR)

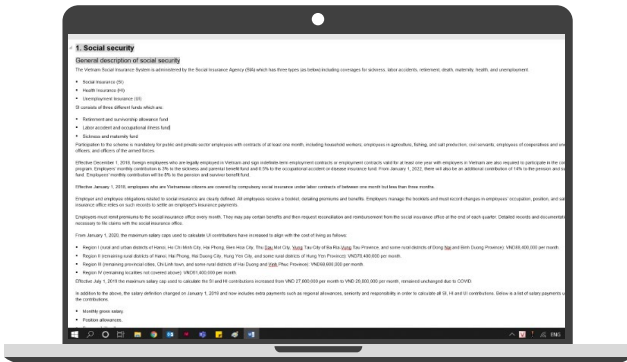
Allows you to conduct a side-by-side comparison of your employer's benefits plan against the exact benefits plan details of a custom peer cut of your choice.



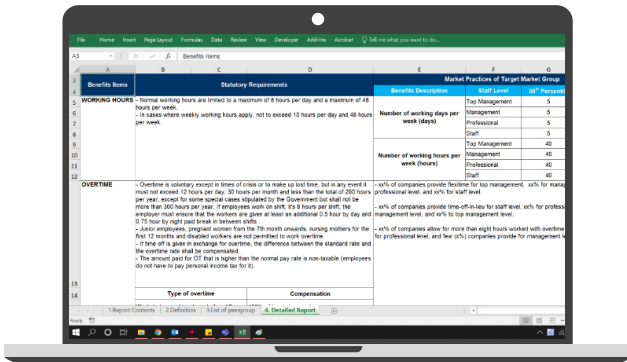
BENEFITS PREVALENCE & BENCHMARKING REPORT

This customised service will help to **compare your benefits plans** against those of your industry or target market group, and provide you the **latest statutory benefits information**.

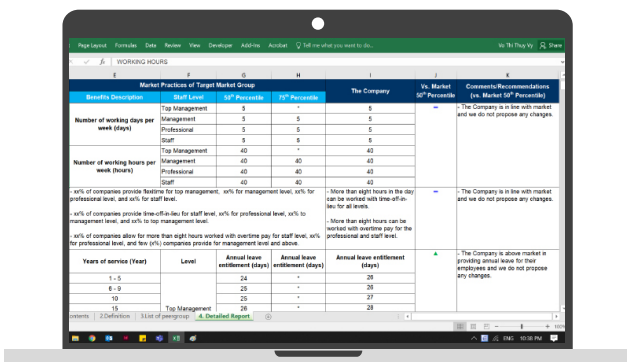
You will receive:



The latest Vietnamese statutory requirements of employee benefits: including but not limited to working hours, overtime, leave types, retirement, severance conditions, insurance, etc.



Benefits offerings of your target market group: aggregated statistical data (25th, 50th, 75th percentiles) of our benefits survey participants.



Evaluation of the competitiveness of your benefits scheme: a side-by-side comparison of your benefits scheme against the exact benefits scheme of your target market group.

About TALENTNET

Originating from the Human Resources Services unit of PricewaterhouseCoopers Vietnam, Talentnet is now acknowledged as the **leading HR consulting firm** in the country, with more than **20 years of experience** in the local labor market.

Talentnet is passionate about contributing to a better working life for Vietnamese employees through professional HR solutions designed to meet the diverse needs of Vietnamese and international clients.

4 offices in Ho Chi Minh, Ha Noi, Da Nang, Can Tho			300+ employees (30+ in Human Capital Solutions)
Strategic partner of Mercer, ADP, and Emergenetics			Partner of 1000+ MNC & big local companies in Vietnam

Talentnet's services include:

HCS
Human Capital Solutions

POS
Payroll & Expatriate Services

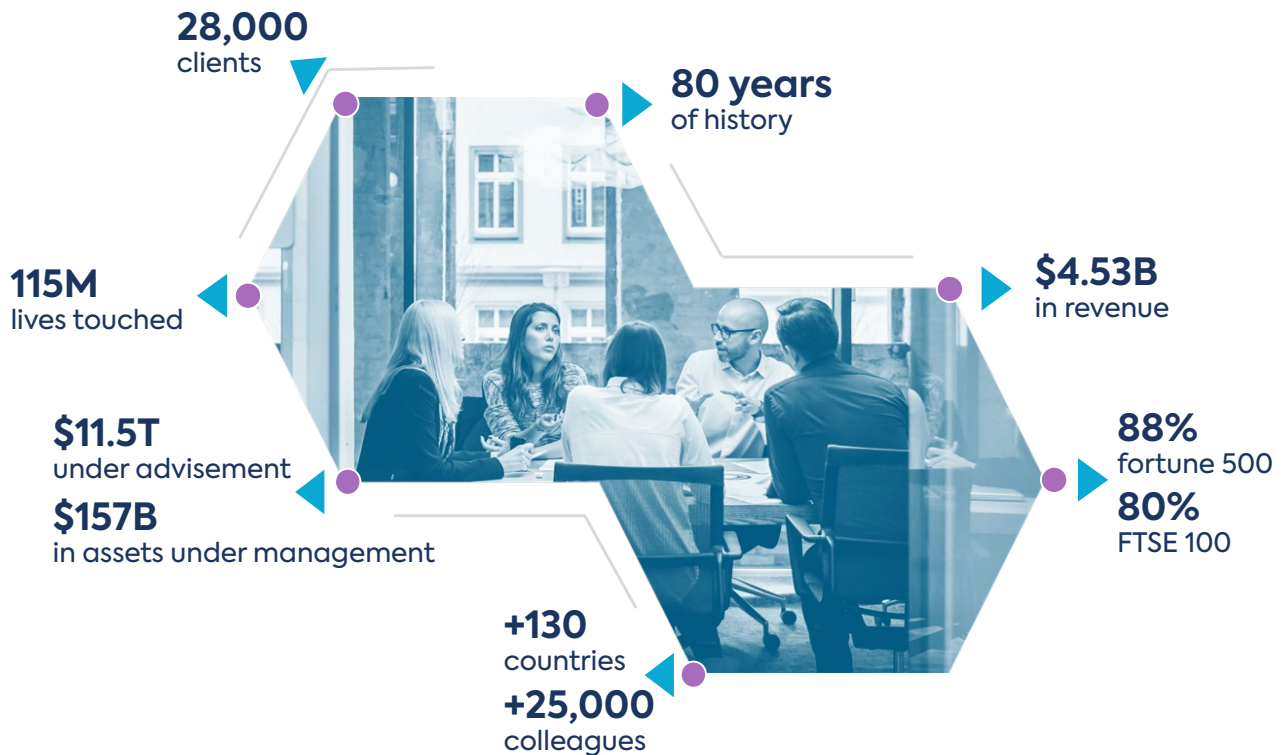
ESS
Executive Search & Selection

HRO
HR Outsourcing Services



About MERCER

Mercer builds **brighter futures** by redefining the world of work, reshaping retirement and investment outcomes, and unlocking real health and well-being.



Mercer's portfolios include:

HEALTH

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

WEALTH

- Strategic plan design, management, administration and investments
- Integrated DB risk management
- Financial well-being
- Wealth management
- Flexible delegated solutions and advice
- Global and local actuarial consulting
- Endowments and foundations
- Environment, social, and governance (ESG) investing

CAREER

- Talent strategy
- Talent mobility
- HR transformation
- Executive rewards
- Workforce rewards
- Communication
- Digital

For further information, please contact your Industry Leaders or:

SALARY & BENEFITS SURVEYS



2021 Vietnam Subscription Form:

<https://edm.talentnet.vn/downloads/2021-Vietnam-Subscription-Form.xlsx>

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