

2021

Talentnet-Mercer's

HUMAN CAPITAL SOLUTIONS

make employee decisions with confidence



Find the right SOLUTIONS with Talentnet–Mercer for your HR NEEDS



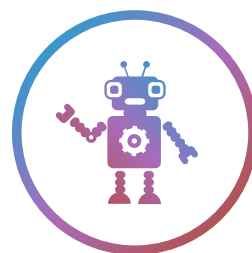
SALARY SURVEYS



BENEFITS SURVEY



POLICIES & PRACTICES



TOOLS & SOLUTIONS



TRAINING WORKSHOPS



CONSULTING SERVICES

Visit <https://www.talentnet.vn> for more details

SALARY SURVEYS



REMUNERATION

unlocking competitive pay

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.



TOTAL REMUNERATION SURVEY (TRS)

Compares your pay levels to your true labor market competitors — for those jobs where specific industry doesn't matter.

► Limited

Provides remuneration analysis from the All Industries database.

► Premium

Provides unlimited customized remuneration analysis & unlimited peer cuts.

Non-executive

Provides data from Direct Labor level to Senior Manager level.

VND 77,600,000

VND 106,900,000

Executive & Non-exe.

Provides data from Direct Labor level to Head of Organization level.

VND 89,300,000

VND 126,900,000



INDUSTRY SUPPLEMENT

Provides data for industry-specific jobs (in addition to the cross-industry jobs included in TRS).

► Banking & Finance

VND 23,500,000

► Insurance

VND 23,500,000

► Oil & Mining

VND 23,500,000

► Real Estate

VND 23,500,000



INDUSTRY SURVEY

Helps optimize your organization's compensation strategy while assuring internal equity and external competitiveness within a specific industry.

► Hospitality Survey - Limited

VND 32,900,000

► Lifestyle Retail Survey

VND 84,600,000

► Life Sciences Survey

VND 98,700,000

► High Tech Industry Survey

VND 98,700,000

HIGH TECH PUBLICATION - SOFTWARE SECTOR

Provides general practices and summarized compensation statistics for positions in software development life cycle

VND 50,000,000

Add-on: COMPENSATION BENCHMARKING REPORT

Get help from our consultant to benchmark your compensation against your labor market competitors.

► Small-sized company (less than 500 FTEs)

VND 18,800,000

► Medium-sized company (501-2000 FTEs)

VND 23,500,000

► Large-sized company (more than 2000 FTEs)

VND 28,200,000

TRS MEMBERSHIP

Not ready to subscribe to our reports yet? Try out our Membership program. Don't miss your opportunity to be a part of this market-leading survey and receive complimentary reports for each market for which you provide data.

VND 11,750,000



INDIVIDUAL JOB REPORT

Provides aggregated actual data for your selected jobs.

► Job Summary Report (JSR)

VND 4,000,000 - 5,900,000

► Job Detailed Report (JDR)

VND 9,400,000 - 23,500,000

► Market Value Services Report (MVS)

VND 9,400,000 - 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 TRS participants only. **Non-participants pay 2 times** the above mentioned prices.

TOTAL REMUNERATION SURVEY

Give you access to comprehensive **compensation and benefits information**. Human resources professionals across the globe choose us because TRS provides consistent, accurate, high quality data covering the full reward package.

TRS will help you...



compare your total remuneration elements in one simple solution



customize your comparison against the market instantly and fully



ensure external competitiveness of your pay rates



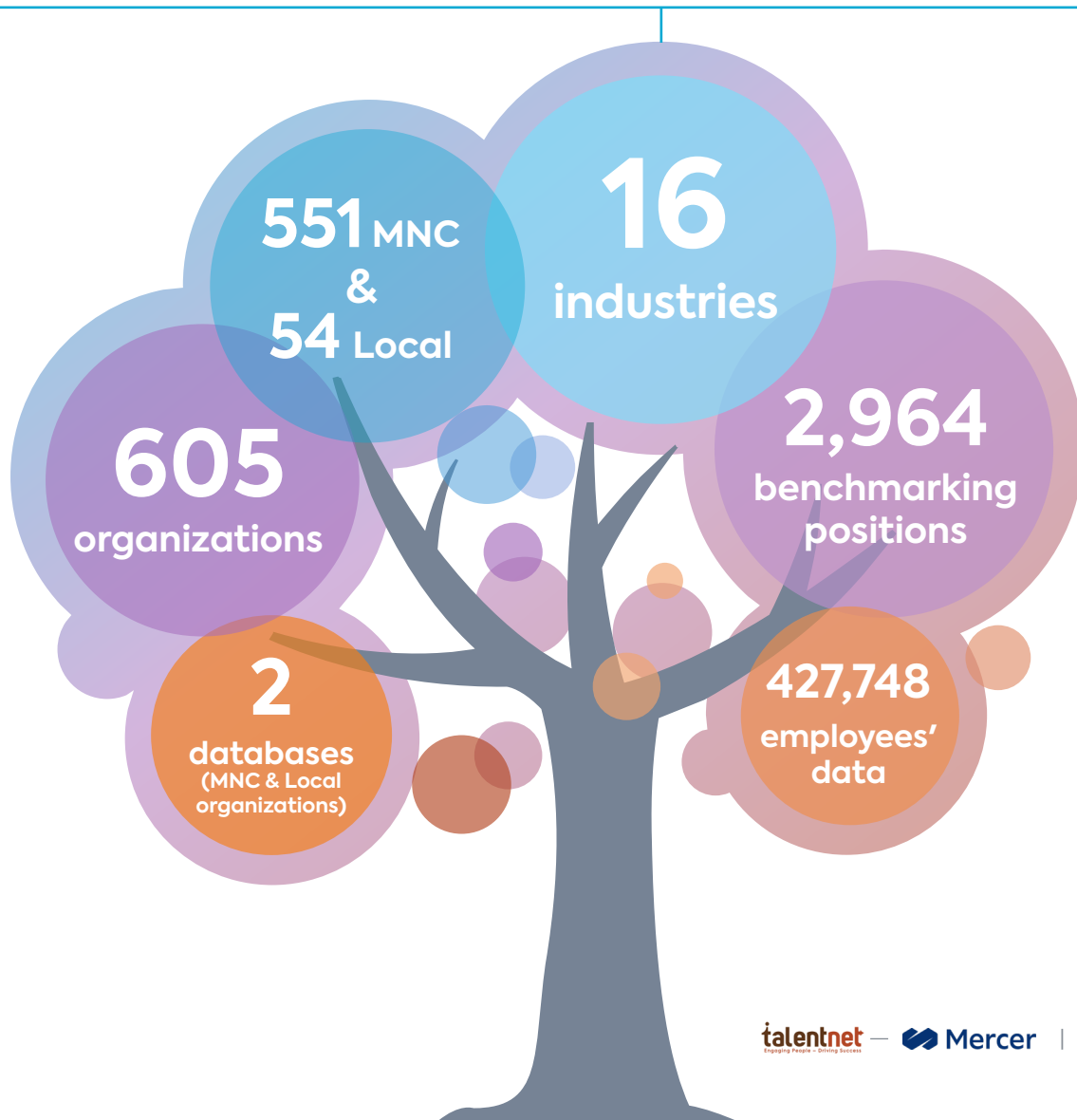
maintain internal equity in your pay strategy

- Agriculture
- Chemicals
- Consumer Goods
- FS - Banking

- FS - Insurance
- FS - Non Banking
- High Tech
- Life Sciences

- Manufacturing
- Oil & Mining
- Real Estate
- Retail

- Sourcing
- Trading
- Trans. & Log.
- Other Industries



TOTAL REMUNERATION SURVEY

Offers information on all elements of total remuneration:



ANNUAL BASE SALARY (COMP 1)

Monthly base salary x Number of months guaranteed.



TOTAL GUARANTEED CASH COMPENSATION (COMP 2)

COMP 1 + Annual fixed allowances (transportation, job-based, meal, skill, and others).



ANNUAL TOTAL CASH COMPENSATION (COMP 3)

COMP 2 + Annual variable cash (variable bonus, sales incentive, profit sharing or other incentives awards).



TOTAL DIRECT COMPENSATION (COMP 4)

COMP 3 + Long-term incentives (shares/stock options, shares/stocks, share appreciation rights, restricted shares, long-term cash).

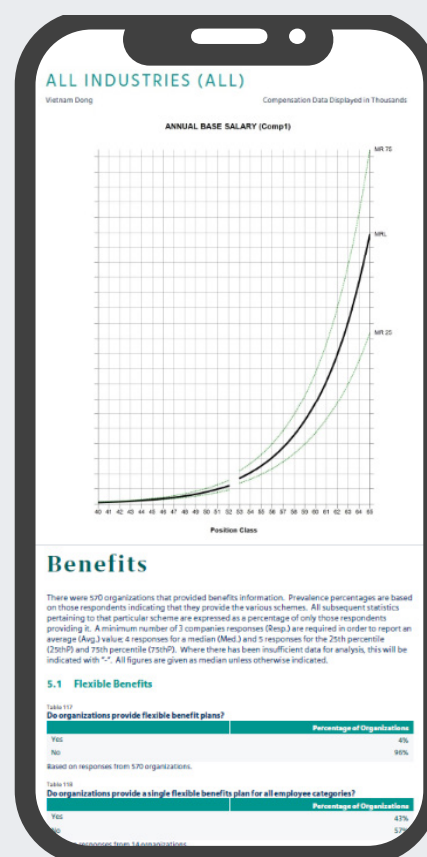


ANNUAL TOTAL REMUNERATION (COMP 5)

COMP 4 + Value of key benefits (health insurance, private medical, accidental insurance, life insurance, pension plan, company car, personal loan, etc).

With TRS you also receive:

- **More relevant data:**
aggregated roll-ups with clearer job relationships, using data that reflect your company.
- **Survey overview:**
information on market pay, as well as a summary of local economic, political and labor trends.
- **Benefits & prevalence summary:**
a summary of local remuneration policies and practices.
- **Market regression:**
analysis by position class, using Mercer's International Position Evaluation (IPE) methodology to understand your positioning against the market
- **Actual market data:**
market analysis to determine which jobs are more competitive.
- **Mercer Job Library:**
a comprehensive job catalog capturing nearly every job in the market, the Mercer Job Library gives more consistent data with less guess work, enhanced job content and intuitive results analysis.

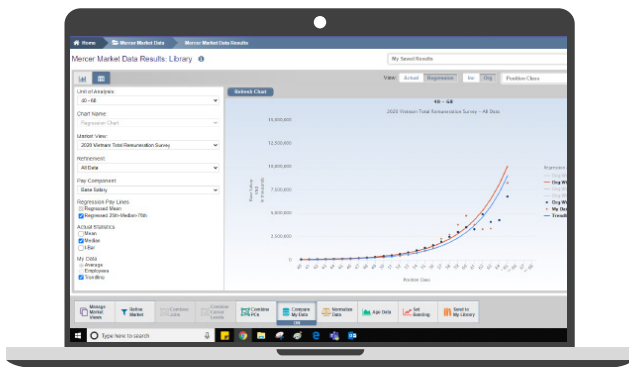


TOTAL REMUNERATION SURVEY

Powerful and flexible data analysis online with Mercer | WIN®

The Mercer Workforce Intelligence Network® (Mercer WIN®) provides **single-point access** to our unparalleled survey data and analytics. Mercer WIN lets you easily break down complex data into usable information on compensation and other HR issues.

Features include custom views, cross-market data, unlimited peer cuts, market refinements, My Data comparison against the market, job combination, reporting in Excel and much more. **All available at no additional cost!**



Mercer | WIN has powerful and flexible features that enable you:



To get the information you need quickly, with clear, simple navigation functions.



To simultaneously compare data across industries.



To produce multi-market refinements in one view.



To analyze and compare by job, family, career level and position.



To generate custom charts, and reports at the click of a button.

Job Title	Location	Year	Min	Q1	Q2	Q3	Max
Chief Executive Officer (CEO) - Health Services	NY	2020	10,000,000	12,000,000	14,000,000	16,000,000	18,000,000
Chief Executive Officer (CEO) - Financial Services	NY	2020	8,000,000	10,000,000	12,000,000	14,000,000	16,000,000
Chief Executive Officer (CEO) - Retail	NY	2020	6,000,000	8,000,000	10,000,000	12,000,000	14,000,000
Chief Executive Officer (CEO) - Technology	NY	2020	12,000,000	14,000,000	16,000,000	18,000,000	20,000,000

Position Code	Base Salary	Min	Q1	Q2	Q3	Max
41	100,000	80,000	90,000	100,000	110,000	120,000
42	120,000	100,000	110,000	120,000	130,000	140,000
43	150,000	130,000	140,000	150,000	160,000	170,000
44	200,000	180,000	190,000	200,000	210,000	220,000
45	250,000	230,000	240,000	250,000	260,000	270,000
46	300,000	280,000	290,000	300,000	310,000	320,000
47	350,000	330,000	340,000	350,000	360,000	370,000
48	400,000	380,000	390,000	400,000	410,000	420,000
49	450,000	430,000	440,000	450,000	460,000	470,000
50	500,000	480,000	490,000	500,000	510,000	520,000
51	550,000	530,000	540,000	550,000	560,000	570,000
52	600,000	580,000	590,000	600,000	610,000	620,000
53	650,000	630,000	640,000	650,000	660,000	670,000
54	700,000	680,000	690,000	700,000	710,000	720,000

INDUSTRY SUPPLEMENT

This is an add-on to Total Remuneration Survey (TRS) that provides you with the up-to-date and comprehensive **compensation** and **benefits information** for **key industry specific positions**.

Banking & Finance

- Consumer Banking Sales
- Corporate Banking Account Mgt.
- Treasury Services
- Investment Advisory Services
- General Banking Operations
- Credit Risk Assessment
- Loan Collections
- Investment Research
- Trading & Dealing
- Portfolio/Fund Management
- And many more...

Insurance

- Actuary
- Agency/Field Development
- Agency/Field Management
- Insurance Channel Sales
- Insurance Field Sales
- Underwriting
- Reinsurance
- Claims Handling
- Policy Administration
- Insurance Customer Service
- And many more...

Real Estate

- Architecture
- Leasing Negotiation/Renewal
- Property Management
- Civil/Construction Engineering
- Intelligent Electronic Device Systems
- Design (M&E Engineering)
- Quality Assurance
- Construction Project Management
- Facilities Maintenance Engineering
- Construction Foreman
- Interior Design
- And many more...

Oil & Mining

- Exploration Geology
- Exploration Geophysicist
- Reservoir Engineer
- Mining Production
- Electrical & Instrument Engineer
- Project Engineering
- And more...



INDUSTRY SURVEY

Our Industry Surveys provide you with comprehensive and reliable insight on trends in **compensation and benefits practices** within **a specific industry**, using a globally harmonized survey methodology and comprehensive job catalog, to facilitate your rewards planning.

These surveys cover a broad selection of hundreds of benchmark executive and non-executive positions, ranging from **industry-specific positions to supporting functions' positions**.

Hospitality Survey

As the vendor of choice for the Hotel Industry Rewards Group (HIRG), we provide compensation data for vital hotel industry roles. The survey data sets can be refined to your needs; by business size, scope of responsibility, luxury status, and more.

Lifestyle Retail Survey

Provides the total remuneration information for key store positions, covering specialisations such as: Retail Store Operations, Multi-Store Management, Single Store Management, In Store Sales, Franchising, Customer Check-out Support, Food Service Worker, Barista, Cook, and more.

Life Sciences Survey

Contains a broad range of Life Sciences organizations from sectors such as Pharmaceutical, Medical Devices, & Life Sciences Combination.

High Tech Industry Survey

Consists of total remuneration data for the High Tech industry from organizations in the hardware sales, production, IP design, network & systems, consulting, software, E-commerce and fintech sectors.



COMPENSATION BENCHMARKING REPORT

This **add-on service** is exclusively offered to our salary survey subscribers. We will help to **compare your pay** with your industry or target market group.

The report includes:



Our general comments:

on salary, allowances, bonuses and incentives of your target market group.

PC	LỚP	COMP1	COMP2	COMP3
42	42	52.000	77.500	1.000
43	43	50.000	75.000	1.000
44	44	50.000	75.000	1.000
45	45	50.000	75.000	1.000
46	46	50.000	75.000	1.000
47	47	50.000	75.000	1.000
48	48	50.000	75.000	1.000
49	49	50.000	75.000	1.000
50	50	50.000	75.000	1.000
51	51	50.000	75.000	1.000
52	52	50.000	75.000	1.000
53	53	50.000	75.000	1.000
54	54	50.000	75.000	1.000
55	55	50.000	75.000	1.000
56	56	50.000	75.000	1.000
57	57	50.000	75.000	1.000
58	58	50.000	75.000	1.000
59	59	50.000	75.000	1.000
60	60	50.000	75.000	1.000
61	61	50.000	75.000	1.000
62	62	50.000	75.000	1.000
63	63	50.000	75.000	1.000
64	64	50.000	75.000	1.000
65	65	50.000	75.000	1.000
66	66	50.000	75.000	1.000
67	67	50.000	75.000	1.000
68	68	50.000	75.000	1.000
69	69	50.000	75.000	1.000
70	70	50.000	75.000	1.000
71	71	50.000	75.000	1.000
72	72	50.000	75.000	1.000
73	73	50.000	75.000	1.000
74	74	50.000	75.000	1.000
75	75	50.000	75.000	1.000
76	76	50.000	75.000	1.000
77	77	50.000	75.000	1.000
78	78	50.000	75.000	1.000
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92	92	50.000	75.000	1.000
93	93	50.000	75.000	1.000
94	94	50.000	75.000	1.000
95	95	50.000	75.000	1.000
96	96	50.000	75.000	1.000
97	97	50.000	75.000	1.000
98	98	50.000	75.000	1.000
99	99	50.000	75.000	1.000
100	100	50.000	75.000	1.000
TỔNG QUẢ				

Evaluation of the competitiveness of your compensation:

by comparing your 3 main compensation components (COMP1-3) with your target market group's **paylines** by Position Class, using **Mercer's International Position Evaluation (IPE)** methodology.

PC	LỚP	COMP1	COMP2	COMP3
42	42	52.000	77.500	1.000
43	43	50.000	75.000	1.000
44	44	50.000	75.000	1.000
45	45	50.000	75.000	1.000
46	46	50.000	75.000	1.000
47	47	50.000	75.000	1.000
48	48	50.000	75.000	1.000
49	49	50.000	75.000	1.000
50	50	50.000	75.000	1.000
51	51	50.000	75.000	1.000
52	52	50.000	75.000	1.000
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54	54	50.000	75.000	1.000
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65	65	50.000	75.000	1.000
66	66	50.000	75.000	1.000
67	67	50.000	75.000	1.000
68	68	50.000	75.000	1.000
69	69	50.000	75.000	1.000
70	70	50.000	75.000	1.000
71	71	50.000	75.000	1.000
72	72	50.000	75.000	1.000
73	73	50.000	75.000	1.000
74	74	50.000	75.000	1.000
75	75	50.000	75.000	1.000
76	76	50.000	75.000	1.000
77	77	50.000	75.000	1.000
78	78	50.000	75.000	1.000
79	79	50.000	75.000	1.000
80	80	50.000	75.000	1.000
81	81	50.000	75.000	1.000
82	82	50.000	75.000	1.000
83	83	50.000	75.000	1.000
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85	85	50.000	75.000	1.000
86	86	50.000	75.000	1.000
87	87	50.000	75.000	1.000
88	88	50.000	75.000	1.000
89	89	50.000	75.000	1.000
90	90	50.000	75.000	1.000
91	91	50.000	75.000	1.000
92	92	50.000	75.000	1.000
93	93	50.000	75.000	1.000
94	94	50.000	75.000	1.000
95	95	50.000	75.000	1.000
96	96	50.000	75.000	1.000
97	97	50.000	75.000	1.000
98	98	50.000	75.000	1.000
99	99	50.000	75.000	1.000
100	100	50.000	75.000	1.000
TỔNG QUẢ				



Comparison of each of your employees' compensation:

by comparing the 3 main compensation components (COMP1-3) of **each of your employees** with aggregated market data by jobs, using **Job Pricing** methodology.

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

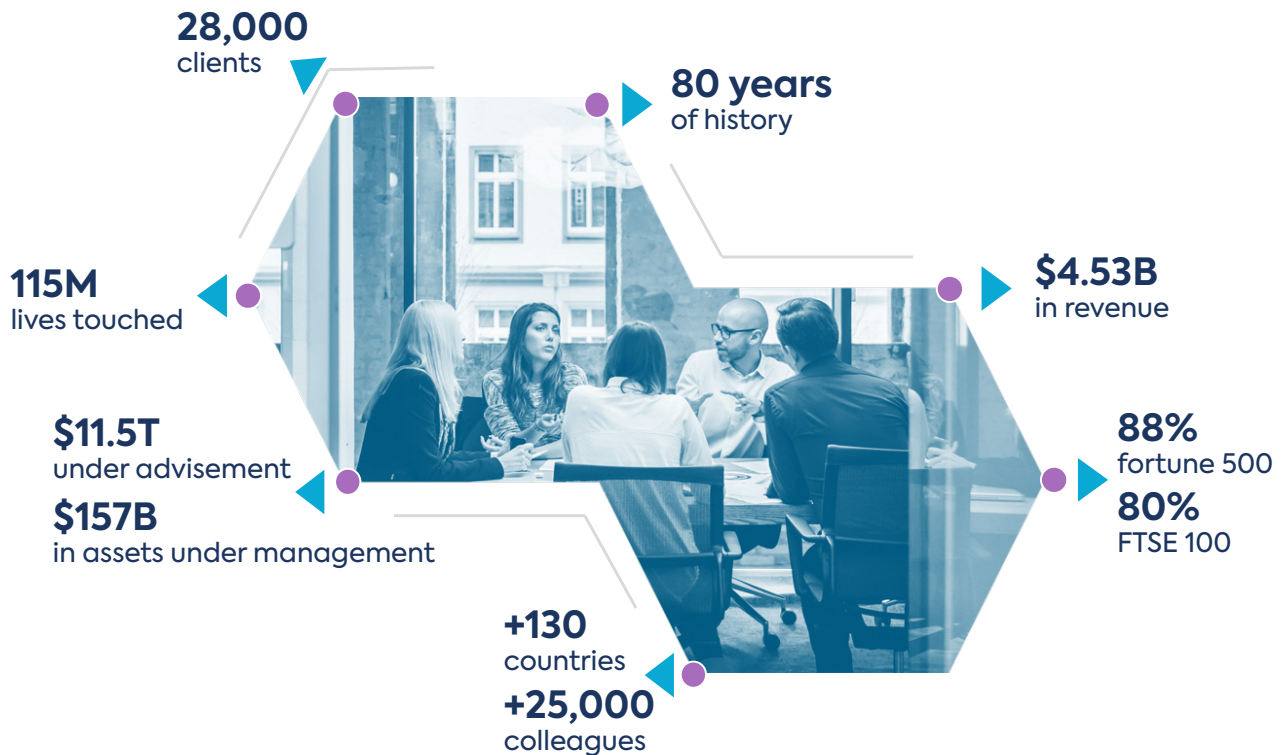
ESS
Executive Search & Selection

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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