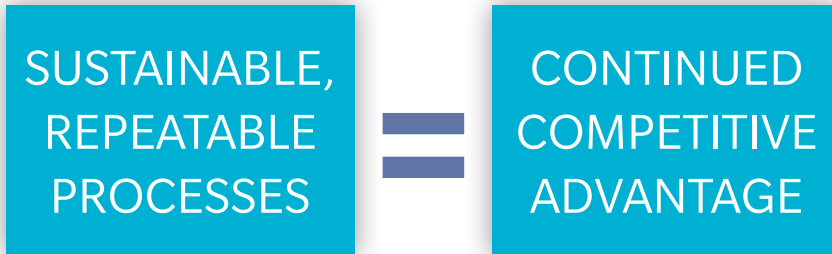
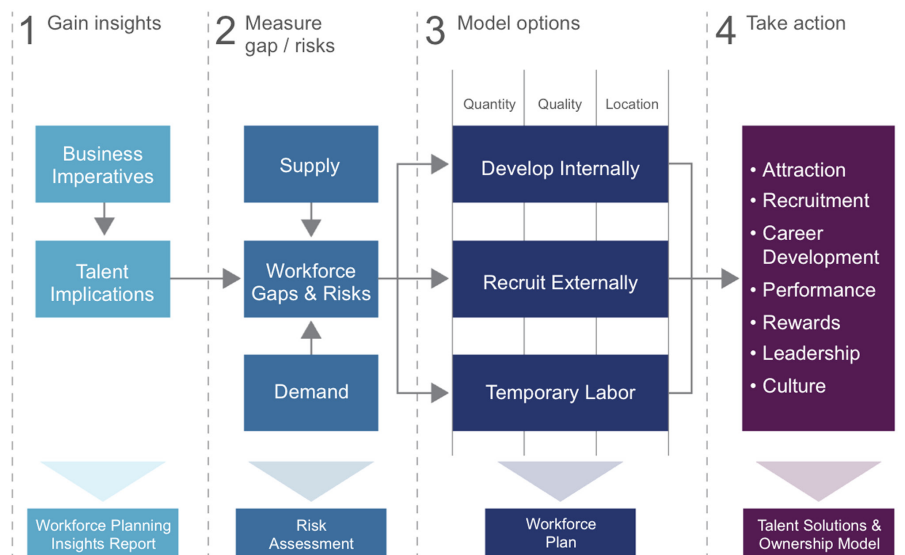


MERCER'S NEW WORKFORCE PLANNING APPLICATION



Workforce issues take on greater urgency today. Shifting demographics, ramped globalization, and the blinding pace of innovation are altering the available pool of talent, requisite workforce skills, and the traditional employer-employee relationship.

The changes are profound for all organizations, especially those that rely on highly-skilled employees and those expanding into high-growth economies.



INTRODUCING MERCER'S WORKFORCE PLANNING APPLICATION

Part of the Mercer Analytics suite, our standalone Workforce Planning application combines decades of strategic workforce planning experience and methodology with a flexible and proven technology platform to identify critical gaps between current workforce resources and future needs.

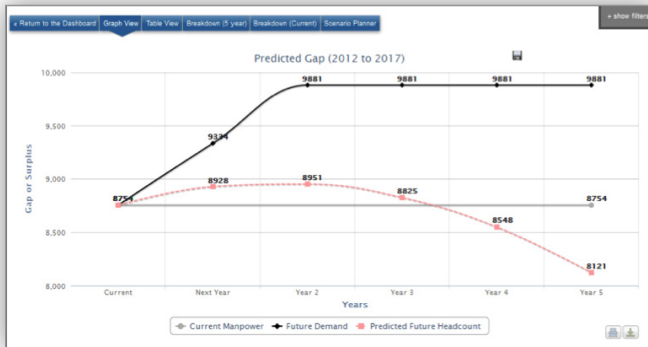
Mercer's Workforce Planning integrated consulting and technology solution helps clients capitalize on pressing talent issues such as:

- Expansion into new or emerging markets.
- Scarcities in external talent pools affecting buy and borrow efforts of critical skills.
- Inefficient internal talent pipelines resulting in retirement bubbles, career chokepoints, and mobility ineffectiveness.
- Changes in business strategy requiring new skills and competencies.
- Continued quest for profit improvement and operational efficiencies.

Our Workforce Planning application helps organizations successfully launch, manage, and optimize their strategic workforce planning programs worldwide. It delivers the flexibility to model your workforce based on ever-changing business requirements.

Advantages include:

- **Evidence-based solution** – Turns workforce management information into a lasting competitive advantage, an area of expertise for Mercer for more than a decade.
- **Systematic approach** – Distills complex calculations and analyses of workforce data into a concise and repeatable process, leading to actionable results.
- **Advanced scenario modeling** – Uses configurable variables to forecast risks under multiple business scenarios and model “what if” scenarios to adjust levers and drive desired outcomes.
- **Speed to delivery** – Gets you up-and-running quickly.



Demand/supply gap screen shot

OPTIMIZATION AND BEYOND

Our relationship evolves with your business priorities. Mercer experts are there to support you post implementation to ensure a concise and repeatable process, resulting in actionable results for your organization.

- **System adoption:** We help you quickly achieve your goals, assisting with rollout and system acceptance deep into your organization using proven toolkits and leave-behind guides.
- **Workshop training:** Our skilled professionals ensure key stakeholders are in the best possible position to effectively convert workforce data into meaningful insights.
- **Dedicated client success team:** Our team of experts is assigned specifically to your organization for personal, ongoing support, including a one-day session to analyze and interpret your first forecasting exercise.

Mercer's global expertise at your fingertips

Embedded throughout the Workforce Planning application are our years of Strategic Workforce Planning consulting experience and proven methodology developed, in part, by working with the world's leading organizations.

To learn more about Mercer's Workforce Planning application and the suite of Mercer Analytics solutions, please contact your Mercer representative or visit www.mercer.com/merceranalytics.