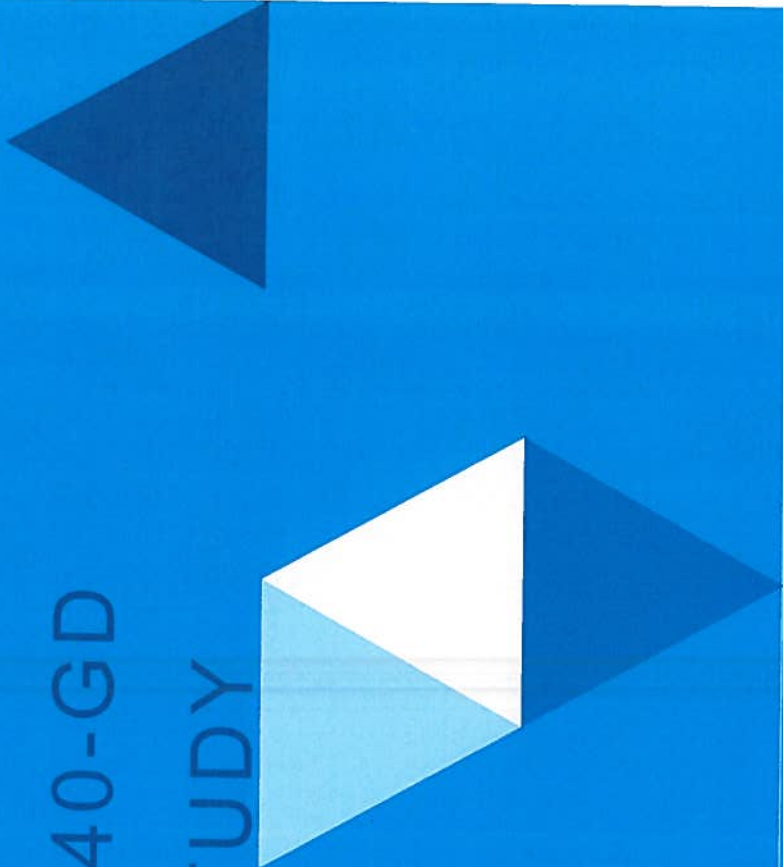


PRICE PROPOSAL

RFP NO. HRDX-180040-GD

TOTAL REWARDS STUDY





Proposed lump sum price for this project: \$ 650,000

SECTION VII - PRICE PROPOSAL

PRICE PROPOSAL

Our proposed professional fees are based on our current understanding of the project. Mercer's approach is always flexible. We can modify our fees based on a new or more refined set of project parameters. If your budget is predefined, we can work with you to optimize project success by recommending where and when to use Mercer resources.

PROJECT PHASES (ESTIMATED TIMEFRAME)		KEY DELIVERABLES
	PHASE 1: DISCOVERY & BENCHMARKING Timeline: Approx. 6 weeks	a) Leadership Perspectives & Interview Themes b) Rewards Program Inventory c) Utilization Review d) Total Rewards Benchmarking e) Cost Review f) Communication & Stakeholder Audit g) Executive summary of current state findings
	PHASE 2: CREATE Timeline: Approx. 3 weeks	a) Rewards guiding principles b) Holistic Rewards Framework c) Employee profiles, or "personas" d) Rewards strategy blueprint e) Rewards Implementation Strategy Map f) Gap analysis and identified interventions g) Stakeholder analysis and communication gaps / opportunities
	PHASE 3: COMMUNICATE CHANGE Timeline: Approx. 3 weeks	a) EVP statement, key messages b) Total Rewards change management and communication plan
		FEE
		<u>\$650,000</u>

Note: Out-of-pocket expenses, such as travel costs, are a separate item and are billed at cost. If the scope of services or staffing requirement changes, then the professional fees will be adjusted in advance by mutual agreement.