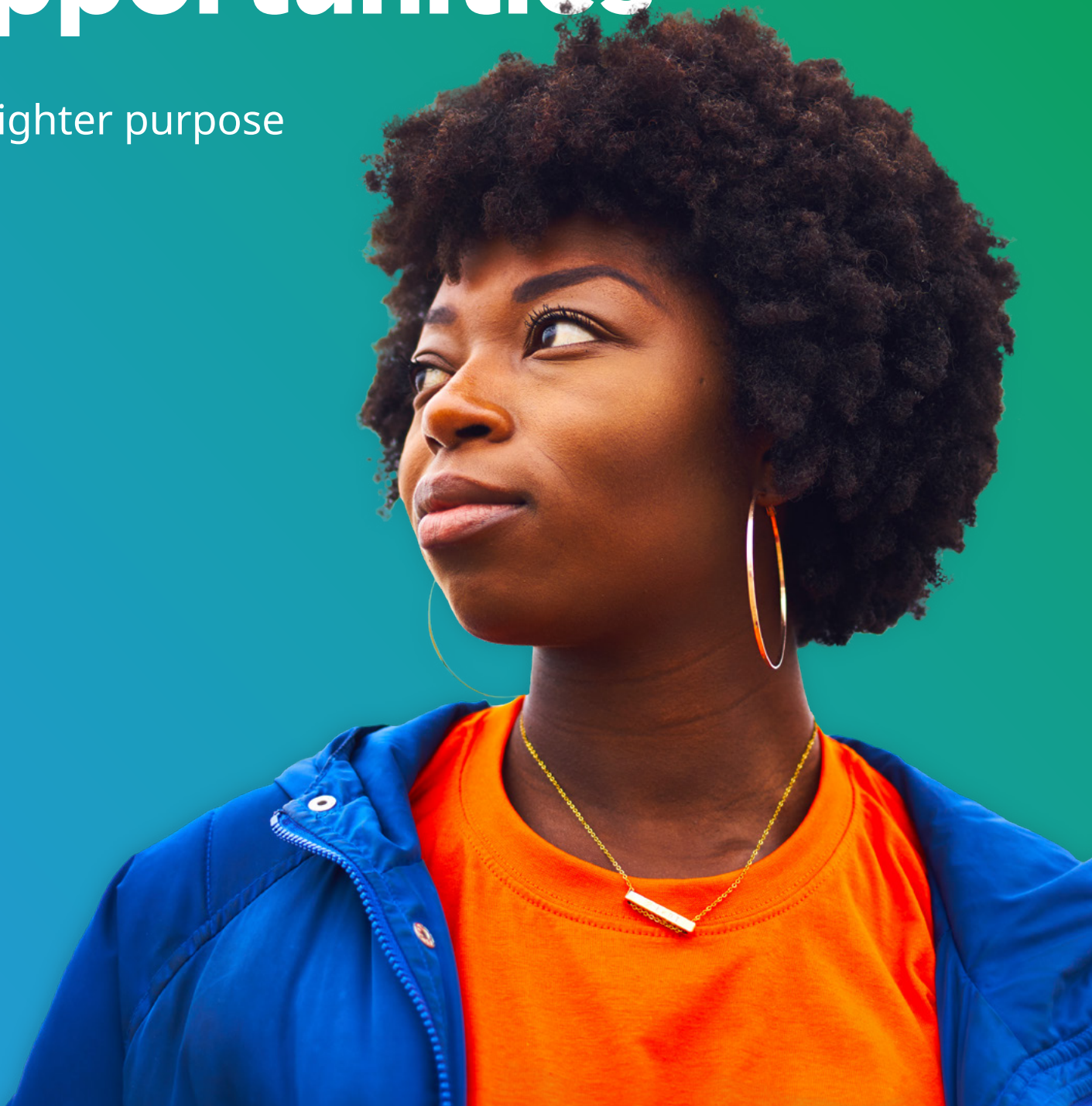


Mercer early career opportunities

A brighter purpose



We want to make a difference in people's lives. Building brighter futures for our clients, colleagues and communities is why we come to work each day.

Whether it's building a more agile workforce for the future, uncovering the new opportunities presented by AI and automation, or crafting strategies for responsible investments, we use our expertise and insight to show our clients the bigger picture, giving them trusted guidance and practical, sustainable solutions that help them solve complex problems and prepare for change.

Health and benefits

About Mercer

Mercer believes in building brighter futures by redefining the world of work, reshaping retirement and investment outcomes, and unlocking real health and well-being. Mercer's more than 25,000 employees are based in 44 countries, and the firm operates in over 130 countries. Mercer is a business of Marsh & McLennan (NYSE: MMC), the world's leading professional services firm in the areas of risk, strategy and people, with 76,000 colleagues and annual revenue of \$17 billion. Through its market-leading businesses, including [Marsh](#), [Guy Carpenter](#) and [Oliver Wyman](#), Marsh & McLennan helps clients navigate an increasingly dynamic and complex environment.

Mercer is a world leader in the health and benefits marketplace. We deliver innovative solutions that address the health and wellness needs of our clients and their employees. Whether the organization is a small business, a domestic employer or a large multinational firm, we can deliver a comprehensive array of health and benefits solutions. We provide access to local market experts as well as national and international resources that advise on regulatory compliance and innovative benefits strategies.

The depth of our knowledge, combined with our disciplined consulting approach, makes us an ideal partner. We start by understanding our clients' business objectives. Together, we will establish a thoughtful strategy for delivering extraordinary benefits. To learn more about our products and solutions, visit our website at <https://www.mercer.com/what-we-do/health-and-benefits.html>

Entry-level roles

Consulting analyst/intern

As H&B core generalists, we have the opportunity to engage in hands-on client work that encompasses both qualitative strategy and quantitative data analysis. Working on client teams lets analysts build their professional skills as they learn to be flexible and responsive to the different work styles within their internal teams. At the same time, analysts learn how to apply professional skills to the day-to-day tasks required of a client-facing job.

Analysts build qualitative strategy skills by learning about the healthcare system, the marketplace's offerings and the needs of specific client populations. This work includes analyzing plan summary documents, completing benchmarking (comparing client data to market data and trends) and legal compliance. Quantitative data analysis supports strategic decisions with evidence and numbers: raw data. This work includes the analysis of plan migration, demographics and market trends.

An analyst will usually maintain a portfolio of seven to 10 clients. The goal is to arm your core team with all the information they need (on insurance, wellness solutions, medical utilization, pharmacy, etc.) to design the best strategy. The role includes drafting and reviewing employee and internal documents, analyzing carrier and client data, presenting strategy to clients along with updates and reviews, trouble-shooting issues with benefits administrators and even rethinking strategy on the fly to implement new, innovative solutions if something isn't working.

Actuarial analyst/intern

As an actuarial analyst in the health practice, you will be an integral part of the consulting team for several clients, helping them design strategies and solve problems related to their employer-sponsored health plans. The actuarial analyst's role focuses on the financial aspects of a client's health plan, helping create the baseline analysis for a variety of projects. This analysis comprises two main areas: projecting and reporting. Projecting involves evaluating prior data, claim seasonality and annual trends to predict a company's future healthcare claims. These projections help the client understand how much to budget for the year. Reporting compares the client's spending to its budget.

Actuaries also consider plan designs, government laws, healthcare consumer tendencies and statistical methodology. By leveraging your strong technical, Excel and problem-solving skills, you'll assist in tracking claim experience against expectation, preparing future cost projections, identifying cost and trend drivers, modeling the financial impact of plan design and premium changes, and many other actuarial analyses. You'll work with others on the team to translate the financial results into a formal presentation to share with the client. Between the guidance of senior team members and the array of Mercer's proprietary tools and models, you'll be well-supported through each analysis. Ultimately, you will help clients save money and make smart financial decisions.



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Government Human Services Consulting financial analyst/intern

As a financial analyst in Mercer's Global Human Services Consulting (GHSC) practice, you'll have the opportunity to work on multiple client teams in many different roles. A single project might involve anything from pulling, validating, summarizing and analyzing large collections of data to working on narrow analyses of specific fiscal impacts of regulatory changes to communicating with clients through email, calls or video chat. GHSC financial analysts have many opportunities to gain experience on a wide array of specific actuarial/financial topics, such as rate setting, fiscal modeling of regulatory impact and programmatic changes, trend, and much more! Be ready to be busy every day with exciting work that truly makes a difference for your clients and the millions of lives they serve.

GHSC informatics analyst/intern

As an informatics analyst, you'll gain knowledge and expertise by working with Big Data related to government-sponsored health and welfare programs, such as Medicaid. Informatics analysts serve an essential role in analyzing, maintaining and validating raw data as well as ensuring data storage and acquisition are compliant. Additionally, you'll consult across sectors regarding data needs and provide feedback on data requests. To meet client needs, analysts will work directly in SAS, Excel and Access to provide clear, concise and refined data analyses.

GHSC actuarial analyst/intern

GHSC actuarial analysts will work in the ever-changing world of Medicaid. Actuarial analysts are generally on multiple state client teams at once, making every day unique and interesting and allowing analysts to develop their communication skills. Although each day is different, common projects include data validation, capitation rate development and financial monitoring. Actuarial analysts have the opportunity to work alongside different sectors within GHSC, collaborating with clinical, policy, pharmacy and data experts to gain a broader and deeper understanding of the industry. Client teams are relatively small and allow for significant interaction with senior leaders, which lets analysts grow their careers and develop consulting skills quickly.



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Wealth (investments and retirement)

Enhancing financial security for life

At Mercer, we help create more secure futures for millions of people as we help organizations build more secure businesses. Our advice allows nonprofits to fulfill their missions and do more good in the world. For the individuals that wealth creation ultimately touches, we provide solutions that give them the freedom to live their lives — their way.

Whether they're employers or institutional investors, nonprofits or endowments, financial intermediaries or family offices, we help our clients achieve growth in a complex world. Together, we strive for better decisions that drive better outcomes for our clients, their people and society. To learn more about our products and solutions, visit our website at <https://www.mercer.com/what-we-do/wealth-and-investments.html>.



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Services we offer our clients:

Retirement plan administration

Our retirement investment advisers provide trusted solutions in defined contribution and defined benefit retirement plan administration.

Defined contribution plans

We help design, plan, optimize and manage customized defined contribution programs globally and locally.

Defined benefit pension plans

Mercer helps defined benefit plans manage persistent risk, such as market volatility, uncertain liabilities, and pressure to reduce expenses and contributions.

Employee financial wellness

Our financial wellness programs help lessen employees' financial worries and increase workforce engagement and productivity for employers.

Alternative investments

Our consultants provide strategies and ideas based on research into diversifying portfolios to achieve better returns.

Pension risk management

We provide clients with a holistic approach that aligns strategy with the plan's overall funding status.

Endowments and foundations

Mercer is dedicated to helping endowments and foundations not only realize higher risk-adjusted returns but also fulfill a higher mission.

Entry-level roles

Investment analyst/intern

An analyst role in Mercer's Wealth Investment practice is an introduction to the world of defined benefit and defined contribution plans. You will work directly with plan sponsors, investment managers, HR leaders and C-level executives to manage client retirement plans. Sample work includes performance measurement and analysis, plan structure and design, long-term asset allocations, and investment manager evaluation and selection. Analysts collaborate across borders with international and national teams to create a variety of deliverables for senior consultant review. Small team structures and interaction with senior leaders provide an opportunity for swift career progression.

Manager research analyst/intern

As an analyst within the Manager Research practice, you will attend meetings alongside senior members of the Manager Research team, compose research documents that outline strategy strengths and weaknesses, and make ratings recommendations based on in-depth research. Coordinating with external investment managers, you will have the opportunity to research specific investment strategies. Your assignments will also involve collating and interpreting quantitative analysis of performance data, peer groups, regression, summary views, research ratings, etc., and preparing ad hoc manager searches to replace poorly performing managers, mitigate risk or reallocate assets. The manager research analyst position gives you exposure to the investment industry through Mercer's breadth of coverage across major asset classes globally.

Retirement analyst/intern

As an actuarial analyst within Mercer's Wealth Retirement practice, you will perform yearly valuations and projections for numerous clients. Additionally, you will be a member of multiple teams that meet with clients to help develop and implement de-risking strategies. Analysts will manage projects for deliverables spanning the initiation, review and delivery phases.



Workforce and careers

Mercer is uniquely qualified to help organizations design and execute sophisticated workforce strategies, whether for multinational organizations or local companies attempting to grow within their markets. We provide best-in-class consulting, rigorous analytics and data-driven insights that help organizations make fact-based decisions. We specialize in the following areas:



Talent strategy

We help our clients understand and develop their talent management strategies and elevate their workforce with succession planning and leadership development.



Workforce rewards

Rewarding the right behaviors helps clients attract, motivate and retain their workforce. We assist with benchmarking, total rewards strategy and more.



Talent mobility

We provide mobility data and support, including cost of living data, workflow management and cultural training solutions, to help our clients optimize the value of international assignments.



Employee communication

Effective employee communication helps support major HR initiatives. We provide solutions to send the right messages to our clients' employees at the right time.



Executive compensation

We help organizations design executive compensation plans that align with their strategic talent needs and relevant talent comparators.



Workday Services

Mercer is more than a Workday implementation partner. We provide Workday consultants to help guide our clients through all available services and solutions.



HR transformation

We offer HR solutions and technology that help our clients improve their effectiveness.



Entry-level roles

Career rewards analyst/intern

Rewards analysts are active team members who perform analyses for a variety of human capital consulting client projects. Typical projects include broad-based and executive compensation design, talent strategy and human resource department transformation. Mercer clients encompass a wide range of industries and can be for-profit or not-for-profit, national or international. Day-to-day work typically involves creating data analysis and project communications and is always changing. Analysts handle a variety of projects at once, which builds amazing time and project management skills while making every day unique and exciting.

Communication analyst/intern

There's always something new and exciting going on within Mercer's Communication practice! We continually look for ways to innovate by harnessing the newest digital tools and techniques and using the latest research to create communication strategies that shape positive employee actions. We're all about visual explanations that illuminate, images that awaken emotion and phrases that seduce action. As a communication analyst, you will help senior communication consultants create content that engages and motivates our clients' employees, ensuring that they embrace change and understand the business drivers for it. You will be part of a team that develops and implements communications in the areas of benefits, rewards and career management. Tasks include drafting, reviewing, editing and proofreading as well as managing projects for internal teams, client teams and vendor resources.

Executive benefits analyst/intern

Mercer's Executive Benefits Group (EBG) helps organizations understand how cash compensation and benefits work together to attract and retain talent. A core EBG competency is valuing a wide range of executive and workforce benefits to inform total rewards decisions. In the process, the team consults on executive and workforce compensation and all elements of executive benefits, collaborating with other Mercer consultants on integrated total rewards projects. The EBG team works with companies from all geographies and industries and in partnership with all Mercer lines of business.



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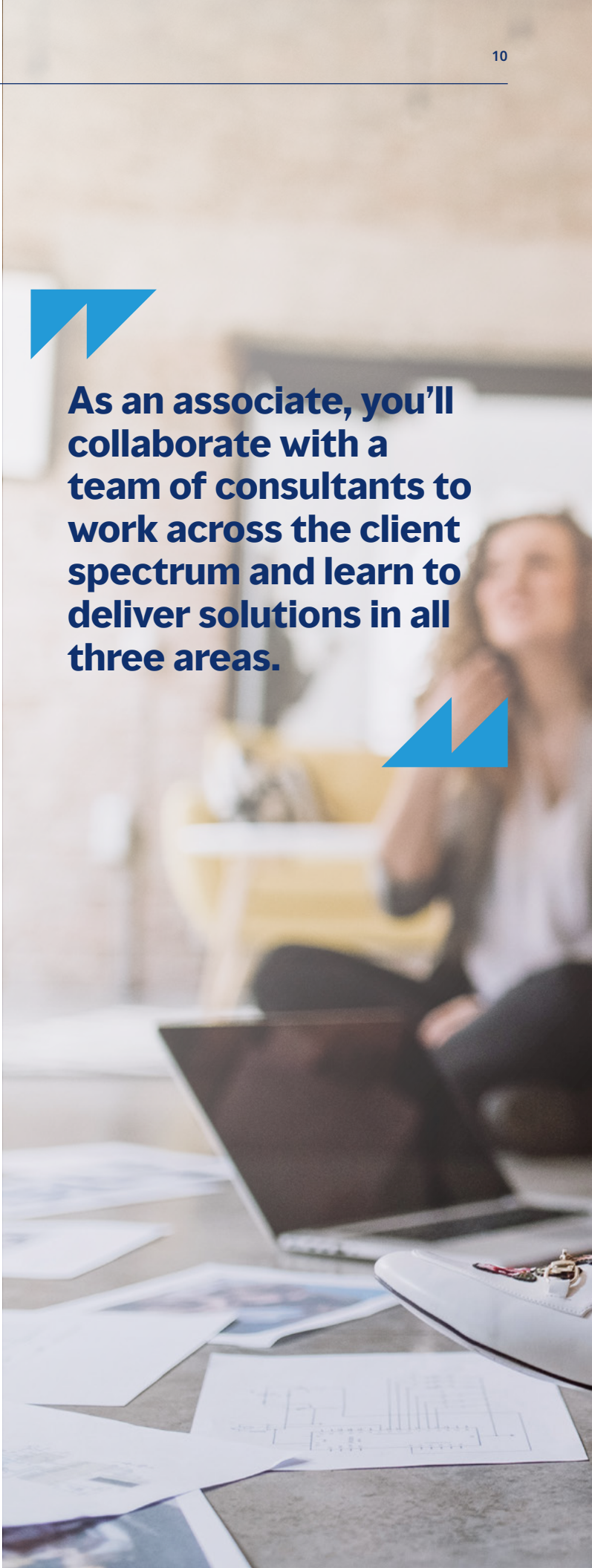


Executive benefits analysts are active team members who perform analyses for a variety of human capital consulting projects. Typical projects include broad-based and executive compensation design, talent strategy, executive benefits and total rewards strategy. Mercer clients encompass a wide range of industries and can be for-profit or not-for-profit, national or international. Day-to-day work typically involves creating data analysis and project communications, and it is always changing. Analysts handle a variety of projects at once, which builds amazing time and project management skills while making every day unique and exciting.

Career associate/summer associate

Clients ranging from startups to Fortune 500s come to Mercer's Workforce and Careers business when they need help solving people strategy problems. These problems fall into three categories: executive, talent and transformation. Problem-solving might involve helping to create an executive compensation package that ties pay to performance, creating an environment and value proposition that appeals to employees and allows them to thrive, or helping a company through a major transition. As an associate, you'll collaborate with a team of consultants to work across the client spectrum and learn to deliver solutions in all three areas.

Projects generally start with the Mercer team meeting with the client's leadership team to understand the request, gather data and brainstorm ideas. From there, the associate's job is to guide the analyst in finding a solution to the problem; work with the client to test ideas and interpret their specific issues; and translate data and analysis into a report, presentation or story to deliver to the principal and partner on the team. The associate helps with day-to-day project management, serves as a primary point of contact for clients, provides guidance to less experienced team members and supports the development of Mercer's industry-recognized thought leadership. This role strikes a balance between giving you the tools you need to develop your skills and the opportunity to lead by teaching others the skills you have to offer.



As an associate, you'll collaborate with a team of consultants to work across the client spectrum and learn to deliver solutions in all three areas.



Interview structure

Interviews at Mercer are behavioral in nature with an optional technical focus based on the position.

- **Behavioral evaluation:** This will be a behavior-based interview. The interviewer will be looking for relevant examples from your background based on some of the topics listed below:
 - analytical skills
 - leadership skills
 - consultative/project management skills
 - professional growth & development / career trajectory
 - teamwork and collaboration capabilities
 - functional knowledge (interest in Mercer, up to date with business & industry trends)
 - verbal communication
- **Discretionary technical focus:** Depending on the position, some interviews will also include a technical focus, which will be an evaluation of your depth and technical knowledge in your area of concentration. In particular, the interviewers are looking for examples of how you have used the specific technology in your recent projects and the understanding of the technology and how it relates to the overall platform/application. It's important to organize and summarize your response in a logical, concise manner. The interviewer is looking for details, but also your ability to present your answers in an organized manner.

Candidate interview preparation guide

Here are some topics to consider when preparing for interviews with Marsh & McLennan Early Careers including Marsh, Mercer and Guy Carpenter:

- Think about or prepare a 30-45 second elevator speech or value proposition to give a quick overview of your background.
- Be prepared to describe a couple of past experiences keeping in mind:
 - Timeline
 - Technology
 - Deliverable
 - Overview of the role you played
 - Challenges and how you overcame those challenges
 - What was the outcome of the project
 - What you learned. Mistakes – what you would do differently
 - Tie it all together as it relates to the role
- Prepare a list of interview questions. Take advantage of the interview by asking insightful pertinent questions around Mercer – we want to make sure you have all the information needed to ensure this is a fit for your career goals.

During the interview:

- Be an attentive listener and make sure to answer the questions with relevance. Make sure to provide concrete examples to support your answer then wrap it up. If you are not sure that you have answered the question completely, ask the interviewer if they would like further clarification or have you provided enough details to that point.
- A good interview should be a real give and take, not just a question and answer session. Be prepared to talk about your future and how you could see your career growing with Mercer. What are your objectives and how will those objectives help build the line of business(LOB) and your career? Forward/pro-active thinking is a good trait to have, so be prepared to show it.
- Take notes.
- Here are some videos you can review to help prepare:
 - <https://youtu.be/bj-U6bJGifA>
 - <https://youtu.be/QkPRpz56aEg>

General / reminders:

Most of these go without saying, but as a gentle reminder:

- Be on time
- Turn off your mobile devices when in your meeting
- What to wear – Whether in-person or virtual, always think of the interview as a Face to Face Interview– so dress appropriately. Most candidates feel their most confident when they dress for success
- Be concise and stay on topic with clear, to the point answers



