



## Results from the Mercer Compensation Survey & Global Talent Trends Study October 4, 2018

This presentation will highlight benchmarking trends in U.S. compensation, drawing from Mercer's annual study of over 1,200 organizations representing 15 million employees. You'll also get select insights from Mercer's "2018 Global Talent Trends Study" that will inform you and help guide your planning for rewards in the United States. Gain line of sight on key issues and innovations that will help you frame successful and meaningful talent and rewards programs in 2019.

Attend this presentation to understand the economic, regulatory and workforce trends that affect compensation decisions and the critical priorities you should factor into 2019 planning. Use this information to strengthen the return on investment for compensation budgets and drive higher employee retention and engagement.

**DATE:** Thursday, October 4, 2018

**TIME:** 8:30 - 9:00 am - Continental Breakfast/Registration  
9:00 - 11:00 am - Program

**LOCATION:** [VisTaTech Center](#)  
Schoolcraft College  
18600 Haggerty Road  
Livonia, MI 48152

**COST:** \$25 Detroit Chapter Members  
\$35 Nonmembers

**REGISTRATION:** Please [click here](#) to register.

**RSVP:** By Thursday, September 20, 2018.

**QUESTIONS:** Please email [detroit\\_iscebs@um.att.com](mailto:detroit_iscebs@um.att.com) or call (248) 457-8032 and leave a message.

### SPEAKER:



**Patrick O'Cull**  
Partner and Office Business Leader  
Mercer

Patrick O'Cull is a Partner and Office Business Leader for Mercer's Detroit office Career business. He is responsible for advising organizations on how to strengthen the relationship between strategy, management processes, and the creation of shareholder/stakeholder value through the use of total rewards. These efforts regularly involve developing compensation/total reward strategy, assessing the competitiveness of workforce, executive and board of directors compensation, developing salary administration programs, designing annual and long-term incentive plans, and leading due diligence assessments.

Patrick's consulting experience covers a broad range of industries, including manufacturing, healthcare, professional services, and consumer goods. His clients have range from small entrepreneurial firms to Fortune 500 companies.

Patrick has over 15 years of compensation consulting experience with Mercer. Additionally, Patrick worked for two years with Ally Financial (formerly GMAC Financial) as a Compensation Manager focusing on executive compensation and variable pay plan design.

Patrick has been quoted in publications such as Becker's Hospital Review and Crain's Detroit Business, as well as served as a guest speaker at numerous national and regional conferences. Patrick holds a Bachelor of Science degree in Finance from Miami University.



This program qualifies for two (2) CEBS continuing professional education (CPE) credit. Visit [www.cebscpe.org](http://www.cebscpe.org) for more information.