

NEWS RELEASE

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Mercer completes acquisition of Censeo Corporation, a talent management consultancy offering online leadership assessment products and services

New York, October 31, 2011

Mercer announced today that it has completed the acquisition of Censeo Corporation, a talent management consultancy offering real-time online leadership assessment products and services to help organizations select, develop and retain talent. The acquisition builds upon Mercer's consulting strength and capabilities in strategic talent management.

Terms of the agreement were not disclosed.

As a full-service application service provider, Censeo's internet-based platforms are renowned for being robust and flexible, with many configuration options for assessments, delivery, scoring and reporting. For example, Censeo's TalentSIM™ Leadership Simulation Assessment was named a "Top Product of the Year" by HR Executive Magazine.

Censeo's products and services include:

- 360 degree feedback. Platform for delivering and reporting on multi-rater surveys
- TalentSIM. An online platform for measuring such "soft" skills as leadership and sales effectiveness through job simulation
- Employee surveys. Platform for measuring employee engagement, and for identifying opportunities to improve organizational effectiveness
- Knowledge testing. Based upon clients' proprietary assessment content, measure product knowledge, conduct pre- and post-training assessments, and create certification programs
- Consulting services. Assessment-related consulting to help select, retain and develop talent and leverage assessment data for maximum value

"We believe the acquisition of the business of Censeo will further strengthen Mercer's consulting insights into best practices," said Jason Jeffay, Mercer Human Capital Segment Leader for talent management. "Our clients tell us that the ability to attract, develop and retain talent is a key competitive differentiator. Robust online assessment products are essential to achieve informed, data-driven talent management programs. Censeo has a strong management team and highly-

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regarded professional staff which we are pleased to welcome as colleagues. We are confident that the combination of our two businesses will enable us to further enhance our client consulting services.”

“As we have worked together since we announced our agreement, we are more convinced than ever that our clients will benefit from the experience, resources and global reach that result from the combination of Censeo’s business with Mercer’s business,” said Ronald Gross, President and CEO of Censeo. “Both Mercer and Censeo share a commitment to excellence, and both have insights into the needs of organizations that want to be best in class when it comes to attracting, developing and retaining the best talent. As a result, our clients can draw upon our combined expertise to improve their competitive position through investing in their most valuable asset, the talent of their people.”

About Mercer

Mercer is a global leader in human resource consulting, outsourcing and investment services. Mercer works with clients to solve their most complex benefit and human capital issues by designing, implementing and administering health, retirement and other benefit programs. Mercer’s investment services include investment consulting, implemented consulting and multi-manager investment management. Mercer’s 20,000 employees are based in more than 40 countries. The company is a wholly owned subsidiary of Marsh & McLennan Companies, Inc., which lists its stock (ticker symbol: MMC) on the New York and Chicago stock exchanges. For more information, visit www.mercer.com.

About Censeo

As part of Mercer, the Censeo business will continue to be dedicated to improving talent at client organizations. Its web-based technologies make it easy and affordable to automate 360 degree feedback, employee survey, pre-employment skill assessment, and knowledge testing initiatives, and will support Mercer’s consulting strength and capabilities in strategic talent management.