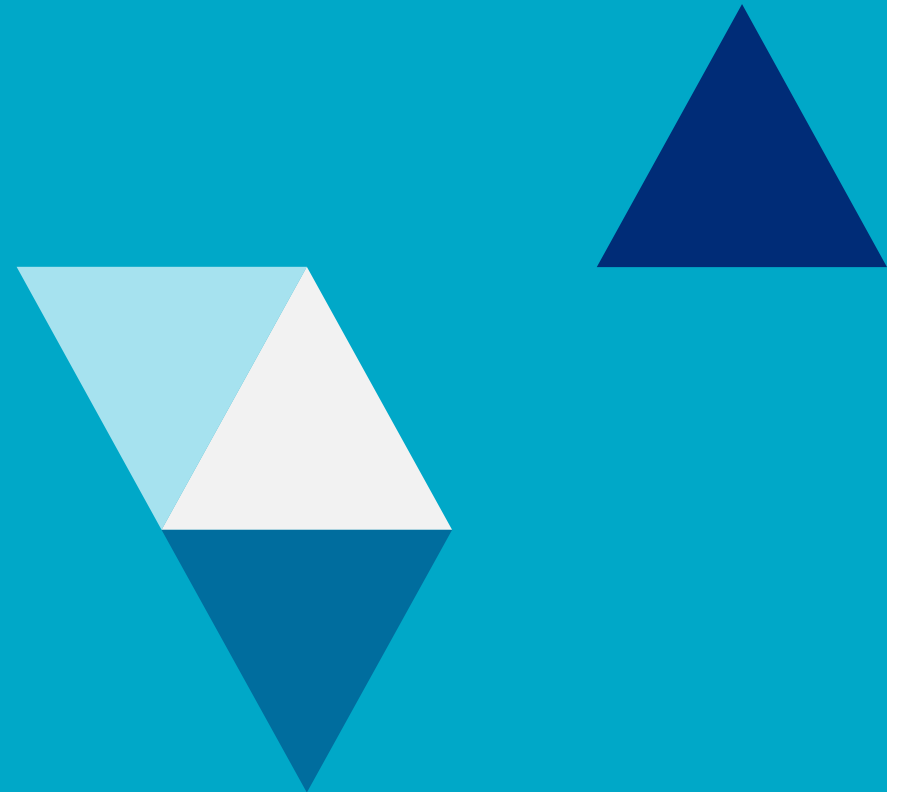


Mercer WIN[®]

AGE DATA



MERCER WIN® AGE DATA

Home Mercer Market Data Mercer Market Data Results Progress Center

Mercer Market Data Results: Library My Saved Results Print Share

View: Inc Org Job 1 Edit

					Base Salary					
	Job Title	Job Type	Job Code	Typical Title	Num Orgs	Num Obs	Inc Wtd 25th %ile	Inc Wtd Mean	Inc Wtd Median	Inc Wtd 75th %ile
▼	Billing & Invoicing - Experienced Professional (P2)	Job	FIN.09.005.P20	Billing & Invoicing	13	29	40,170	48,114	47,515	53,114
▼	Billing & Invoicing - Entry Professional (P1)	Job	FIN.09.005.P10	Billing & Invoicing	6	32	29,250	34,683	33,800	39,114
▼	Billing & Invoicing - Experienced Para-Professional (P2)	Job	FIN.09.005.S20	Billing & Invoicing	18	111	31,928	36,915	35,802	42,114
▼	Credit & Collections - Executive Level 1 (E1)	Job	FIN.10.001.E10	Head of Credit & Collections	**	1	--	--	--	--
▼	Credit & Collections - Senior Manager II (M5)	Job	FIN.10.001.M50	Credit & Collections	**	3	--	--	--	--
▼	Credit & Collections - Manager (M3)	Job	FIN.10.001.M30	Credit & Collections	24	37	89,161	114,372	101,764	133,114
▼	Credit & Collections - Team Leader (Professional)	Job	FIN.10.001.M20	Credit & Collections						

1 **Age Data**

Manage Market Views Refine Market Combine Jobs Combine PCs Compare My Data ON Normalize Data Set Banding Send to My Library 3930 total results Save As Save

The **Age Data (1)** option allows the user to age the survey data. This is useful when you are forecasting or using older data in a rapidly changing market. You can age either the market data, your data, if you are a participant, or both by the same factor.

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AGE DATA

2 Age Market Data

3 Age My Data

4 Age To: 31 Dec 2017

Market View	Effective Date	Publication Year	Next Year(s)	Aging Factor
2016 Global Demo TRS (Mercer Job Library)	01 Apr 2016	6	7	1.1180

Example: For annualized adjustment of 2.5%, enter 2.5. For non-aging enter a 0.

9 **10**

Cancel Calculate Apply

This option helps to Age Market data **(2)** or Your Own data **(3)**. **Age to (4)** option helps you to choose the Date to which you would like to age the data. Effective Date **(5)** indicates the date on which data was effective. No data collection happened post this date. User is required to enter an annualized salary increase percentage for the **Publication Year (6)**. When such a number is not available, one can use a proxy variable such as the annualized inflation percentage. In the **Next Year (7)** column enter the annualized salary increase percentage for the years subsequent to the publication year. Once you click on **Calculate (9)**, the **Aging Factor (8)** will be displayed. In the last step select **Apply (10)**.

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THANK YOU



If you have any questions please contact
Surveys@mercer.com

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TOMORROW,
TODAY