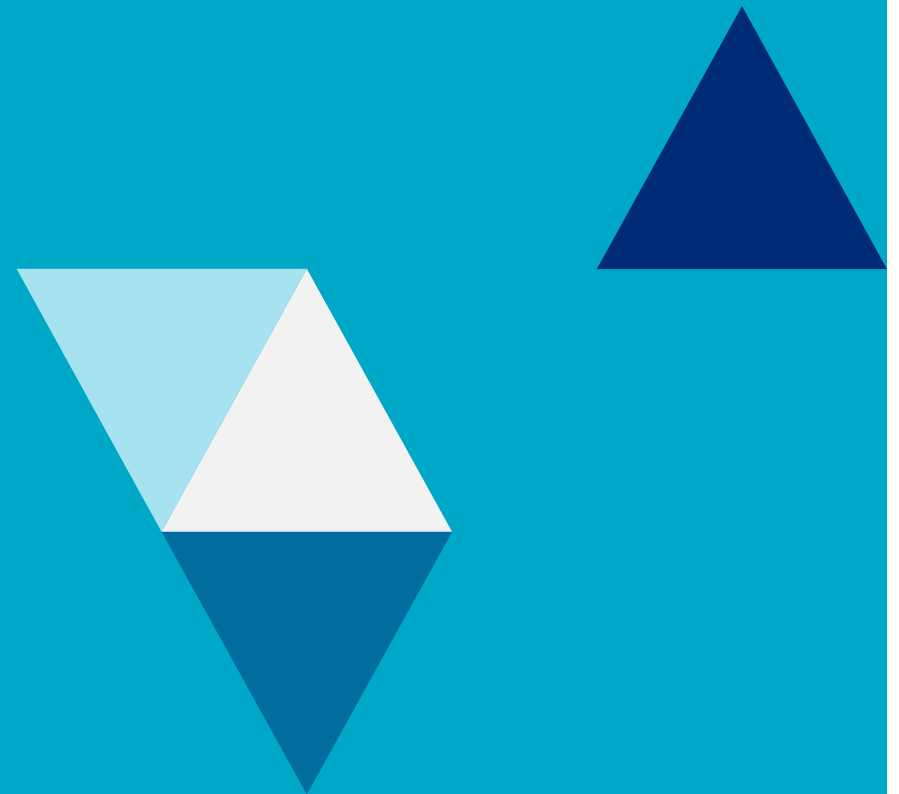


Mercer WIN[®]

COMBINE JOBS



MERCER WIN® COMBINE JOBS – VIA RESULTS ADJUSTMENT RIBBON

Home Mercer Market Data Mercer Market Data Results Progress Center

Mercer Market Data Results: Library My Saved Results

View: Inc Org Job Edit

Job Title	Job Type	Job Code	Typical Title	Base Salary	Num Orgs	Num Obs	Inc Wtd 25th %ile	Inc Wtd Mean	Inc Wtd Median	Inc Wtd 75th %ile	My Data
Cost Accounting - Senior Professional (E3)	Job	FIN.05.003.P30	Cost Accountant		8	8	55,604	77,654	68,608	82,339	
Budget Accounting - Senior Professional (P3)	Job	FIN.05.004.P30	Budget Accountant, Budget Analyst		*	9	60,797	73,515	74,092	80,210	
Cost Accounting - Experienced Professional (P2)	Job	FIN.05.003.P20	Cost Accountant		11	13	48,099	61,802	58,526	74,516	
Budget Accounting - Experienced Professional (P2)	Job	FIN.05.004.P20	Budget Accountant, Budget Analyst		8	29	50,648	59,371	57,525	67,028	
Cost Accounting - Entry Professional (P1)	Job	FIN.05.003.P10	Cost Accountant		**	1	--	--	--	--	
Accounting - Executive Level 3 (E3)	Job	FIN.06.001.E30	Head of Accounting, Accounting Ex		**	2	--	--	--	--	
Accounting - Executive Level 2 (E2)	Job	FIN.06.001.E20	Head of Accounting, Accounting Ex		**	2	--	--	--	--	
Accounting - Executive Level 1 (E1)	Job	FIN.06.001.E10	Head of Accounting, Accounting Ex		*	6	155,527	175,069	172,409	198,303	
Accounting - Senior Manager II (M5)	Job	FIN.06.001.M50	Accounting Director, Accounting Sr		*	4	--	152,415	182,484	--	

1 Manage Market Views Refine Market **Combine Jobs** Combine PCs Compare My Data ON Normalize Data Age Data Set Banding Send to My Library

91 total results Save As Save

Combine Jobs option allows you to combine results of all incumbents belonging to different benchmarks into a single benchmark. You can do it from two angles, one being the results adjustment ribbon (1).

MERCER WIN® COMBINE JOBS – VIA RESULTS ADJUSTMENT RIBBON

Combine Jobs ⓘ

2 2016 Global Demo TRS (Mercer Job Library)

3

Job Title	Job Type	Job Code	Family	Sub-family	Specialization	Career Stream	Career Level
<input type="checkbox"/> Accounting - Senior Manager (M4)	Job	FIN.06.001.M40	Finance	Accounting	Accounting	MANAGEMENT	Senior Manager (...)
<input type="checkbox"/> Accounting - Entry Professional (P1)	Job	FIN.06.001.P10	Finance	Accounting	Accounting	PROFESSIONAL	Entry Professional..
<input type="checkbox"/> Accounting - Manager (M3)	Job	FIN.06.001.M30	Finance	Accounting	Accounting	MANAGEMENT	Manager (M3)
<input checked="" type="checkbox"/> Budget Accounting - Manager (M3)	Job	FIN.05.004.M30	Finance	Management Acc...	Budget Accounting	MANAGEMENT	Manager (M3)
<input checked="" type="checkbox"/> Cost Accounting - Manager (M3)	Job	FIN.05.003.M30	Finance	Management Acc...	Cost Accounting	MANAGEMENT	Manager (M3)
<input type="checkbox"/> Accounting - Experienced Professional (P2)	Job	FIN.06.001.P20	Finance	Accounting	Accounting	PROFESSIONAL	Experienced Profe..
<input type="checkbox"/> Accounting - Senior Professional (P3)	Job	FIN.06.001.P30	Finance	Accounting	Accounting	PROFESSIONAL	Senior Profession...
<input type="checkbox"/> Accounting - Executive Level 2 (E2)	Job	FIN.06.001.E20	Finance	Accounting	Accounting	EXECUTIVE	Executive Level 2 ..
<input type="checkbox"/> Accounting - Team Leader (Professionals) (M2)	Job	FIN.06.001.M20	Finance	Accounting	Accounting	MANAGEMENT	Team Leader (Prof..
<input type="checkbox"/> Cost Accounting - Senior Professional (P3)	Job	FIN.05.003.P30	Finance	Management Acc...	Cost Accounting	PROFESSIONAL	Senior Profession...
<input type="checkbox"/> Accounting - Senior Manager II (M5)	Job	FIN.06.001.M50	Finance	Accounting	Accounting	MANAGEMENT	Senior Manager II ...
<input type="checkbox"/> Budget Accounting - Experienced Professional (P2)	Job	FIN.05.004.P20	Finance	Management Acc...	Budget Accounting	PROFESSIONAL	Experienced Profe..
<input type="checkbox"/> Accounting - Executive Level 1 (E1)	Job	FIN.06.001.E10	Finance	Accounting	Accounting	EXECUTIVE	Executive Level 1 ..
<input type="checkbox"/> Cost Accounting - Entry Professional (P1)	Job	FIN.05.003.P10	Finance	Management Acc...	Cost Accounting	PROFESSIONAL	Entry Professional..
<input type="checkbox"/> Budget Accounting - Senior Professional (P3)	Job	FIN.05.004.P30	Finance	Management Acc...	Budget Accounting	PROFESSIONAL	Senior Profession...
<input type="checkbox"/> Accounting - Executive Level 3 (E3)	Job	FIN.06.001.E30	Finance	Accounting	Accounting	EXECUTIVE	Executive Level 3 ..
<input type="checkbox"/> Accounting - Senior Para-Professional (S3)	Job	FIN.06.001.S30	Finance	Accounting	Accounting	PARA-PROFESSIO...	Senior Para-Profe...
<input type="checkbox"/> Accounting - Experienced Para-Professional (S2)	Job	FIN.06.001.S20	Finance	Accounting	Accounting	PARA-PROFESSIO...	Experienced Para...
<input type="checkbox"/> Accounting - Entry Para-Professional (S1)	Job	FIN.06.001.S10	Finance	Accounting	Accounting	PARA-PROFESSIO...	Entry Para-Profes...
<input type="checkbox"/> Cost Accounting - Experienced Professional (P2)	Job	FIN.05.003.P20	Finance	Management Acc...	Cost Accounting	PROFESSIONAL	Experienced Profe..
<input type="checkbox"/> Head of Finance & Accounting (CEO) - Global Subsidiary (F3)	.Job	FIN.01.001.F34	Finance	Finance & Accoun	Head of Finance &	EXECUTIVE	Executive Level 3

4 Combine

Cancel Done

If you are comparing several surveys, select the survey in which you want to combine the jobs (2). Tick the positions you would like to combine (3) and hit the **combine** button (4).

MERCER WIN® COMBINE JOBS – VIA RESULTS ADJUSTMENT RIBBON

The screenshot shows the Mercer Job Library interface. A 'Combine Jobs' dialog box is open, allowing users to create a new combination of jobs. The dialog box contains the following fields:

- Title:** Budget/Cost Accounting - Manager (M3) (highlighted with a blue box and circled '5')
- Code:** 001
- Family:** Finance
- Sub-family:** Management Accounting
- Specialization:** --
- Career Stream:** MANAGEMENT
- Career Level:** Manager (M3)

At the bottom right of the dialog box, there are two buttons: 'Close' and 'Apply' (highlighted with a blue box and circled '6').

The background shows a list of job titles with checkboxes. The list includes:

- Accounting - Senior Manager (M4)
- Accounting - Entry Professional (P1)
- Accounting - Manager (M3)
- Budget Accounting - Manager (M3)
- Cost Accounting - Manager (M3)
- Accounting - Experienced Professional (P2)
- Accounting - Senior Professional (P3)
- Accounting - Executive Level 2 (E2)
- Accounting - Team Leader (Professionals) (M2)
- Cost Accounting - Senior Professional (P3)
- Accounting - Senior Manager II (M5)
- Budget Accounting - Experienced Professional (P2)
- Accounting - Executive Level 1 (E1)
- Cost Accounting - Entry Professional (P1)
- Budget Accounting - Senior Professional (P3)
- Accounting - Executive Level 3 (E3)
- Accounting - Senior Para-Professional (S3)
- Accounting - Experienced Para-Professional (S2)
- Accounting - Entry Para-Professional (S1)
- Cost Accounting - Experienced Professional (P2)
- Head of Finance & Accounting (CFO) - Global Subsidiary (E3)

Name a new combination of jobs and provide a code (5). Click on **Apply** button to proceed (6).

MERCER WIN® COMBINE JOBS – VIA RESULTS ADJUSTMENT RIBBON

Combine Jobs ⓘ

2016 Global Demo TRS (Mercer Job Library)

Job Title	Job Type	Job Code	Family	Sub-family	Specialization	Career Stream	Career Level
Budget/Cost Accounting - Manager (M3)	My Combined Job	001	Finance	Management Acc...	--	MANAGEMENT	Manager (M3)
<input type="checkbox"/> Accounting - Senior Manager (M4)	Job	FIN.06.001.M40	Finance	Accounting	Accounting	MANAGEMENT	Senior Manager (...)
<input type="checkbox"/> Accounting - Entry Professional (P1)	Job	FIN.06.001.P10	Finance	Accounting	Accounting	PROFESSIONAL	Entry Professional...
<input type="checkbox"/> Accounting - Manager (M3)	Job	FIN.06.001.M30	Finance	Accounting	Accounting	MANAGEMENT	Manager (M3)
<input type="checkbox"/> Budget Accounting - Manager (M3)	Job	FIN.05.004.M30	Finance	Management Acc...	Budget Accounting	MANAGEMENT	Manager (M3)
<input type="checkbox"/> Cost Accounting - Manager (M3)	Job	FIN.05.003.M30	Finance	Management Acc...	Cost Accounting	MANAGEMENT	Manager (M3)
<input type="checkbox"/> Accounting - Experienced Professional (P2)	Job	FIN.06.001.P20	Finance	Accounting	Accounting	PROFESSIONAL	Experienced Profe...
<input type="checkbox"/> Accounting - Senior Professional (P3)	Job	FIN.06.001.P30	Finance	Accounting	Accounting	PROFESSIONAL	Senior Profession...
<input type="checkbox"/> Accounting - Executive Level 2 (E2)	Job	FIN.06.001.E20	Finance	Accounting	Accounting	EXECUTIVE	Executive Level 2 ...
<input type="checkbox"/> Accounting - Team Leader (Professionals) (M2)	Job	FIN.06.001.M20	Finance	Accounting	Accounting	MANAGEMENT	Team Leader (Prof...
<input type="checkbox"/> Cost Accounting - Senior Professional (P3)	Job	FIN.05.003.P30	Finance	Management Acc...	Cost Accounting	PROFESSIONAL	Senior Profession...
<input type="checkbox"/> Accounting - Senior Manager II (M5)	Job	FIN.06.001.M50	Finance	Accounting	Accounting	MANAGEMENT	Senior Manager II ...
<input type="checkbox"/> Budget Accounting - Experienced Professional (P2)	Job	FIN.05.004.P20	Finance	Management Acc...	Budget Accounting	PROFESSIONAL	Experienced Profe...
<input type="checkbox"/> Accounting - Executive Level 1 (E1)	Job	FIN.06.001.E10	Finance	Accounting	Accounting	EXECUTIVE	Executive Level 1 ...
<input type="checkbox"/> Cost Accounting - Entry Professional (P1)	Job	FIN.05.003.P10	Finance	Management Acc...	Cost Accounting	PROFESSIONAL	Entry Professional...
<input type="checkbox"/> Budget Accounting - Senior Professional (P3)	Job	FIN.05.004.P30	Finance	Management Acc...	Budget Accounting	PROFESSIONAL	Senior Profession...
<input type="checkbox"/> Accounting - Executive Level 3 (E3)	Job	FIN.06.001.E30	Finance	Accounting	Accounting	EXECUTIVE	Executive Level 3 ...
<input type="checkbox"/> Accounting - Senior Para-Professional (S3)	Job	FIN.06.001.S30	Finance	Accounting	Accounting	PARA-PROFESSIO...	Senior Para-Profe...
<input type="checkbox"/> Accounting - Experienced Para-Professional (S2)	Job	FIN.06.001.S20	Finance	Accounting	Accounting	PARA-PROFESSIO...	Experienced Para...
<input type="checkbox"/> Accounting - Entry Para-Professional (S1)	Job	FIN.06.001.S10	Finance	Accounting	Accounting	PARA-PROFESSIO...	Entry Para-Profes...
<input type="checkbox"/> Cost Accounting - Experienced Professional (P2)	Job	FIN.05.003.P20	Finance	Management Acc...	Cost Accounting	PROFESSIONAL	Experienced Profe...

Combine Cancel Done

The combined job will appear at the top of the list (7). Click on **Done** to return to the results page (8).

MERCER WIN® COMBINE JOBS – VIA RESULTS ADJUSTMENT RIBBON

Home Mercer Market Data Mercer Market Data Results Progress Center

Mercer Market Data Results: Library My Saved Results

View: Inc Org Job Edit

				Base Salary						
		Job Code	Typical Title	Num Orgs	Num Obs	Inc Wtd 25th %ile	Inc Wtd Mean	Inc Wtd Median	Inc Wtd 75th %ile	My Data
Budget/Cost Accounting - Manager (M3)		001	My Combined Job	*	17	47	95,030	115,181	111,215	132,000
Head of Finance & Accounting (CFO) - Global Par...		FIN.01.001.E41	Chief Financial Officer (CFI		7	7	231,400	283,303	276,324	307,800
Head of Finance & Accounting (CFO) - Global Su...		FIN.01.001.E34	Chief Financial Officer (CFI		9	11	256,152	306,125	285,090	375,816
Head of Finance & Accounting (CFO) - Regional P...		FIN.01.001.E31	Chief Financial Officer (CFI		8	9	214,480	300,636	264,000	402,000
Head of Finance & Accounting (CFO) - Regional ...		FIN.01.001.E24	Chief Financial Officer (CFI		26	29	230,820	301,039	285,600	371,328
Head of Finance & Accounting (CFO) - Regional ...		FIN.01.001.E23	Chief Financial Officer (CFI	**	2	3	--	--	--	--
Head of Finance & Accounting (CFO) - Regional ...		FIN.01.001.E22	Chief Financial Officer (CFI	**	3	5	--	286,209	--	--
Head of Finance & Accounting (CFO) - Country P...		FIN.01.001.E21	Chief Financial Officer (CFI		11	16	184,717	256,618	238,300	326,261
Head of Finance & Accounting (CFO) - Country S...		FIN.01.001.E14	Chief Financial Officer (CFI							

Manage Market Views Refine Market Combine Jobs Combine PCs Compare My Data ON Normalize Data Age Data Set Banding Send to My Library

34 total results Save As Save

The combined jobs will also appear as "My Combined Job" at the top of the results page (9). From this page, further refinements and adjustments will apply to the combined job as well.

MERCER WIN® COMBINE JOBS - VIA FLY-OUTS

Home Mercer Market Data Mercer Market Data Results Progress Center

Mercer Market Data Results: Library My Saved Results

View: Inc Org Job Edit

Job Title	Job Type	Job Code	Typical Title	Base Salary	Num Orgs	Num Obs	Inc Wtd 25th %ile	Inc Wtd Mean	Inc Wtd Median	Inc Wtd 75th %ile	My Data
Cost Accounting - Senior Professional (E3)	Job	FIN.05.003.P30	Cost Accountant		8	8	55,604	77,654	68,608	82,339	
Budget Accounting - Senior Professional (P3)	Job	FIN.05.004.P30	Budget Accountant, Budget Analyst		*	9	60,797	73,515	74,092	80,210	
Cost Accounting - Experienced Professional (P2)	Job	FIN.05.003.P20	Cost Accountant		11	13	48,099	61,802	58,526	74,516	
Budget Accounting - Experienced Professional (P2)	Job	FIN.05.004.P20	Budget Accountant, Budget Analyst		8	29	50,648	59,371	57,525	67,028	
Cost Accounting - Entry Professional (P1)	Job	FIN.05.003.P10	Cost Accountant		**	1	--	--	--	--	
Accounting - Executive Level 3 (E3)	Job	FIN.06.001.E30	Head of Accounting, Accounting Ex		**	2	--	--	--	--	
Accounting - Executive Level 2 (E2)	Job	FIN.06.001.E20	Head of Accounting, Accounting Ex		**	2	--	--	--	--	
Accounting - Executive Level 1 (E1)	Job	FIN.06.001.E10	Head of Accounting, Accounting Ex		*	6	155,527	175,089	172,409	198,303	
Accounting - Senior Manager II (M5)	Job	FIN.06.001.M50	Accounting Director, Accounting Sr		*	4	--	152,415	182,484	--	

Manage Market Views Refine Market Combine Jobs Combine PCs Compare My Data ON Normalize Data Age Data Set Banding Send to My Library

91 total results Save As Save

You can also combine jobs via **results fly-out** window which contains suggested alternative comparators including Jobs, Core Jobs and Mercer Combined Jobs (10).

MERCER WIN® COMBINE JOBS – VIA FLY-OUTS

The screenshot displays the Mercer Market Data Results: Library interface. A list of job titles is shown, including:

- Engineering - Experienced Professional (P2)
Core Job - ENS.03.000.P20
- Design Engineering - Experienced Professional (P2)
Mercer Combined Job - ENS.03.R06.P20
- Mechanical Engineering - Experienced Professional (P2)
Job - ENS.03.013.P20
- Chemical Engineering - Experienced Professional (P2)
Job - ENS.03.014.P20
- Electrical Engineering - Experienced Professional (P2)
Job - ENS.03.015.P20
- Electronics Engineering - Experienced Professional (P2)
Job - ENS.03.016.P20
- Facilities Layout Engineering - Experienced Professional (P2)
Job - ENS.03.038.P20
- Electronics Product Design Engineering - Experienced Professional (P2)
Job - ENS.03.061.P20
- Human Factors Engineering - Experienced Professional (P2)
Job - ENS.03.110.P20
- Project Controls Engineering - Experienced Professional (P2)
Job - ENS.03.113.P20

A blue box highlights the 'Combine Jobs' button, which is also marked with a circled '11'. The button is located at the bottom right of the job list. To the right of the job list, a 'Market View' panel is visible, showing details for the selected job, including Family (Engineering & Science), Sub-family (Engineering), Career Stream (PROFESSIONAL), and Career Level (Experienced Professional (P2)).

Click **combine jobs** to create additional sets of data (11).

MERCER WIN® COMBINE JOBS – VIA FLY-OUTS

The screenshot displays the Mercer Market Data Results: Library interface. A fly-out menu is open, showing a list of jobs. The job 'Chemical Engineering - Experienced Professional (P2)' is selected, indicated by a blue box and the number 12. Below the list, a text input field contains the text 'Electronics and Chemical - P2', indicated by a blue box and the number 13. A green checkmark button is visible, indicated by a blue box and the number 14. The right side of the fly-out shows a 'Market View' panel with details like '2016 Global Demo TRS (Mercer Job Library)', 'Family: Engineering & Science', 'Sub-family: Engineering', 'Career Stream: PROFESSIONAL', and 'Career Level: Experienced Professional (P2)'. At the bottom of the fly-out are buttons for 'Cancel Combine Jobs', 'Cancel', and 'Save'.

Tick the jobs you would like to combine (12), provide the name and code for the new combination (13), and hit the green tick button (14). The name and code are used as identifiers, you can assign anything that is relevant to your analysis as it will not affect the data in any way

MERCER WIN® COMBINE JOBS - VIA FLY-OUTS

The screenshot shows the Mercer Market Data Results: Library interface. A fly-out menu is open, displaying a list of job titles. The top job is highlighted with a blue box and a circled '15'. The job title is "Electronics and Chemical - P2" with the subtitle "My Combined Job - Electronics and Chemical - P2". Below it are several other job titles, including "Design Engineering - Experienced Professional (P2)", "Mechanical Engineering - Experienced Professional (P2)", "Chemical Engineering - Experienced Professional (P2)", "Electrical Engineering - Experienced Professional (P2)", "Electronics Engineering - Experienced Professional (P2)", "Facilities Layout Engineering - Experienced Professional (P2)", "Electronics Product Design Engineering - Experienced Professional (P2)", and "Human Factors Engineering - Experienced Professional (P2)". To the right of the job list is a "Market View" panel showing details for "2016 Global Demo TRS (Mercer Job Library)", including Family (Engineering & Science), Sub-family (Engineering), Career Stream (PROFESSIONAL), and Career Level (Experienced Professional (P2)). At the bottom of the fly-out menu are three buttons: "Combine Jobs", "Cancel", and "Save". The "Save" button is highlighted with a blue box and a circled '16'.

The jobs are now combined and will appear as top selection for "My Combined Job" (15). Click on the **save** button to return to the results page (16).

MERCER WIN[®] COMBINE JOBS - VIA FLY-OUTS

Home Mercer Market Data Mercer Market Data Results Progress Center

Mercer Market Data Results: Library My Saved Results Print Share

View: Inc Org Job Edit

Job Title	Job Type	Job Code	Base Salary	Num Orgs	Num Obs	Inc Wtd 25th %ile	Inc Wtd Mean	Inc Wtd Median	Inc Wtd 75th %ile	My Data
Electronics and Chemical Engineering - P2	My Combined Job	Electronics and Chemical Engineering - P2	*	9	203	48,945	55,410	54,743	61,893	
Design Engineering - Executive Level 2 (E2)	Mercer Combined Job	ENS.03.R06.E20	**	1	1	--	--	--	--	
Product Design Engineering - Executive Level 2 (E2)	Job	ENS.03.059.E20	**	1	1	--	--	--	--	
Design Engineering - Executive Level 1 (E1)	Mercer Combined Job	ENS.03.R06.E10	**	1	1	--	--	--	--	
Product Design Engineering - Executive Level 1 (E1)	Job	ENS.03.059.E10	**	1	1	--	--	--	--	
Design Engineering - Senior Manager II (M5)	Mercer Combined Job	ENS.03.R06.M50	**	3	4	--	221,790	--	--	
Product Design Engineering - Senior Manager II (M5)	Job	ENS.03.059.M50	**	3	4	--	221,790	--	--	
Design Engineering - Senior Manager (M4)	Mercer Combined Job	ENS.03.R06.M40	*	6	9	125,862	152,484	161,460	183,600	
Product Design Engineering - Senior Manager (M4)	Job	ENS.03.059.M40	**	?	?	--	--	--	--	

100 total results

Manage Market Views Refine Market Combine Jobs Combine PCs **Compare My Data** ON Normalize Data Age Data Set Banding Send to My Library

Save As Save

The combined jobs will also appear as "My Combined Job" at the top of the results page (17). From this page, further refinements and adjustments will apply to the combined job as well.

MERCER WIN®
THANK YOU



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

MAKE  **MERCER**
TOMORROW,
TODAY