

HEALTH WEALTH CAREER

MERCER WIN[®] WALKTHROUGH

CLIENT SOLUTIONS TEAM

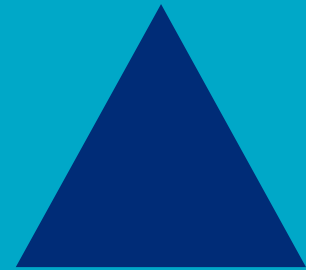


MAKE TOMORROW, TODAY  MERCER

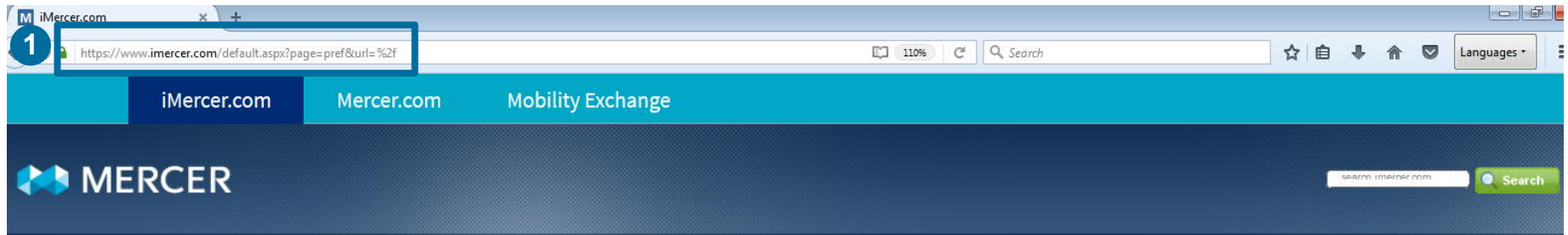
MERCER WIN®
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LOGIN TO THE TOOL



MERCER WIN® LOGIN TO THE TOOL



Welcome to imercer.com

Mercer is the global leader for trusted human capital services and products. You and your organization can depend on world-class resources. Whether your needs are advisory, technology, or product delivery, the Mercer team will work collaboratively to support your organizational values and objectives.

Select your location:

- Asia
- Australia/NZ
- Canada
- China
- Japan
- Europe
- Latin America
- Middle East/Africa
- United States

Go to **www.imercer.com** and log in to your Mercer account **(1)**. Upon your first login, you may be asked to select the geographical location **(2)**.

MERCER WIN® LOGIN TO THE TOOL

The screenshot shows the iMercer.com homepage. The browser address bar displays 'https://www.imercer.com/'. The page features a navigation bar with 'iMercer.com', 'Mercer.com', and 'Mobility Exchange'. The main header includes the Mercer logo with the tagline 'MAKE TOMORROW, TODAY', a 'Welcome to imercer.com' message, and a 'Change Location' dropdown menu set to 'Europe'. A 'Sign In' button is highlighted in the 'My Account' section, which also includes a 'Quick Links' menu with items like 'Mercer WIN®', 'Mercer WIN - admin', 'Impersonation', 'CPSM', 'Go to My Account', 'Secure file upload', and 'Customer service'. A central banner states: 'Mercer is a leading provider of compensation and benefits information, creating the largest warehouses of employer-reported data.' Below this are three sections: 'COMPENSATION SURVEYS' (Comprehensive information regardless of geographic boundaries, offering solutions locally, regionally, and globally), 'BENEFITS SOLUTIONS' (Designed to support total rewards while considering the business goals of employee attraction, retention, and productivity), and 'POLICIES' (Establish standards for managing your workforce strategy with surveys that shed light on the latest industry trends).

Click on the **Sign In** button under “My Account” section in the upper-right corner of the iMercer homepage (3) or click directly on the **Mercer Win** quick link.

MERCER WIN[®]

LOGIN TO THE TOOL

Sign In

Email

4

Password

Update your multi-factor authentication contact information after login

5 [Forgot password?](#)

6

Register

If you have not previously registered we invite you to register on our site.

Benefits of Registration

- Careful treatment of your imercer.com registration data (see our [Privacy Policy](#))
- Selection of your homepage containing products and events from the region that interests you most
- Access to premium content that is not available to unregistered users
- Management of imercer.com email subscriptions to our eNewsletters, product and service alerts, and information about events and trainings
- Purchase content that requires a fee to view or use

Log in to your Mercer account by providing your **Email** and **Password (4)**. If you do not remember your password or are logging in for the first time, you can click on the **Forgot Password (5)** option and log-in details will be emailed to you. Then hit the **Sign In** button **(6)**.

MERCER WIN® LOGIN TO THE TOOL

TALENT IMPACT
Mercer WIN® | REWARD

Vandana Mehendiratta - Mercer | Tools | Sign Out

MERCER

Progress Center

Data License Agreement

**MERCER WORKFORCE INTELLIGENCE NETWORK® SYSTEM
AND IPE METHODOLOGY LICENSE AGREEMENT**

IMPORTANT - PLEASE READ CAREFULLY BEFORE USING THE SYSTEM

THE COPYRIGHT, DATABASE RIGHTS AND ANY OTHER INTELLECTUAL PROPERTY RIGHTS IN THE PROGRAMS, TOOLS, DOCUMENTATION, INFORMATION, METHODOLOGIES, SURVEY MATERIALS, AND DATA CONTAINED WITHIN THE MERCER WORKFORCE INTELLIGENCE NETWORK® SYSTEM ("Mercer WIN") AND THE MERCER INTERNATIONAL POSITION EVALUATION METHODOLOGY (THE "IPE METHODOLOGY," AND COLLECTIVELY WITH Mercer WIN, THE "MATERIALS") ARE AND REMAIN THE PROPERTY OF MERCER (US) INC. ("MERCER"). YOU ARE LICENSED TO ACCESS AND USE THE MATERIALS ONLY IF YOU ACCEPT ALL THE TERMS AND CONDITIONS OF THIS LICENSE AGREEMENT (THE "LICENSE"). UNLESS AN EXCEPTION IS NOTED HEREIN, THE TERMS OF THIS LICENSE APPLY TO YOU IF YOU HAVE LICENSED MERCER WIN, THE IPE METHODOLOGY, OR BOTH. IF AN AFFILIATE OF MERCER HAS SUPPLIED ACCESS TO THIS SOFTWARE, THE AFFILIATE HAS AUTHORITY TO ENTER INTO THIS LICENSE ON MERCER'S BEHALF, AND ALL REFERENCES TO MERCER HEREIN INCLUDE REFERENCES TO SUCH AFFILIATE.

WHEN YOU CLICK "I accept these terms" BELOW TO ACCEPT THIS LICENSE, YOU AGREE THAT THE MATERIALS IS INTENDED ONLY FOR INTERNAL USE FOR INFORMATION PURPOSES ONLY BY THE ORGANIZATION

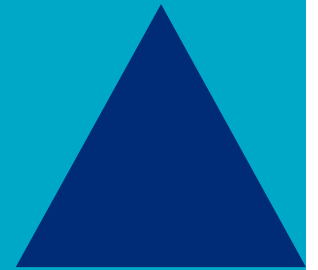
Market View	I Accept	I Decline
2014 CA MBD (Job Title Report Only)	<input checked="" type="radio"/>	<input type="radio"/>
2014 US MBD (Job Title Report Only)	<input checked="" type="radio"/>	<input type="radio"/>

7 [Continue](#)

100%

After you sign in, you will be prompted to the **License Agreement** window. You will only see this window if you are logging in for the first time or if you have purchased a new product. Make sure that you read and select **"I Accept"**, and click on **Continue (7)**.

WIN[®] HOMEPAGE PUBLISHED REPORTS



MERCER WIN® WIN® HOMEPAGE – PUBLISHED REPORTS

The screenshot shows the Mercer Win homepage interface. At the top, there is a navigation bar with a home icon and a 'Progress Center' dropdown. Below this is a 'My Homepage' section with a row of icons for 'Mercer Market Data', 'Diagnostic Report', 'My Jobs', 'My Employees', and 'My Library'. The main content area is divided into three sections: 'My Dashboard', 'Mercer News', and 'My Market Views'. The 'My Dashboard' section contains a box labeled 'I Want To...' with a blue border and a blue circle with the number '1' above it. Inside this box are links: 'Download a Mercer survey report', 'Edit My Profile', 'View Mercer Market data by Job', and 'View Mercer Market data by Position Class'. The 'My Market Views' section is also highlighted with a blue border and contains a search interface with a dropdown for '2018', a dropdown for 'Slovakia', a search input field, and a 'Search' button. Below the search interface is a table with the following data:

Market View	Country	Effective ...
2018 SK TRS	Slovakia	1 Apr 2018

The 'Mercer News' section on the right indicates that 'Mercer News is currently unavailable'.

Once you log into Mercer Win homepage, you will have access to all the **standard published reports (1)** that Mercer has prepared for you already. Those can be retrieved either through the “**Download a Mercer survey report**” link or via “**My Market Views**” section.

MERCER WIN® WIN® HOMEPAGE – PUBLISHED REPORTS

Download a Mercer survey report

2018 2017 2016 2015

Mauritius

Search

Year	Country	Effective Date
2015	Mauritius	1 Apr 2018
2015	Mauritius	1 Apr 2018
2018	Mauritius	1 Apr 2018

Close

Select the Country and Year (2). Once selected, you will be able to see a list of all surveys that you have purchased. Click on the **hyperlink** of a relevant survey reports to check out the materials prepared by Mercer.

MERCER WIN® WIN® HOMEPAGE – PUBLISHED REPORTS

The screenshot shows the Mercer WIN® interface for the '2018 MU TRS' report. The page is titled '2018 MU TRS' and includes a navigation bar with 'Published Reports', 'Participants List', and 'Job List'. The main content area lists various reports, each with a corresponding action button (PDF or Export). A blue circle with the number '3' and an arrow points to the PDF button for 'Survey Methodology and Definitions'. Another blue circle with the number '4' and a box highlights the 'Download All' button at the bottom left.

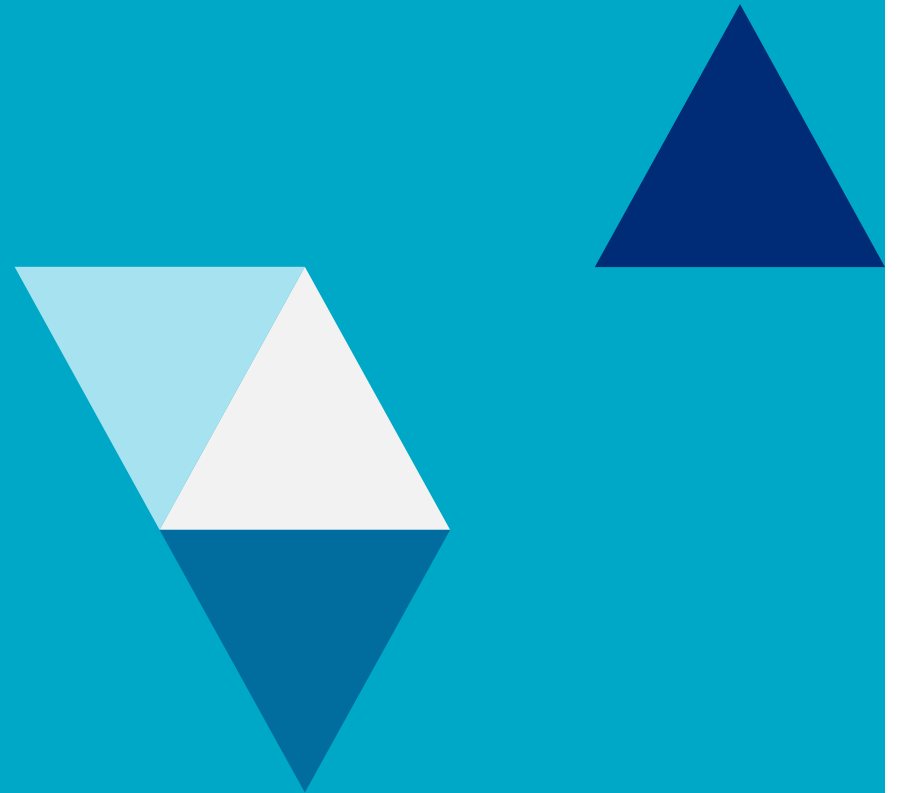
Report Title	Action
Cover	PDF
Contents	PDF
Overview	PDF
Survey Methodology and Definitions	PDF (3)
Participant List	Export
Policy and Practice Reports	PDF
Library Jobs Detailed Report - Complete PC	Export
Library Jobs Detailed Report - Grouped by PC	Export
Library Jobs Summary Report	Export
Position Class Reports (Actual and Regressed Data)	PDF
Year over Year Trends	Export
Excel Download of Actual and Regressed Data	Export
Mercer Job Library	Export
Table des Matières	PDF

Download All (4)

Close

Within the **published reports** section, you will find the Participants list, Policy and Practice Report, Survey Methodology and Definitions and the Job Matching Booklet among others. Download an individual report by clicking on the button to the right **(3)** or all of them with the **Download All** button **(4)**.

SELECT RESULTS' CRITERIA



MERCER WIN®

SELECT RESULTS CRITERIA

The screenshot displays the Mercer Win user interface. At the top, there is a navigation bar with a home icon and a 'Progress Center' dropdown. Below this is the 'My Homepage' section, which contains five icons: 'Mercer Market Data' (a red folder icon, highlighted with a blue box), 'Diagnostic Report' (a document icon), 'My Jobs' (a person icon), 'My Employees' (a group of people icon), and 'My Library' (a bookshelf icon). A blue arrow labeled '1' points from the 'Mercer Market Data' icon to the 'View Mercer Market data by Job' hyperlink in the 'I Want To...' section of the 'My Dashboard'. The 'My Dashboard' section includes links for 'Download a Mercer survey report', 'Edit My Profile', and 'View Mercer Market data by Job'. The 'My Market Views' section shows a search window with a dropdown for '2018' and 'Slovakia', a search input field, and a search button. Below the search window is a table with the following data:

Market View	Country	Effective ...
2018 SK TRS	Slovakia	1 Apr 2018

The 'Mercer News' section on the right indicates that 'Mercer News is currently unavailable'.

Mercer Win allows you to generate detailed custom reports according to your business needs **(1)**. To start off, click on the **View Mercer Market data by Job** hyperlink under “I Want To...” section or **Mercer Market Data** red folder to be prompted to the search window.

MERCER WIN[®] SELECT RESULTS CRITERIA – SURVEYS UNDERPINNED BY MUPC

The screenshot displays the Mercer Market Data web application interface. At the top, there is a navigation bar with a home icon, the text 'Mercer Market Data', and a 'Progress Center' dropdown. Below this, the main header reads 'Mercer Market Data for Year: 2015' with a 'Change year' button (5) and a 'My Saved Results' dropdown. The 'Mercer Job Library' section features three tabs: 'Global' (2), 'High Tech' (3), and 'All' (4). A search bar is present with a 'Search' button. Below the search bar, there are several filter categories: 'Geography/Market View', 'Family/Sub-Family', 'Career Stream/Level', and 'Position Class', each with an 'Add' button and a 'Clear' button. A dropdown menu for 'Available years' is open, showing options for 'All', '2015', '2016', '2017', and '2018'. The 'Search Results' section is currently empty, displaying the message 'Click search and search results will be displayed here.' and a 'View:' dropdown set to 'Job, Position Class, curr'. A 'Compare' button is visible at the bottom left, with a note: 'You can only compare between 2 and 5 items.' A green 'Continue' button is located at the bottom right.

Surveys from prior years or those still underpinned by **Mercer Universal Position Coding System (MUPCS[®]) methodology** are published under the **Global** tab (2) at the top of the page. The **High Tech** tab will show the high tech products, if they are part of your subscription (3). Under the **All** tab, all of the surveys you are authorized to view will be visible (4). Select **Change year** (5) at the top of the page if you need to view data from previous years.

MERCER WIN® SELECT RESULTS CRITERIA - SURVEYS UNDERPINNED BY JOB LIBRARY

The screenshot displays the Mercer Job Library interface. At the top, there is a navigation bar with 'Home' and 'Mercer Market Data' on the left, and 'Progress Center' on the right. Below this, the main header shows 'Mercer Job Library for Year: 2018' with a 'Change year' dropdown menu. A blue circle with the number '6' highlights the 'Mercer Job Library' tab, and another blue circle with the number '7' highlights the 'Change year' dropdown menu. The dropdown menu is open, showing options for 'All', '2016', and '2018'. Below the header, there is a search bar with the placeholder text 'Search for job title, job code, or typical title'. To the right of the search bar is a 'Limit to My Jobs' checkbox and a 'Search' button. Below the search bar, there is a list of filters: 'Market View', 'Job Industry', 'Family', 'Function', 'Career Level', 'Job Type', and 'Position Class'. Each filter has a 'Clear' button. Below the filters, there is a 'Search Results' section with a 'View' dropdown menu set to 'Job' and an 'Edit' button. Below the search results, there is a table with columns for 'Job Title', 'Job Type', 'Job Code', 'Typical Title', and 'Market View'. The table is currently empty, with a message 'Click search and search results will be displayed here.' Below the table, there is a 'Compare' button and a message 'You can only compare between 2 and 5 items.' and a 'Continue' button.

Surveys underpinned by **Mercer Job Library methodology** are published under **Mercer Job Library** tab (6). Make sure to select 2018 in order to analyze the most up-to-date data or select 2016 if wish to check out the beta version of the tool's capabilities (7).

MERCER WIN® SELECT RESULTS CRITERIA

The screenshot displays the Mercer Job Library interface for the year 2018. The 'Search Options' section on the left includes a 'Market View' button, which is highlighted with a blue circle and the number 8. A modal window is open, showing a list of regions and countries with checkboxes for selection. The regions listed are Asia, EMEA (highlighted), and Latin America. The countries listed are Slovakia, Uganda, Zambia, and Zimbabwe, each with a list of survey options. The 'Apply' button is highlighted with a blue circle and the number 9.

Region	Country	Survey
EMEA	Slovakia	2018 SK TRS
	Uganda	2018 UG All Data/All Industry
	Uganda	2018 UG TRS
Zambia	Zambia	2018 ZM All Data/All Industry
	Zambia	2018 ZM Financial Services Industry Survey
	Zambia	2018 ZM TRS
Zimbabwe	Zimbabwe	2018 ZW All Data/All Industry
	Zimbabwe	2018 ZW TRS
	Zimbabwe	2018 ZW TRS Financial Services Industry Supplement

Choose the region(s) you are interested in, as well as country(ies) and the survey(s) (8) – multiple regions and/or surveys can be selected at the same time. Hit the **Apply** button (9).

MERCER WIN® SELECT RESULTS CRITERIA

The screenshot displays the Mercer Job Library interface. At the top, there are navigation links for Home, Mercer Market Data, and Progress Center. The main heading is "Mercer Job Library for Year: 2018" with a "Change year" dropdown set to "All 2016 2018". Below this, there are tabs for "Global", "High Tech", and "All". A search bar is present with the placeholder text "Search for job title, job code, or typical title". To the right of the search bar is a "Limit to My Jobs" checkbox and a "Search" button. Below the search bar, there are several filter categories: Market View, Job Industry, Family, Function, Career Level, Job Type, and Position Class, each with an "Add" button and a "Clear" button. A blue circle with the number "10" highlights the "Limit to My Jobs" checkbox. Below the search bar, there is a "Search Results" section with a table header containing "Job Title", "Job Type", "Job Code", "Typical Title", and "Market View". A message in the table area says "Click search and search results will be displayed here". At the bottom left, there is a "Compare" button with the text "You can only compare between 2 and 5 items." At the bottom right, there is a "Continue" button. A blue circle with the number "11" highlights a "View" dropdown menu that is open, showing options: "Job" (selected), "Family, Job", "Family, Sub-family, Job", "Position Class Views", "Position Class", and "Position Class by 2".

Limit To My Jobs can be selected when you want to view market data only for the jobs which you have submitted into a survey (10). This option is only available for participating companies. If you would like to see the market results using pre-defined views (for example, Job; Family/Job; Family/Sub-Family/Job etc.), simply click on the arrow next to **View** and choose from the drop-down menu (11).

MERCER WIN[®]

SELECT RESULTS CRITERIA

The screenshot displays the Mercer Job Library interface. At the top, there is a navigation bar with 'Home', 'Mercer Market Data', and 'Progress Center'. Below this, the main header shows 'Mercer Job Library for Year: 2018' with a 'Change year' dropdown set to 'All 2016 2018'. The interface is divided into several sections:

- Search Options (12):** A sidebar on the left contains a search input field and a list of filters: Market View, Job Industry, Family, Function, Career Level, Job Type, and Position Class. Each filter has a dropdown arrow and a corresponding 'Add' button.
- Search (13):** A green 'Search' button is located on the right side of the search options section.
- Search Results:** Below the search options, there is a 'View:' dropdown set to 'Job' and an 'Edit' button. The main content area is currently empty, displaying the message 'Click search and search results will be displayed here.'
- Comparison:** At the bottom left, there is a 'Compare' button and a message: 'You can only compare between 2 and 5 items.'
- Continue:** At the bottom right, there is a green 'Continue' button with a right-pointing arrow.

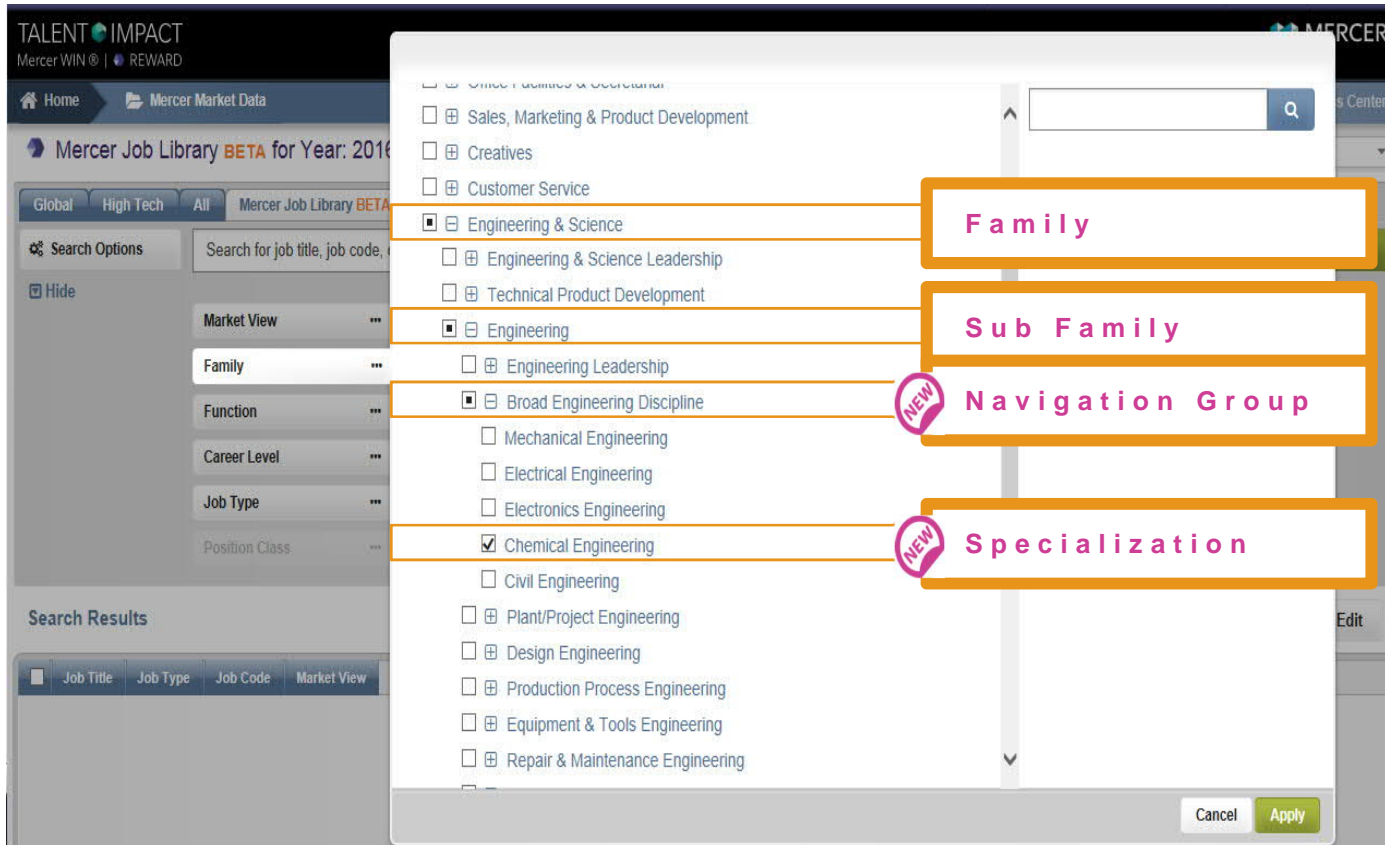
Depending on your view selection, you may want to precise your **Search Options (12)** and filter by Job Title or Job Code; Job Industry; Family/Sub-family or Function; Career Stream/Level; Job Type and/or Position Class range(s) before hitting **Search (13)**.

MERCER WIN® SELECT RESULTS CRITERIA

The screenshot displays the Mercer Job Library interface. On the left, the 'Search Options' panel includes filters for 'Market View', 'Job Industry', 'Family', 'Function', 'Career Level', 'Job Type', and 'Position Class'. A blue circle with the number '14' highlights the 'Family' filter. In the center, a tree view of job families is shown, with 'Engineering & Science' expanded. Under 'Engineering & Science', 'Engineering' is selected, and 'Chemical Engineering' is checked. A blue circle with the number '15' is positioned above the search box on the right. The search box contains the text 'chemical'. Below the search box, a list of search results is displayed, including 'Chemical Engineering Specialization', 'Manufacturing Chemical Process Engineering Specialization', 'Manufacturing Chemical Process Technician Specialization', 'Manufacturing Chemical Process Operations Specialization', 'General Field Sales: Agricultural/Chemical & Seeds (Agriculture) Specialization', and 'General Field Sales: Specialty Agricultural/Chemical (Agriculture)'. At the bottom right of the search results panel, there are 'Cancel' and 'Apply' buttons.

The **Family filter**, set up as a Browser Tree, is populated with all Families, Sub-families, Universal Navigation Group, and Specializations. The plus signs allow to expand and contract the view based on the selections. By clicking the checkbox, you can add either the full set of jobs or drill down all the way to the specialization (14). To quickly locate what you need on the Family tree, type in a **keyword** in the search box (15).

MERCER WIN® SELECT RESULTS CRITERIA NATURE OF WORK



Quickly find data using the multi-layered nature of **work filters**:

- **Family:** Jobs performing similar work, requiring similar training, skills, knowledge, etc.
- **Sub-Family:** Jobs performing a segment of work by overall Job Family.
- **Navigation Group:** Search specializations, breaking into natural groups of work within a Sub-Family.
- **Specialization:** Specific type of work within a Sub-Family; combined with Career Level it becomes a Job which an individual performs.

Job Family Tree works well for typical support Jobs (e.g., HR, Finance, Information Technology) with common skill sets grouped across industries into one comprehensive job catalog.

MERCER WIN® SELECT RESULTS CRITERIA

The screenshot displays the Mercer Job Library interface for the year 2016. The left sidebar contains search filters: Market View, Job Industry, Family, Function (highlighted with a blue circle and the number 16), Career Level, Job Type, and Position Class. The main content area shows a list of job titles and types. A dropdown menu for the Function filter is open, listing various functions such as Academic Operations, Administrative Services, and Banking Operations. A 'Collapse All' option is at the top of the dropdown. A search box for Functions or Departments is visible on the right side of the dropdown. The interface includes a 'Cancel' button and an 'Apply' button at the bottom right.

Note: to utilize the Function filter to search the Mercer Job Library, be sure to include Jobs in the Job Type field; this filter does not return results for Core Jobs or Mercer Combined Jobs.

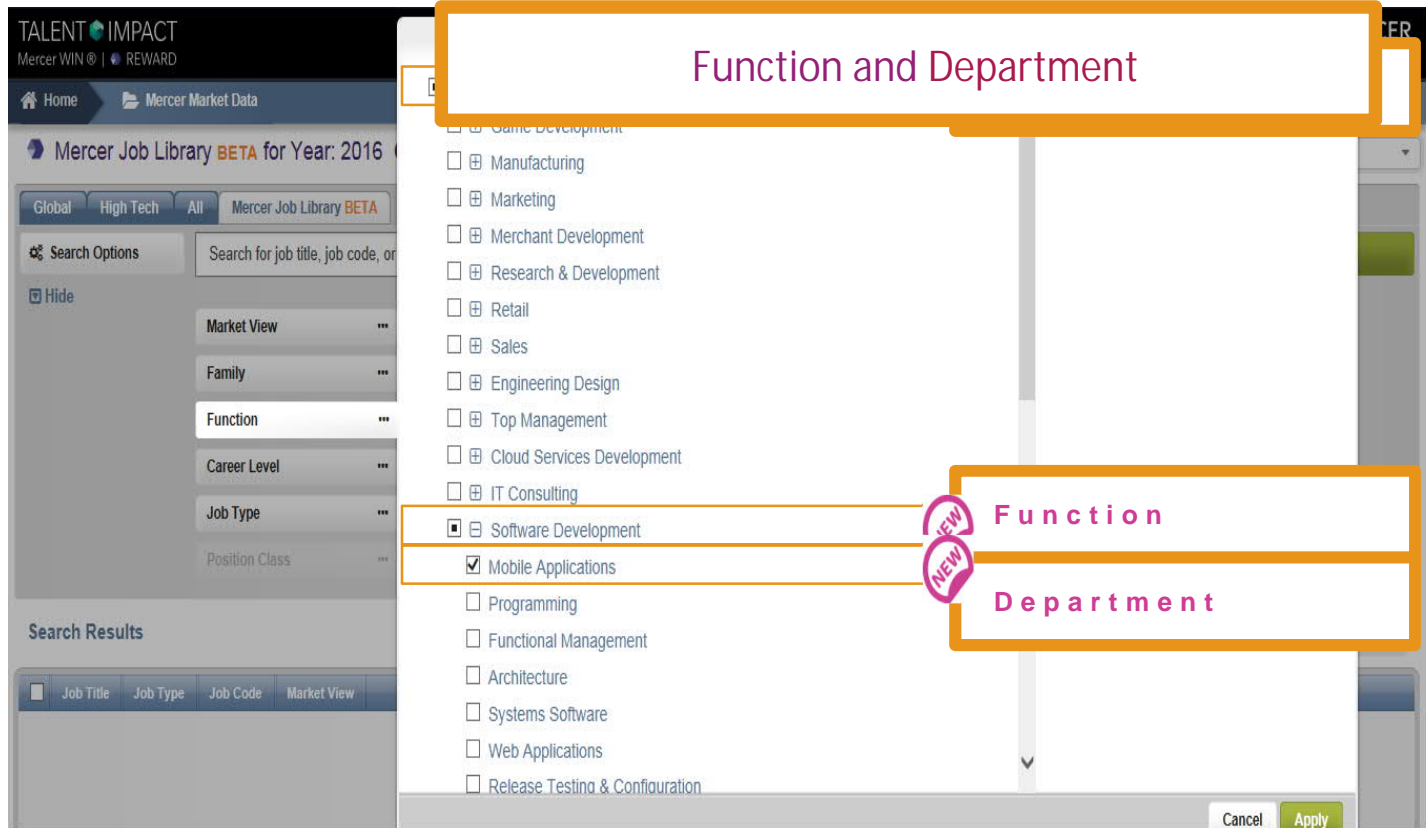
- Collapse All
- Function – Department
- Academic Operations
- Administrative Services
- Advertising Agency Services & Operations
- Agriculture Field Production
- Asset/Investment Management
- Automotive Operations
- Aviation Services
- Banking Operations
- Business Planning & Risk Management
- Claims
- Communications & Corporate Affairs
- Compliance & Regulatory Affairs
- Consulting Services
- Contact/Call Center
- Customer Service
- Engineering
- Equipment, Repair & Maintenance
- External Software Product Engineering
- Facilities Management
- Film & Television Production

Search for Functions or Departments

Cancel Apply

The **Function** option provides an additional lens to search across the Library jobs and is organized around Function and Department. When selections are made in the Family filter, the Function filter is disabled (16). By clicking the checkbox, you can add either the full set of jobs or particular positions.

MERCER WIN® SELECT RESULTS CRITERIA ORGANIZATION OF WORK



Search in Mercer WIN using the **alternative lens** of function and department

- **Function:** Major segment grouping jobs by typical organization structure, reflecting hierarchies, decision making power.
- **Department:** A division within a function dealing with a specific area of activity.

Organization Structure within an industry defines how activities (e.g. task allocation, coordination, supervision) are directed toward the achievement of organizational goals.

MERCER WIN[®]

SELECT RESULTS CRITERIA

The screenshot displays the Mercer Job Library interface for the year 2018. A modal window is open, showing the 'Career Level' filter options. The filter is currently set to 'All EXECUTIVE Career Levels'. The options are:

Category	Option
EXECUTIVE	<input checked="" type="checkbox"/> All EXECUTIVE Career Levels
MANAGEMENT	<input type="checkbox"/> Executive Level 5 (E5)
PROFESSIONAL	<input type="checkbox"/> Executive Level 4 (E4)
PARA-PROFESSIONAL	<input type="checkbox"/> Executive Level 3 (E3)
	<input type="checkbox"/> Executive Level 2 (E2)
	<input type="checkbox"/> Executive Level 1 (E1)

The 'Career Level' filter is highlighted with a blue box and a red circle containing the number 17. The 'Apply' button is highlighted in green. The search results area shows 0 results and a message: 'Please consider changing your view and/or modifying your search criteria to get results.'

The **Career Level** filter allows you to narrow down the Library jobs to the various career streams and levels using the checkboxes (17).

MERCER WIN®

SELECT RESULTS CRITERIA

The screenshot displays the Mercer Job Library interface for the year 2018. The 'Job Type' filter is selected in the left-hand menu, and a dropdown menu is open, showing three options: 'Core Jobs', 'Mercer Combined Jobs', and 'Jobs'. A blue circle with the number '18' is positioned above the dropdown menu. The search results area shows '0 results' and a message: 'Please consider changing your view and/or modifying your search criteria to get results.' The interface includes a search bar, filters for Market View, Job Industry, Family, Function, Career Level, and Position Class, and a 'View' dropdown set to 'Job'.

The **Job Type** filter is another new way in the system that allows to search for either Jobs, Core Jobs, Mercer Combined Jobs or all. If no selection is made here, a job level will be set up by default **(18)**.

MERCER WIN[®]

SELECT RESULTS CRITERIA

Home Mercer Market Data Progress Center

Mercer Job Library for Year: 2018 [Change year](#) My Saved Results

Mercer Job Library Global High Tech All

Search Options 19 Search for job title, job code, or typical title Limit to My Jobs

Hide

- Market View ... Add a Market View
- Job Industry ... Add a Job Industry
- Family ... Add a Family
- Function ... Add a Function
- Career Level ... Add a Career Level
- Job Type ... Jobs
- Position Class ... Add a Position Class range

Search Results View: Job

Job Title	Job Type	Job Code	Typical Title	Market View
Click search and search results will be displayed here.				

You can only compare between 2 and 5 items.

You can refine your search by job title or job code using the **keyword** field (19). For **exact phrases** - use double quotes (“”); for **multiple jobs** - use semicolon (;); for **partial title** - include an asterisk (*); for **partial code** - include a decimal point separator and an asterisk (. *). You can also use advanced search techniques to look for combinations of keywords (**AND**) or either of the keywords (**OR**).

MERCER WIN[®]

SELECT RESULTS CRITERIA

The screenshot displays the Mercer Job Library interface for the year 2018. A modal dialog box titled "Search Options" is open, allowing users to customize search criteria. The dialog includes a list of search options with checkboxes and radio buttons to set them as default. The "Keyword" option is checked and set as the default. Other options include Market View, Job Industry, Family, Function, Career Level, Job Type, and Position Class, all of which are checked but not set as default. There is also an unchecked checkbox for "Search job description". The dialog has "Cancel" and "Save" buttons at the bottom. In the background, the main interface shows a search bar, a "Search" button, and a "Limit to My Jobs" checkbox. A "Compare" button is visible at the bottom left, with a message: "You can only compare between 2 and 5 items." A "Continue" button is at the bottom right.

20

Home Mercer Market Data Progress Center

Mercer Job Library for Year: 2018 [Change year](#) My Saved Results

Mercer Job Library Search Options

Hide

Search Results

Job Title Job Type

Search Options

<input checked="" type="checkbox"/> Keyword	<input checked="" type="radio"/> Default	<input type="checkbox"/> Search job description
<input checked="" type="checkbox"/> Market View	<input type="radio"/> Default	
<input checked="" type="checkbox"/> Job Industry	<input type="radio"/> Default	
<input checked="" type="checkbox"/> Family	<input type="radio"/> Default	
<input checked="" type="checkbox"/> Function	<input type="radio"/> Default	
<input checked="" type="checkbox"/> Career Level	<input type="radio"/> Default	
<input checked="" type="checkbox"/> Job Type	<input type="radio"/> Default	
<input checked="" type="checkbox"/> Position Class	<input type="radio"/> Default	

Cancel Save

Limit to My Jobs Search

Edit

Compare You can only compare between 2 and 5 items. Continue →

You can **adjust the search options** according to your preference; either by adding, removing or setting as default the relevant options (20).

MERCER WIN[®]

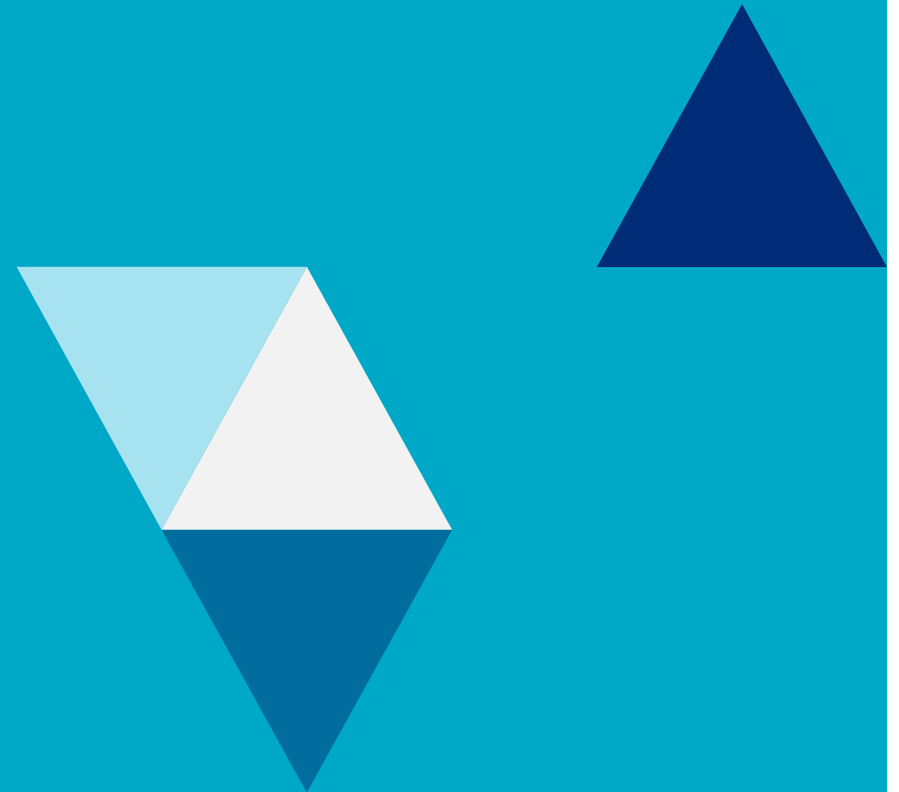
SELECT RESULTS CRITERIA

The screenshot displays the Mercer Job Library interface for the year 2018. At the top, there are navigation links for Home, Mercer Market Data, and Progress Center. The main header shows 'Mercer Job Library for Year: 2018' with a 'Change year' link and a 'My Saved Results' dropdown menu. Below this, there are tabs for 'Global', 'High Tech', and 'All'. A search bar is present with a 'Search' button (21) and a 'Limit to My Jobs' checkbox. To the left of the search bar are 'Search Options' including 'Hide', 'Market View', 'Job Industry', 'Family', 'Function', 'Career Level', 'Job Type', and 'Position Class', each with a 'Clear' button. Below the search bar, the 'Search Results' section shows '34 results' and a 'View' dropdown set to 'Job'. A table of results is displayed, with a 'Compare' button (23) and a 'Continue' button (24) at the bottom. The table contains the following data:

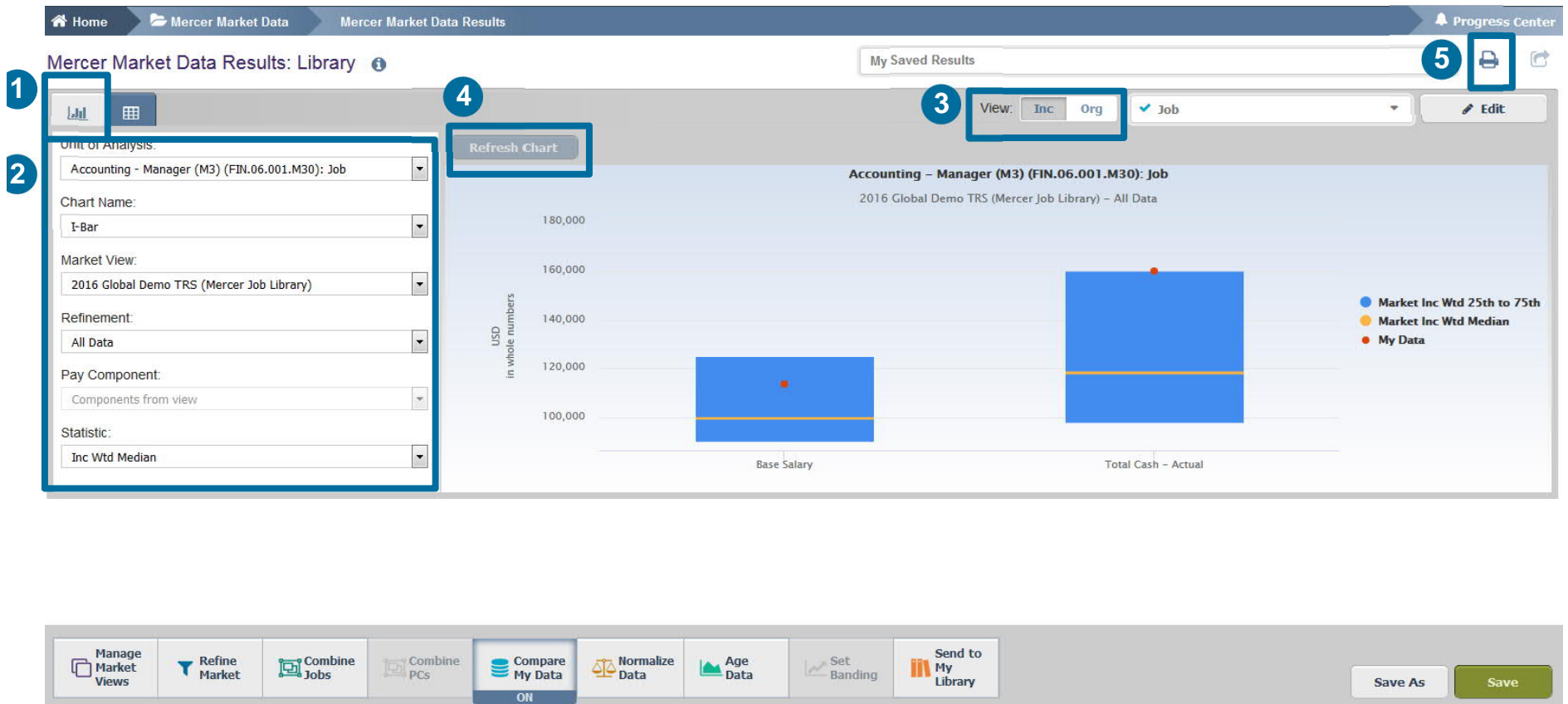
Job Title	Job Type	Job Code	Typical Title	Market View
<input type="checkbox"/> Legal Counsel, General Business - Manager (M2)	Job	LCA.03.011.M30	Legal Counsel Manager, Legal Manager	2018 Global Demo TRS (Mercer Job Library)
<input type="checkbox"/> Legal Counsel, General Business - Experienced P	Job	LCA.03.011.P20	Lawyer, Legal Counsel, Attorney	2018 Global Demo TRS (Mercer Job Library)
<input type="checkbox"/> Legal Counsel, General Business - Specialist Prof	Job	LCA.03.011.P40	Lawyer, Legal Counsel, Attorney	2018 Global Demo TRS (Mercer Job Library)
<input type="checkbox"/> Legal Counsel, General Business - Senior Manag	Job	LCA.03.011.M40	Legal Counsel Manager, Legal Manager	2018 Global Demo TRS (Mercer Job Library)
<input type="checkbox"/> Legal Counsel, General Business - Expert Profes	Job	LCA.03.011.P50	Lawyer, Legal Counsel, Attorney	2018 Global Demo TRS (Mercer Job Library)
<input type="checkbox"/> Legal Counsel, General Business - Senior Profes	Job	LCA.03.011.P30	Lawyer, Legal Counsel, Attorney	2018 Global Demo TRS (Mercer Job Library)
<input type="checkbox"/> Legal Counsel, General Business - Entry Profess	Job	LCA.03.011.P10	Lawyer, Legal Counsel, Attorney	2018 Global Demo TRS (Mercer Job Library)

Based on your search criteria, once you hit the **search** button (21), the relevant results will appear at the bottom of the screen. You can select individual jobs or the whole group by clicking on the tick boxes (22). To verify the job descriptions and compare between 2 and 5 roles, click the **compare** button (23). Click **continue** to proceed to the results page (24).

RESULTS PAGE



MERCER WIN® RESULTS PAGE




You can view the results, which are automatically created in Mercer WIN, in a **Chart view (1)**. Make any adjustments you feel is appropriate **(2, 3)**. **Refresh the Chart (4)**. Charts can be also exported as PDF – you can do it by clicking on the Print icon **(5)**.

MERCER WIN[®] RESULTS PAGE

Home Mercer Market Data Mercer Market Data Results Progress Center

Mercer Market Data Results: Library My Saved Results

6 

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 (P3)	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	48,099	61,802	58,526	74,516	
Budget Accounting - Experienced Professional (P2)	Job	FIN.05.004.P20	Budget Accountant, Budget Analyst			8	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 Executive		**	2	--	--	--	--	
Accounting - Executive Level 2 (E2)	Job	FIN.06.001.E20	Head of Accounting, Accounting Executive		**	2	--	--	--	--	
Accounting - Executive Level 1 (E1)	Job	FIN.06.001.E10	Head of Accounting, Accounting Executive		*	6	155,527	175,089	172,409	198,303	
Accounting - Senior Manager II (MS)	Job	FIN.06.001.M50	Accounting Director, Accounting Supervisor		*	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

The results can also be displayed in a **table** format (6). If you opt to view the results in a table (instead of a chart), the previously selected positions will appear on the left- and the market results will be available on the right-hand side.

MERCER WIN® RESULTS PAGE

Home Mercer Market Data Mercer Market Data Results Progress Center

Mercer Market Data Results: Library My Saved Results

View: Inc Org **7**

[Edit View](#)
[Make this my default view](#)

Job Title	Job Type	Job Code	Typical Title	Base Salary	Num Orgs	Num Obs	Inc Wtd 25th %ile	50th %ile	75th %ile	Total Cash (Actual)
Cost Accounting - Senior Professional (P3)	Job	FIN.05.003.P30	Cost Accountant		8	8	55,604			
Budget Accounting - Senior Professional (P3)	Job	FIN.05.004.P30	Budget Accountant, Budget Analysis		*	9	60,797			
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 Analysis		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](#)
[Normalize Data](#)
[Age Data](#)
[Set Banding](#)
[Send to My Library](#)

91 total results

[Save As](#)
[Save](#)

The market results by default show data based on **Base Salary** and **Total Cash (Actual)**, and on **25th, 50th, 75th** percentiles along with **mean**. In order to add, remove, or change remuneration elements and additional statistics, click on **Edit View (7)**.

MERCER WIN[®] RESULTS PAGE

Home Mercer Market Data Mercer Market Data Results Edit View Progress Center

Edit View: ✓ Job ⓘ

Options

- Mercer Market Data
- Statistics
- View By

8 Available Mercer Market Data

- ▶ Standard
- ▶ Job Information
- ▶ Employee Information
- ▶ Position Scope
- ▶ Base Salary
- ▶ Guaranteed Cash
- ▶ Short-term Incentives
- ▶ Long-term Incentives
- ▶ Benefits

9 Selected (13) Clear All

- View By Job
- Job Title
- Job Type
- Job Code
- Typical Title
- Market View
- Base Salary
- Total Cash Compensation (Actual)
- Num Orgs
- Num Obs
- 25th %ile
- Mean
- Median

Cancel Save As Save Done →

There is already some data pre-selected: Mercer Market Data, Statistics, and View By, which will appear under the **Selected** section (9). However this can be tailored to your needs and updated accordingly. Simply hit the arrows from the **Available Mercer Market Data** menu to expand the available options per category (8).

MERCER WIN® RESULTS PAGE

The screenshot displays the Mercer Win Results Page interface. At the top, a navigation bar includes 'Home', 'Mercer Market Data', 'Mercer Market Data Results', 'Edit View', and 'Progress Center'. Below the navigation bar, the page title is 'Edit View: Job'. The main content area is divided into three panels:

- Options (10):** A sidebar on the left with 'Statistics' selected under 'Mercer Market Data'. It includes a 'View By' section.
- Available Statistics (11):** A central panel with a blue border containing:
 - Count Statistics**
 - Weighted Statistics:** A list of percentile options with checkboxes: 10th %ile, 25th %ile (checked), Mean (checked), Median, 75th %ile (checked), and 90th %ile. Below this is a 'Custom' input field with an arrow icon and an 'Add' button.
 - Frequency Statistics**
- Selected (13) (12):** A panel on the right with a blue border and a 'Clear All' button. It lists 13 selected items, each with a close button (X): View By Job, Job Title, Job Type, Job Code, Typical Title, Market View, Base Salary (with up/down arrows), Total Cash Compensation (Actual) (with up/down arrows), Num Orgs, Num Obs, 25th %ile, Mean, and Median.

At the bottom right, there are four buttons: 'Cancel', 'Save As', 'Save', and 'Done'.

Hit **Statistics (10)** under the **Options** window pane on the left-hand side. By clicking on **Count/Weighted Statistics**, you will get to see all the available options and be able to select accordingly. Please note customized percentiles are only applicable for actual data **(11)**. All items selected will appear under the **Selected** section **(12)**.

MERCER WIN® RESULTS PAGE

Edit View: Job

Options	Available Statistics	Selected (13)	Clear All
Mercer Market Data	Count Statistics	View By Job	
Statistics	Weighted Statistics	Job Title	
View By	<input type="checkbox"/> 10th %ile	Job Type	
	<input checked="" type="checkbox"/> 25th %ile	Job Code	
	<input checked="" type="checkbox"/> Mean	Typical Title	
	<input type="checkbox"/> Median	Market View	
	<input checked="" type="checkbox"/> 75th %ile	Base Salary	
	<input type="checkbox"/> 90th %ile	Total Cash Compensation (Actual)	
	Custom <input type="text"/> %ile <input type="button" value="Add"/>	Num Orgs	
	Frequency Statistics	Num Obs	
		25th %ile	
		Mean	
		Median	

13 Cancel 14 Save As Save 15 Done

If you are not pleased with your selection, you can cancel, hitting the **Cancel** button (13). Or you can click on **Done** to update your changes (15). If you have not saved your own view yet, select **Save As** (14).

MERCER WIN[®] RESULTS PAGE

The screenshot displays the Mercer WIN Results Page interface. The top navigation bar includes links for Home, Mercer Market Data, Mercer Market Data Results, Edit View, and Progress Center. Below the navigation bar, the page is titled 'Edit View: Job' with a checkmark and an information icon. The main content area is divided into three columns: 'Options', 'Available Statistics', and 'Selected (13)'. The 'Options' column has a 'Statistics' section with a 'View By' dropdown. The 'Available Statistics' column is expanded to show 'Count Statistics' and 'Frequency Statistics'. The 'Selected (13)' column shows a list of remuneration components and statistics, including 'View By Job', 'Title', 'View', 'Salary', 'Cash Compensation (Actual)', 'Args', 'Num Obs', '25th %ile', 'Mean', and 'Median'. A 'Save View' dialog box is open in the center, asking 'What would you like to name this view?' with a text input field containing 'Job'. There is a checked checkbox for 'Make this my default view'. The dialog box has 'Cancel' and 'Save' buttons. A blue circle with the number '16' is placed over the 'Name' input field, and another blue circle with the number '17' is placed over the 'Save' button. At the bottom of the page, there are buttons for 'Cancel', 'Save As', 'Save', and 'Done'.

Provide the name for the created view **(16)**. Press **Save (17)**. Now your search should appear in a table with your selected remuneration components and statistics. You can use the saved view as a template. It can be found on the upper section when you expand the view Menu.

MERCER WIN® RESULTS PAGE

Home Mercer Market Data Mercer Market Data Results Progress Center

Mercer Market Data Results: Library 18 My Saved Results Print Share

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

The results can be viewed as either Incumbent Weighted or Organization Weighted (18). **Incumbent weighted** equally weights each incumbent, which may lead to comparator dominance in the market. **Organization weighted** method gives equal weight to each organization to eliminate dominance and outliers.

MERCER WIN® RESULTS PAGE

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 (P3)	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	34	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	1	--	--	--	--	
Accounting - Executive Level 3 (E3)	Job	FIN.06.001.E30	Head of Accounting, Accounting Executive	**	2	3	--	--	--	--	
Accounting - Executive Level 2 (E2)	Job	FIN.06.001.E20	Head of Accounting, Accounting Executive	**	2	2	--	--	--	--	
Accounting - Executive Level 1 (E1)	Job	FIN.06.001.E10	Head of Accounting, Accounting Executive	*	6	8	155,527	175,089	172,409	198,303	
Accounting - Senior Manager II (M5)	Job	FIN.06.001.M50	Accounting Director, Accounting Sr	*	4	5	--	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

The tool indicates the competitor market dominance by a **single asterisk**. A **double asterisk** indicates a mandatory data masking on account of either market dominance or low number of organizations/incumbents in the market (19).

MERCER WIN[®] RESULTS PAGE

Home Mercer Market Data Mercer Market Data Results Progress Center

Mercer Market Data Results: Library My Saved Results Edit

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	
20 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	48,099	61,802	58,526	74,516	
Budget Accounting - Experienced Professional (P2)	Job	FIN.05.004.P20	Budget Accountant, Budget Analyst			8	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

From the results page you can access the **results fly-outs** containing suggested alternative comparators including Jobs, Core Jobs and Mercer Combined Jobs (20).

MERCER WIN® RESULTS PAGE

The screenshot displays the Mercer Market Data Results page. On the left, a navigation pane shows a tree structure of job categories. A blue box labeled '21' highlights the 'Electronics Product Design Engineering' category. A blue box labeled '22' highlights a list of job titles, including 'Engineering - Experienced Professional (P2)', '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)', 'Human Factors Engineering - Experienced Professional (P2)', and 'Project Controls Engineering - Experienced Professional (P2)'. A blue box labeled '23' highlights the 'Market View' pane on the right, which shows the following details: '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 page, there are buttons for 'Combine Jobs', 'Cancel', and 'Save'.

The **flags** will be highlighted for the selected job and the relevant roll-ups (21). The system will also enlist additional alternative positions that you can add to your results for labor market comparators (22). The **navigation pane** shows the location in Library structure (23).

MERCER WIN® RESULTS PAGE

The screenshot shows the Mercer Market Data Results page. A fly-out window is open for the job title "Mechanical Engineering - Experienced Professional (P2)". The window displays the following information:

- Job Title:** Mechanical Engineering - Experienced Professional (P2)
- Job - ENS.03.013.P20**
- Specialization:** Mechanical Engineering
- Typical Title:** Mechanical Engineer
- DESCRIPTION:**

Mechanical Engineering researches, plans, designs and develops mechanical products and systems such as instruments, controls, robots, engines, machines and mechanical, thermal hydraulic or heat transfer systems for production, transmission, measurement, and use of energy. Applies research to the planning, design, development, and testing of mechanical and/or electromechanical systems, instruments, controls, engines, and/or machines.

An Experienced Professional (P2) applies practical knowledge of job area typically obtained through advanced education and work experience. May require the following proficiency:

 - Works independently with general supervision.
 - Problems faced are difficult but typically not complex.
 - May influence others within the job area through explanation of facts, policies and practices.

The right-hand sidebar of the fly-out window shows the following categories:

- Market View:** 2016 Global Demo TRS (Mercer Job Library)
- Family:** Engineering & Science
- Sub-family:** Engineering
- Career Stream:** PROFESSIONAL
- Career Level:** Experienced Professional (P2)

A blue circle with the number 24 highlights the description area. At the bottom of the fly-out window, there are buttons for "Combine Jobs", "Cancel", and "Save".

You can view the **description** of alternative selections in the fly-out window (24).

MERCER WIN[®] RESULTS PAGE

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

Refinement	Num Orgs	Num Obs	Inc Wtd 25th %ile	Inc Wtd Mean	Inc Wtd Median	Inc Wtd 75th %ile	My Data Amount	Diff I
All Data								
Base Salary *	18	48	31,428	48,113	49,524	61,481		
Total Cash - Actual *	18	48	42,596	54,798	56,226	64,758		

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)

Market View
2016 Global Demo TRS (Mercer Job Library)

Family
Engineering & Science

Sub-family
Engineering

Career Stream
PROFESSIONAL

Career Level
Experienced Professional (P2)

Combine Jobs Cancel Save

You can quickly view compensation results for alternative selections (25).

MERCER WIN® RESULTS PAGE

The screenshot displays the Mercer Market Data Results: Library page. 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 circle with the number 26 is positioned over the 'Combine Jobs' button at the bottom right of the list. The button is highlighted with a blue border. To the right of the list, a 'Market View' panel is visible, showing details for the selected job: '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 right of the page, there are 'Cancel' and 'Save' buttons.

From the results fly-out page, you are able to **combine jobs** to create additional sets of data (26).

MERCER WIN® RESULTS PAGE

The screenshot displays the Mercer Market Data Results: Library interface. A dialog box is open, allowing users to combine jobs. The dialog box contains a list of jobs with checkboxes for selection. A blue box highlights the 'Chemical Engineering - Experienced Professional (P2)' job, which is selected. Below the list, a text input field contains 'Electronics and Chemical - P2', and a green checkmark button is visible. The dialog box also includes a 'Market View' section on the right, showing details for the selected job combination, such as 'Family: Engineering & Science' and 'Career Level: Experienced Professional (P2)'. The background shows a list of jobs in the library, with a search filter for 'Electronics Product Design'.

Job Title	Job Code	Selection
Engineering - Experienced Professional (P2)	Core Job - ENS.03.000.P20	<input type="checkbox"/>
Design Engineering - Experienced Professional (P2)	Mercer Combined Job - ENS.03.R06.P20	<input type="checkbox"/>
Mechanical Engineering - Experienced Professional (P2)	Job - ENS.03.013.P20	<input type="checkbox"/>
Chemical Engineering - Experienced Professional (P2)	Job - ENS.03.014.P20	<input checked="" type="checkbox"/>
Electrical Engineering - Experienced Professional (P2)	Job - ENS.03.015.P20	<input type="checkbox"/>
Electronics Engineering - Experienced Professional (P2)	Job - ENS.03.016.P20	<input type="checkbox"/>
Facilities Layout Engineering - Experienced Professional (P2)	Job - ENS.03.038.P20	<input type="checkbox"/>
Electronics Product Design Engineering - Experienced Professional (P2)	Job - ENS.03.061.P20	<input checked="" type="checkbox"/>

Market View
2016 Global Demo TRS (Mercer Job Library)

Family
Engineering & Science

Sub-family
Engineering

Career Stream
PROFESSIONAL

Career Level
Experienced Professional (P2)

Select 2 or more jobs above to make a valid combination.

Electronics and Chemical - P2 Electronics and Chemical - P2

Cancel Combine Jobs Cancel Save

Tick the jobs you would like to combine (27), provide the name and code for the new combination (28), and hit the green tick button (29). 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® RESULTS PAGE

The screenshot shows the Mercer Market Data Results: Library interface. The main content area displays a list of job titles, including "Engineering - Experienced Professional (P2)", "Electronics and Chemical - P2", "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)". A blue box highlights the "My Combined Job - Electronics and Chemical - P2" entry, which is the top selection. A blue circle with the number 30 is positioned next to the top job title. On the right side, the "Market View" panel shows details for the selected job, including "Family: Engineering & Science", "Sub-family: Engineering", "Career Stream: PROFESSIONAL", and "Career Level: Experienced Professional (P2)". At the bottom right, a blue box highlights the "Save" button, and a blue circle with the number 31 is positioned next to it. The interface also includes a "Combine Jobs" button and a "Cancel" button.

The jobs are now combined and will appear as top selection for "My Combined Job" (30). Click on the **save** button to return to the results page (31).

MERCER WIN[®] RESULTS PAGE

Home Mercer Market Data Mercer Market Data Results Progress Center

Mercer Market Data Results: Library My Saved Results

View: Inc Org Job Edit

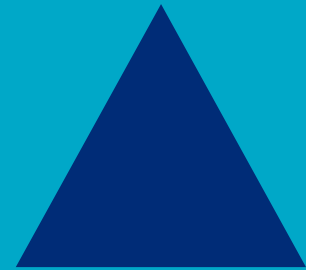
Job Title	Job Type	Job Code	Base Salary	Num Orgs	Num Obs	Inc Wtd 25th %ile	Inc Wtd Mean	Inc Wtd Median	Inc Wtd 75th %ile	My Data
Electronics and Chemical Engineering - P2	My Combined Job	Electronics and Chemical Engineering - P2	*	9	203	48,945	55,410	54,743	61,893	
Design Engineering - Executive Level 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	**	?	?	--	--	--	--	

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

100 total results Save As Save

The combined jobs will also appear as "My Combined Job" at the top of the results page (32). From this page, further refinements and adjustments will apply to the combined job as well.

REFINE MARKET - GENERATE SCOPE CUTS & CREATE CUSTOM DATA SETS



MERCER WIN® ADJUSTMENT OF RESULTS

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 (P3)	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	48,099	61,802	58,526	74,516	
Budget Accounting - Experienced Professional (P2)	Job	FIN.05.004.P20	Budget Accountant, Budget Analyst			8	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

Mercer Win allows to **adjust the results** from various angles, by refining the data, combining the jobs or position classes, comparing own data to competitors, normalizing data, or ageing data (1).

MERCER WIN®

ADJUSTMENT OF RESULTS



Manage selected surveys and adjustments



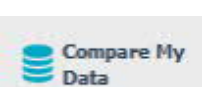
Adjustment of comparison market- set-up of comparison by headcount, region industry or peer groups,



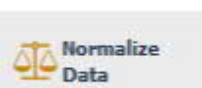
Combination of standard benchmark jobs into hybrid position- combination of two or more position into specific benchmark job. **BE AWARE** that the value of the combined position are averages of each individual benchmarks.



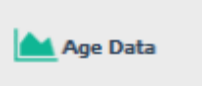
Combination of several position classes into a PC range. In this way you can compare values for your specific internal job grades.



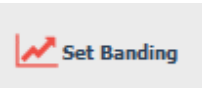
Compares data of your organization, provided into the survey. Allows comparison by standard or customised percentile for average values (one job) or for individuals (based on ID numbers).



Change currency of results/align different currencies of several surveys into single one. Mercer WIN allows to work with up to 5 surveys at once and this feature allows you to set single currency for all results.



Data aging – model development of market or your own data by increasing them by customized percent.



Banding – methodological set up of data calculation. Calculates data for all data (no banding) or separates data for calculation between individual contributors and managers (banding).

MERCER WIN[®] REFINE MARKET

Home Mercer Market Data Mercer Market Data Results Progress Center

Mercer Market Data Results: Library My Saved Results Edit

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	48,099	61,802	58,526	74,516	
Budget Accounting - Experienced Professional (P2)	Job	FIN.05.004.P20	Budget Accountant, Budget Analyst			8	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	--	

2 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

The **Refine Market** option allows you to create different scope cuts - data sets can be narrowed by various factors such as Net Revenue, Peer Groups, Employee Location, among others (2).

MERCER WIN® REFINE MARKET

Refine Market **i**

Market Refinements

- Organization
- All Data
- Industry - Sub-Sector
- Industry - Sector
- Industry - Super Sector
- Net Revenue (Annual) - Millions
- Total Operating Budget (Annual) - Millions
- Number of Employees (Full Time Equivalent)
- Ownership
- Organization Type
- Post Code
- Incumbent
- Geographic Scope of Role
- Position Class
- Career Stream
- Age
- Tenure in Organization
- Gender
- Short Term Incentive Eligibility
- Sales Incentive Eligibility
- STI Target Received
- STI Actual Received
- Sales Incentive Target Received
- Sales Incentive Actual Received

All Data

- 2016 Global Demo TRS (Mercer Job Library)
 - All Data

Selections (0) Clear All

Combine Check for Data

Exclude My Data

Cancel Done →

The refinements can be applied from two levels, i.e. organization (pertaining to profiles of participating companies) or employees (referring to employees submitted into a salary survey) **(3)**.

MERCER WIN[®]

REFINE MARKET

The screenshot displays the Mercer Win Refine Market interface, which is divided into three main columns. The top navigation bar includes links for Home, Mercer Market Data, Mercer Market Data Results, and Refine Market.

- Column 4 (Market Refinements):** A list of categories for refining the market. The 'Net Revenue (Annual) - Millions' category is highlighted with a blue box and a circled '4'.
- Column 5 (Net Revenue (Annual) - Millions):** A configuration panel for the selected category. It shows a dropdown menu set to 'More Than', a text input field containing '250', and a plus sign icon. A circled '5' is placed above this panel.
- Column 6 (Selections (6)):** A list of selected criteria. The '2016 Global Demo TRS (Mercer Job Library)' is expanded, showing several criteria with checkboxes: 'Net Revenue (Annual) - Millions: 250 or m...', 'Industry - Super Sector: Consumer Goods', 'Tenure in Organization: 3 to less than 5', 'Gender: Male', 'Gender: Female', and 'Short Term Incentive Eligibility: Yes'. A circled '6' is placed above this panel.

At the bottom of the interface, there are buttons for 'Combine', 'Check for Data', 'Exclude My Data', 'Cancel', and 'Done'.

From the **Market Refinements** menu, use the arrows to select the desired category(ies) **(4)**. They will appear in the middle column for you to adjust checking the relevant box(es) **(5)**. Final selection can be found in the third column: **Selections (6)**.

MERCER WIN[®]

REFINE MARKET

The screenshot displays the 'Refine Market' interface with three main panels:

- Market Refinements:** A list of filters including Organization (All Data, Industry - Sub-Sector, Industry - Sector, Industry - Super Sector, Net Revenue (Annual) - Millions, Total Operating Budget (Annual) - Millions, Number of Employees (Full Time Equivalent), Ownership, Organization Type, Peer Group) and Incumbent (Geographic Scope of Role, Position Class, Career Stream, Age, Tenure in Organization, Gender). The 'Short Term Incentive Eligibility' filter is highlighted.
- Short Term Incentive Eligibility:** A section for '2016 Global Demo TRS (Mercer Job Library)' with checkboxes for 'No' and 'Yes'. The 'Yes' checkbox is checked.
- Selections (6):** A list of selected filters for '2016 Global Demo TRS (Mercer Job Library)'. The selected filters are: 'Net Revenue (Annual) - Millions: 250 or m...', 'Industry - Super Sector: Consumer Goods', and 'Tenure in Organization: 3 to less than 5'. The 'Combine' button is highlighted with a red box and a circled '8'.

At the bottom right, there are buttons for 'Cancel', 'Done →', and 'Exclude My Data'.

You can **combine market refinements** if you would like to see the results for a combination of selections. This option can be used to combine 2 or more data sets from the above list (7). Tick your selections and click **Combine** (8).

MERCER WIN[®]

REFINE MARKET

The screenshot displays the Mercer Win 'Refine Market' interface. A 'Combine Markets' pop-up window is centered on the screen, overlaid on the 'Sales Incentive Eligibility' section. The pop-up window has a title bar 'Combine Markets' and a text input field for 'Name' containing 'Combined Refinement'. Below the input field are two radio button options: 'Create a new market' (which is selected) and 'Replace existing markets'. A preview section below the options states 'Combination will consist of: Net Revenue (Annual) - Millions: 250 or more US Dollar In Millions, Industry - Super Sector: Consumer Goods'. At the bottom of the pop-up are 'Cancel' and 'Apply' buttons. A blue circle with the number '9' is positioned to the left of the pop-up, and another blue circle with the number '10' is positioned to the right of the 'Apply' button. The background interface shows a left-hand navigation menu with 'Sales Incentive Eligibility' selected, and a right-hand 'Selections (6)' panel with several criteria checked, including 'Net Revenue (Annual) - Millions: 250 or more' and 'Industry - Super Sector: Consumer Goods'. At the bottom of the interface are 'Combine', 'Check for Data', and 'Exclude My Data' buttons, along with 'Cancel' and 'Done' buttons at the very bottom right.

A pop-up window will appear asking you to provide a name to this combined refinement. Make sure **Create a new market** is checked (9). Hit **Apply** (10).

MERCER WIN[®]

REFINE MARKET

Home Mercer Market Data Mercer Market Data Results Refine Market

Refine Market ?

Market Refinements

- Organization
 - All Data
 - Industry - Sub-Sector
 - Industry - Sector
 - Industry - Super Sector
 - Net Revenue (Annual) - Millions
 - Total Operating Budget (Annual) - Millions
 - Number of Employees (Full Time Equivalent)
 - Ownership
 - Organization Type
 - Peer Group
- Incumbent
 - Geographic Scope of Role
 - Position Class
 - Career Stream
 - Age
 - Tenure in Organization
 - Gender
 - Short Term Incentive Eligibility
 - Sales Incentive Eligibility**
 - STI Target Received
 - STI Actual Received
 - Sales Incentive Target Received
 - Sales Incentive Actual Received

Sales Incentive Eligibility

- 2016 Global Demo TRS (Mercer Job Library)
 - No
 - Yes

Selections (7) Clear All

- 2016 Global Demo TRS (Mercer Job Library)
 - Net Revenue (Annual) - Millions: 250 or m...
 - Industry - Super Sector: Consumer Goods
 - Tenure in Organization: 3 to less than 5
 - Gender: Female
 - Gender: Male
 - Sales Incentive Eligibility: Yes
 - Combined Refinement**

Combine Check for Data

Exclude My Data

Cancel Done →

11

Your selection has now been combined, two interlocked circles should appear **(11)**.

MERCER WIN[®]

REFINE MARKET

The screenshot shows the 'Refine Market' interface. On the left is a 'Market Refinements' sidebar with categories like Organization, Incumbent, and Age. The main area shows 'All Data' for '2016 Global Demo TRS (Mercer Job Library)'. On the right is a 'Selections (6)' panel with a 'Clear All' button and a list of variables. Each variable has a small bar graph icon. Callout 12 points to a 'Check for Data' button at the bottom right. Callout 13 points to the bar graph icons in the Selections panel.

13 Green Three Bar Graph indicates that the tool has ample data to do an analysis.

13 Yellow Two Bar Graph indicates that the tool has sufficient data to do an analysis.

13 Red One Bar Graph indicates that the tool does not have enough to do an analysis.

12 Check for Data

Once you have selected all of the data set variables by which you would like to view the market, it is a good practice to check the **availability of data (12)**. Next to each data set a small bar graph will appear. This smart color-coding graph will indicate the amount of data available within the tool **(13)**.

MERCER WIN[®]

REFINE MARKET

Refine Market ⓘ

Market Refinements

- Organization
 - All Data
 - Industry - Sub-Sector
 - Industry - Sector
 - Industry - Super Sector
 - Net Revenue (Annual) - Millions
 - Total Operating Budget (Annual) - Millions
 - Number of Employees (Full Time Equivalent)
 - Ownership
 - Organization Type
 - Peer Group
- Incumbent
 - Geographic Scope of Role
 - Position Class
 - Career Stream
 - Age
 - Tenure in Organization
 - Gender
 - Short Term Incentive Eligibility
 - Sales Incentive Eligibility
 - STI Target Received
 - STI Actual Received
 - Sales Incentive Target Received
 - Sales Incentive Actual Received

All Data

- 2016 Global Demo TRS (Mercer Job Library)
 - All Data

Selections (6) Clear All

- 2016 Global Demo TRS (Mercer Job Library)
 - Net Revenue (Annual) - Millions: 250 or more
 - Industry - Super Sector: Consumer Goods
 - Tenure in Organization: 3 to less than 5
 - Gender: Female
 - Short Term Incentive Eligibility: Yes
 - Age: 85 or more

Combine Check for Data

Exclude My Data

Cancel Done →

You can tick the option to **exclude your data** from the market results (participation in the survey(s) is required) (14). Once you have selected all of your refinements, click **done** (15).

MERCER WIN[®] REFINE MARKET

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	Typical Title	Base Salary	Num Orgs	Num Obs	Inc Wtd 25th %ile	Inc Wtd Mean	Inc Wtd Median	Inc Wtd 75th %ile	My Data
Budget Accounting - Senior Professional (P3)	Job	FIN.05.004.P30	Budget Accountant, Budget Analyst		0	0	--	--	--	--	
Age: 85 or more in whole numbers Gender: Female Industry - Super Sector: Consumer Goods Net Revenue (Annual) - Millions: 250 or more US Dollar in Millions Short Term Incentive Eligibility: Yes Tenure in Organization: 3 to less than 5 in whole numbers					*	8	24	67,405	76,527	76,650	82,498
					0	0	--	--	--	--	
					**	1	1	--	--	--	--
					*	8	33	59,780	72,373	73,824	78,787
					**	4	6	--	72,865	74,794	--
					0	0	--	--	--	--	
					9	10	52,358	65,405	60,216	77,412	
					0	0	--	--	--	--	
					**	3	4	--	54,217	--	--
					7	8	42,867	51,780	51,415	60,856	
					**	2	2	--	--	--	--
					0	0	--	--	--	--	
					*	7	21	51,889	61,600	60,281	69,329

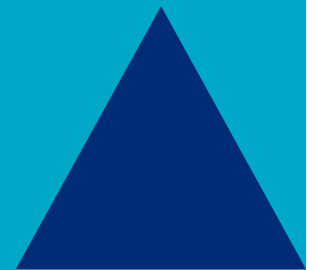
16

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

198 total results Save As Save

All of the selected refinements will appear on the results page and the market statistics will be re-calculated automatically (16).

CREATE A PEER GROUP



MERCER WIN® CREATE A PEER GROUP

Home Mercer Market Data Mercer Market Data Results Progress Center

Mercer Market Data Results: Library My Saved Results Edit

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 Executive		**	2	--	--	--	--	
Accounting - Executive Level 2 (E2)	Job	FIN.06.001.E20	Head of Accounting, Accounting Executive		**	2	--	--	--	--	
Accounting - Executive Level 1 (E1)	Job	FIN.06.001.E10	Head of Accounting, Accounting Executive		*	6	155,527	175,089	172,409	198,303	
Accounting - Senior Manager II (M5)	Job	FIN.06.001.M50	Accounting Director, Accounting Supervisor		*	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

If you would like to compare your own company to a defined list of competitors, you can create a **peer group (1)**.

MERCER WIN[®]

CREATE A PEER GROUP

The screenshot displays the 'Refine Market' interface with three main panes: 'Market Refinements', 'Peer Group', and 'Selections (0)'. The 'Market Refinements' pane on the left contains a list of categories, with 'Peer Group' highlighted and circled with a blue '2'. The 'Peer Group' pane in the middle shows a dropdown menu with '2016 Global Demo TRS (Mercer Job Library)' selected, and a 'New' button circled with a blue '3'. The 'Selections (0)' pane on the right is empty and includes a 'Clear All' button. At the bottom of the interface, there are buttons for 'Combine', 'Check for Data', 'Exclude My Data' (with a checkbox), 'Cancel', and 'Done'.

Peer Groups can be created by clicking on the option under **Market Refinements (2)** and then by clicking **New** in the middle pane **(3)**.

MERCER WIN® CREATE A PEER GROUP

The screenshot displays the Mercer Win interface for creating a peer group. It is divided into three main sections:

- Step 4: Sector** - A dropdown menu on the left containing a list of industry sectors such as Aerospace & Defense, Alternative & Renewable Energy, and Automobile Components Manufacturing.
- Step 5: Organizations** - A central list of organizations with checkboxes. Selected organizations include 3M Gulf, Abbott Laboratories, Abbvie, AC Nielsen, Alcatel-Lucent, Alcon, Alderley, Algorithm, and American Bureau of Shipping.
- Step 6: Summary and Action** - A right-hand panel titled 'Organizations(10)' and 'Distinct Organizations(10)' with a 'Clear All' button. At the bottom right, there are 'Cancel' and 'Save' buttons, with the 'Save' button highlighted by a red box.

Once done, you will be prompted to a new window that will allow you to create a peer group based on an industry sector (4) or by selecting individual companies (5). Click **Save** once you have made your selections to save the Peer Group and name it (6).

MERCER WIN[®]

CREATE A PEER GROUP

The screenshot displays the Mercer Win interface for creating a peer group. On the left, a 'Sector' list includes categories like Aerospace & Defense, Alternative & Renewable Energy, and Automobile Components Manufacturing. The 'Organizations' list on the right includes 3M Gulf, AB Mauri ME, Abbott Laboratories, AbbVie, and Abdul Latif Jameel (ALJ). A 'Save Peer Group' dialog box is centered, with a blue circle '7' highlighting the 'Name' field containing 'Demo Peer Group' and a blue circle '8' highlighting the 'Save' button. The dialog also features a 'Description' text area and 'Cancel' and 'Save' buttons at the bottom.

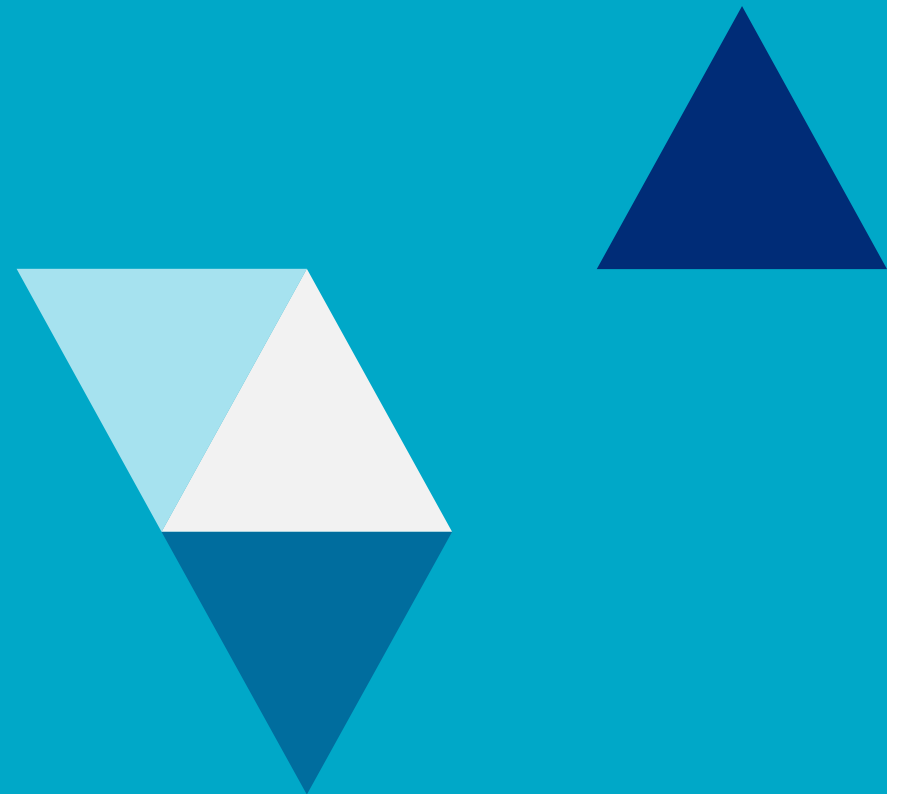
Name your Peer Group and give it a brief description if you wish (7) and then click **Save** (8).

MERCER WIN® CREATE A PEER GROUP

RULES TO REMEMBER WHILE CREATING PEER GROUPS

1. Once a Peer Group is created, it **cannot be edited or deleted.**
 2. A minimum of 10 organizations are required to make a peer group out of which **8** have to be **distinct organizations.**
 3. While comparing 2 peer groups, they have to differ by at least **4 distinct organizations.**
- Distinct organization means companies belonging to different group companies. For example, if you select Mercer and Marsh then they will be counted as one company as they fall under the Marsh and McLennan Companies group.

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 (P3)	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	48,099	61,802	58,526	74,516	
Budget Accounting - Experienced Professional (P2)	Job	FIN.05.004.P20	Budget Accountant, Budget Analyst			8	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

Combine Jobs

2016 Global Demo TRS (Mercer Job Library)

Job Title

- 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)

Combine Jobs

5

Title: Budget/Cost Accounting - Manager (M3)

Code: 001

Family: Finance

Sub-family: Management Accounting

Specialization: --

Career Stream: MANAGEMENT

Career Level: Manager (M3)

6

Close Apply

Job Title	Job	Job Code	Family	Sub-family	Specialization	Career Stream	Career Level
Accounting - Executive Level 1 (E1)	Job	FN.06.001.E10	Finance	Accounting	Accounting	EXECUTIVE	Executive Level 1 ...
Cost Accounting - Entry Professional (P1)	Job	FN.05.003.P10	Finance	Management Acc...	Cost Accounting	PROFESSIONAL	Entry Profession...
Budget Accounting - Senior Professional (P3)	Job	FN.05.004.P30	Finance	Management Acc...	Budget Accounting	PROFESSIONAL	Senior Profession...
Accounting - Executive Level 3 (E3)	Job	FN.06.001.E30	Finance	Accounting	Accounting	EXECUTIVE	Executive Level 3 ...
Accounting - Senior Para-Professional (S3)	Job	FN.06.001.S30	Finance	Accounting	Accounting	PARA-PROFESSIO ...	Senior Para-Profe...
Accounting - Experienced Para-Professional (S2)	Job	FN.06.001.S20	Finance	Accounting	Accounting	PARA-PROFESSIO ...	Experienced Para...
Accounting - Entry Para-Professional (S1)	Job	FN.06.001.S10	Finance	Accounting	Accounting	PARA-PROFESSIO ...	Entry Para-Profes...
Cost Accounting - Experienced Professional (P2)	Job	FN.05.003.P20	Finance	Management Acc...	Cost Accounting	PROFESSIONAL	Experienced Profe...
Head of Finance & Accounting (CFO) - Global Subsidiary (E3)	Job	FN.01.001.E34	Finance	Finance & Accoun	Head of Finance &	EXECUTIVE	Executive Level 3

Combine

Cancel Done

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

	Job Code	Typical Title	Base Salary				My Data			
			Num Orgs	Num Obs	Inc Wtd 25th %ile	Inc Wtd Mean		Inc Wtd Median	Inc Wtd 75th %ile	
Budget/Cost Accounting - Manager (M3) My Combined Job All Data	001	--	*	17	47	95,030	115,181	111,215	132,000	
Head of Finance & Accounting (CFO) - Global Par... Job All Data	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... Job All Data	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... Job All Data	FIN.01.001.E31	Chief Financial Officer (CFI		8	9	214,480	300,636	264,000	402,000	
Head of Finance & Accounting (CFO) - Regional... Job All Data	FIN.01.001.E24	Chief Financial Officer (CFI		26	29	230,820	301,039	285,600	371,328	
Head of Finance & Accounting (CFO) - Regional... Job All Data	FIN.01.001.E23	Chief Financial Officer (CFI	**	2	3	--	--	--	--	
Head of Finance & Accounting (CFO) - Regional... Job All Data	FIN.01.001.E22	Chief Financial Officer (CFI	**	3	5	--	286,209	--	--	
Head of Finance & Accounting (CFO) - Country P... Job All Data	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... Job All Data	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 circle with the number 11 highlights the 'Combine Jobs' button at the bottom right of the list. The 'Combine Jobs' button is highlighted with a blue border. Other buttons visible include 'Cancel' and 'Save'.

Market View
2016 Global Demo TRS (Mercer Job Library)

Family
Engineering & Science

Sub-family
Engineering

Career Stream
PROFESSIONAL

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 with checkboxes. The jobs listed are:

- 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

The 'Chemical Engineering' and 'Electronics Product Design Engineering' jobs are selected. Below the list, a text input field contains 'Electronics and Chemical - P2'. A green checkmark button is visible. The background shows a list of job titles and a sidebar with search filters.

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 displays the Mercer Market Data Results: Library interface. A fly-out menu is open, listing several job titles. The top item, "Electronics and Chemical - P2", is highlighted with a blue box and a circled "15". Below it, a "My Combined Job - Electronics and Chemical - P2" is listed. Other jobs include Design Engineering, Mechanical Engineering, Chemical Engineering, Electrical Engineering, Electronics Engineering, Facilities Layout Engineering, Electronics Product Design Engineering, and Human Factors Engineering. On the right side of the fly-out, a "Market View" panel shows details for the selected job, including Family (Engineering & Science), Sub-family (Engineering), Career Stream (PROFESSIONAL), and Career Level (Experienced Professional (P2)). At the bottom right of the fly-out, a "Save" button is highlighted with a blue box and a circled "16".

Job Title	Job ID
Engineering - Experienced Professional (P2) Core Job - ENS.03.000.P20	ENS.03.000.P20
Electronics and Chemical - P2 <i>My Combined Job - Electronics and Chemical - P2</i>	
Design Engineering - Experienced Professional (P2) Mercer Combined Job - ENS.03.R06.P20	ENS.03.R06.P20
Mechanical Engineering - Experienced Professional (P2) Job - ENS.03.013.P20	ENS.03.013.P20
Chemical Engineering - Experienced Professional (P2) Job - ENS.03.014.P20	ENS.03.014.P20
Electrical Engineering - Experienced Professional (P2) Job - ENS.03.015.P20	ENS.03.015.P20
Electronics Engineering - Experienced Professional (P2) Job - ENS.03.016.P20	ENS.03.016.P20
Facilities Layout Engineering - Experienced Professional (P2) Job - ENS.03.038.P20	ENS.03.038.P20
Electronics Product Design Engineering - Experienced Professional (P2) Job - ENS.03.061.P20	ENS.03.061.P20
Human Factors Engineering - Experienced Professional (P2) Job - ENS.03.110.P20	ENS.03.110.P20

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

View: Inc Org Job Edit

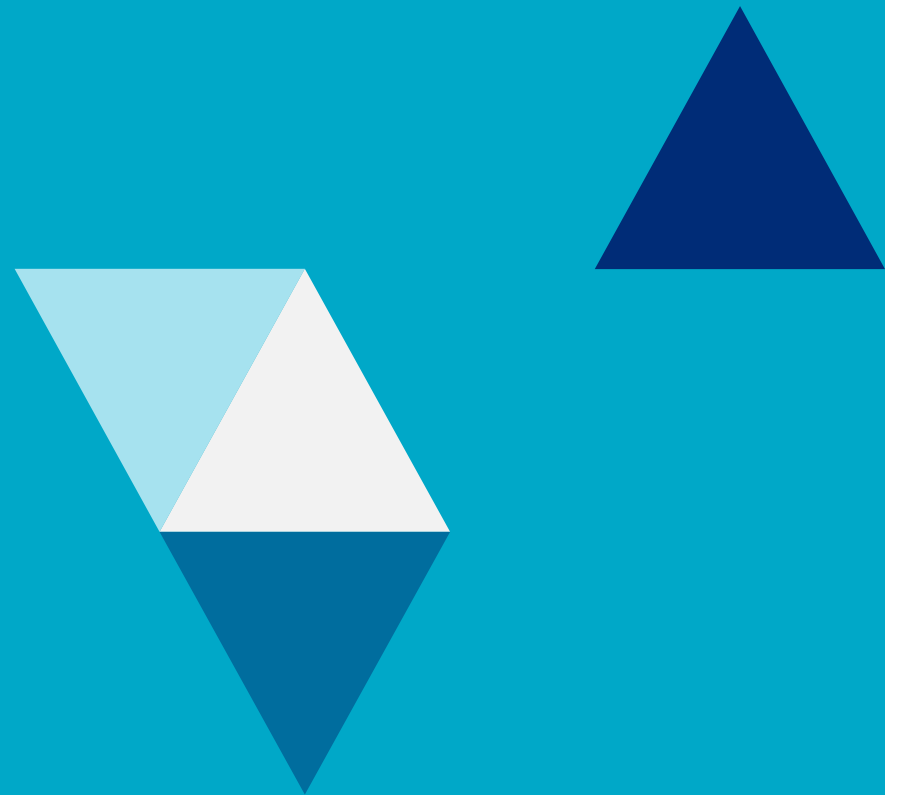
Job Title	Job Type	Job Code	Base Salary	Num Orgs	Num Obs	Inc Wtd 25th %ile	Inc Wtd Mean	Inc Wtd Median	Inc Wtd 75th %ile	My Data
Electronics and Chemical Engineering - P2	My Combined Job	Electronics and Chemical Engineering - P2	*	9	203	48,945	55,410	54,743	61,893	
Design Engineering - Executive Level 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.

COMPARE MY DATA



MERCER WIN[®] COMPARE MY DATA

Home Mercer Market Data Mercer Market Data Results Progress Center

Mercer Market Data Results: Library My Saved Results

View: Inc Org Job 1 Edit

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
All Data				101	313	56,713	73,105	68,120	84,100
General Human Resources - Experienced Professional	Job	HRM.02.001.P20	HR Analyst, HR	109	357	45,036	53,942	51,883	60,000
General Human Resources - Entry Professional	Job	HRM.02.001.P10	HR Analyst, HR	50	163	36,400	43,537	42,393	48,000
General Human Resources - Experienced Para-Professional	Job	HRM.02.001.S20	HR Administrative	30	189	35,100	40,553	41,124	45,000
General Human Resources - Entry Para-Professional	Job	HRM.02.001.S10	HR Administrative	23	95	30,288	37,087	36,720	42,000
Compensation & Benefits - Executive Level 3 (E3)	Job	HRM.04.001.E30	Head of Compensation	**	2	--	--	--	--
Compensation & Benefits - Executive Level 2 (E2)	Job	HRM.04.001.E20	Head of Compensation	4	4	--	279,285	271,920	--
Compensation & Benefits - Executive Level 1 (E1)	Job	HRM.04.001.E10	Head of Compensation						

1 Compare My Data

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

1310 total results Save As Save

The **Compare My Data (1)** feature is used to enable a comparison of submitted company data against the market data. The option allows the user to customize the comparison.

MERCER WIN[®]

COMPARE MY DATA

Home Mercer Market Data Mercer Market Data Results Progress Center

Mercer Market Data Results: Library My Saved Results

Compare My Data

Compare My Data (2)

Statistic to Compare: Median (3)

Display: Average (4)

Statistic(s) to Display: Amount Difference % Difference

Apply Market Refinements to My Participation Data

Make these My Defaults for Compare My Data (5)

Cancel Apply (6)

	Inc Wtd Median	Inc Wtd 75th %ile
	47,515	53,000
	33,800	39,000
	35,802	42,000
	--	--
	--	--
	101,764	133,000

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

3930 total results Save As Save

Tick **Compare My Data (2)** to switch the feature on and off. Select the **Statistics to Compare (3)** to customize the market statistic with which you want to compare your own data. By default, median is selected. Select the **Display (4)** option to choose the way you would like to view the data: by average, by individual employees (Lists down individual incumbent details along with employee IDs). The refinements applied on the market will be applied to your own data as well. The second option allows you to save the customized settings as your default settings **(5)**. Click on the **Apply (6)** button to enable the changes.

MERCER WIN[®]

COMPARE MY DATA

Home Mercer Market Data Mercer Market Data Results Progress Center

Mercer Market Data Results: Library My Saved Results

View: Inc Org Job 1 Edit

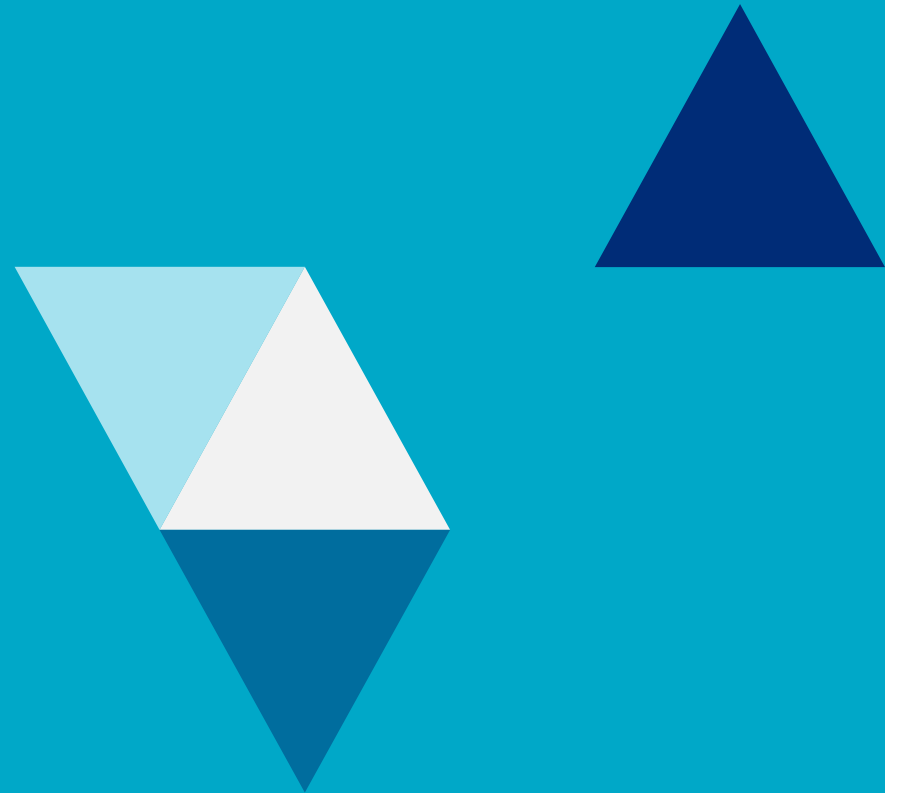
Job Title	Job Type	Job Code	Typical Title	Inc Wtd Mean	Inc Wtd Median	Inc Wtd 75th %ile	My Data Amount	Diff Inc Wtd Median	% Diff Inc Wtd M
All Data				152,578	146,523	172,780			
General Human Resources - Manager (M3)	Job	HRM.02.001.M30	Human Resourc				119,673	13,892	
All Data				111,943	105,781	129,493			
General Human Resources - Team Leader (Prof...	Job	HRM.02.001.M20	Human Resourc				86,383	3,345	
All Data				85,431	83,038	94,601			
General Human Resources - Senior Professional...	Job	HRM.02.001.P30	HR Analyst, HR				65,529	-2,591	
All Data				73,105	68,120	84,026			
General Human Resources - Experienced Profe...	Job	HRM.02.001.P20	HR Analyst, HR				48,617	-3,266	
All Data				53,942	51,883	60,789			
General Human Resources - Entry Professional...	Job	HRM.02.001.P10	HR Analyst, HR				48,360		
All Data				43,537	42,393	48,360			
General Human Resources - Experienced Para...	Job	HRM.02.001.S20	HR Administratic				45,188		
All Data				40,553	41,124	45,188			
General Human Resources - Entry Para-Professi...	Job	HRM.02.001.S10	HR Administratic						

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

1310 total results Save As Save

The **Compare My Data (7)** will now be on the ON mode. The **My Data Amount (8)** column will appear once the Compare My Data option has been enabled.

AGE DATA



MERCER WIN® AGE DATA

The screenshot displays the Mercer Market Data Results interface. At the top, there is a navigation bar with 'Home', 'Mercer Market Data', and 'Mercer Market Data Results'. Below this, the page title is 'Mercer Market Data Results: Library'. A search bar contains 'My Saved Results'. The main content area is a table with columns for Job Title, Job Type, Job Code, Typical Title, and Base Salary. The Base Salary table has columns for Num Orgs, Num Obs, Inc Wtd 25th %ile, Inc Wtd Mean, Inc Wtd Median, and Inc Wtd 75th %ile. The 'Age Data' button in the bottom toolbar is highlighted with a blue box and a circled '1'.

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-Professio...	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 (Professiona...	Job	FIN.10.001.M20	Credit & Collections						

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.

MERCER WIN®

AGE DATA

Age Data

Age Market Data (2)

Age My Data (3)

Age To: (4) 31 Dec 2017

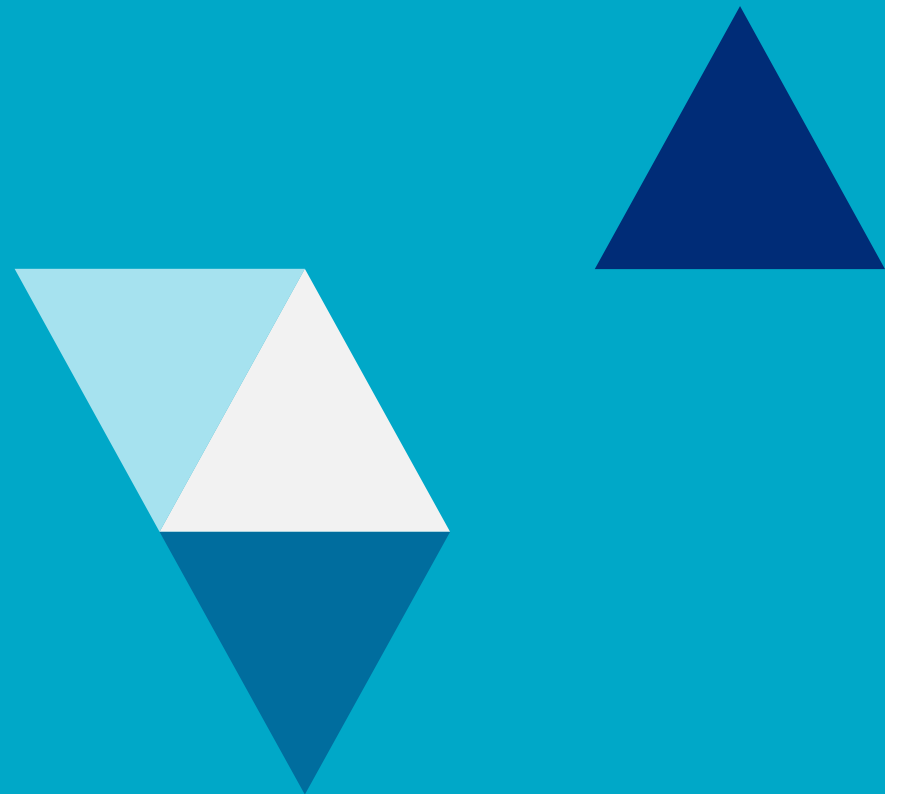
Market View (5)	Effective Date (5)	Publication Year (6)	Next Year(s) (7)	Aging Factor (8)
2016 Global Demo TRS (Mercer Job Library)	01 Apr 2016	6	7	1.1180

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

Cancel Calculate (9) Apply (10)

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).

NORMALIZE DATA



MERCER WIN[®] NORMALIZE DATA

Home Mercer Market Data Mercer Market Data Results Progress Center

Mercer Market Data Results: Library My Saved Results Print Refresh

View: Inc Org Job 1 Edit

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-Professio...	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 (Professiona...	Job	FIN.10.001.M20	Credit & Collections						

1 **Normalize Data**

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

3930 total results Save As Save

The **Normalize Data (1)** option allows the user to convert the data into different currencies. By default all data is displayed in the local currency or the currency of the published data.

MERCER WIN[®]

NORMALIZE DATA

Home Mercer Market Data Mercer Market Data Results Progress Center

My Saved Results

Normalize Data

2 Data Scaling: In Thousands

Convert Currencies to: In Millions

Conversion Method: ...

Currency	Code	Exchange Rate
US Dollar	USD	

When converting currencies, Mercer recommends always using the 6 month average Jan-Jun method.

Cancel Calculate Apply

Inc Wtd Median	Inc Wtd 75th %ile
47,515	53,000
33,800	39,000
35,802	42,000
--	--
--	--
101,764	133,000

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

3930 total results Save As Save

Activate the **Data Scaling (2)**, choose a way of scaling data from the drop down list.

MERCER WIN[®]

NORMALIZE DATA

The screenshot displays the Mercer Market Data Results interface. A 'Normalize Data' dialog box is open, showing the following options:

- Data Scaling:** In Whole Numbers
- Convert Currencies to:** (3)
- Conversion Method:** (4)
- Currency List:**
 - Australian Dollar (AUD)
 - Canadian Dollar (CAD)
 - Euro (EUR)
 - British Pound (GBP)
 - US Dollar (USD)
 - Afghan afghani (AFN)
 - Albanian lek (ALL)
 - Algerian Dinar (DZD)

The background interface shows a table with columns for 'Inc Wtd Median' and 'Inc Wtd 75th %ile'. The bottom toolbar includes buttons for 'Manage Market Views', 'Refine Market', 'Combine Jobs', 'Combine PCs', 'Compare My Data' (ON), 'Normalize Data', 'Age Data', 'Set Banding', and 'Send to My Library'. A '3930 total results' indicator is visible in the bottom right corner.

The **Convert Currencies (3)** section helps to recalculate data into a different currency. Tick the box to activate it and select the currency from the drop down list (4).

MERCER WIN[®]

NORMALIZE DATA

Home Mercer Market Data Mercer Market Data Results Progress Center

My Saved Results

Normalize Data

Data Scaling: In Whole Numbers

Convert Currencies to: Euro (EUR)

5 Conversion Method: [Dropdown]

6 2018 Jan-Jun

2018
6 Month Average
3 Month Average
1 Month Average
2017
2016
2015

Cancel Calculate Apply

Inc Wtd Median	Inc Wtd 75th %ile
47,515	53,000
33,800	39,000
35,802	42,000
--	--
--	--
101,764	133,000

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

3930 total results Save As Save

You can select the **Conversion Method (5)** from the drop down list. It is advised to select the latest six month average **(6)**.

MERCER WIN[®]

NORMALIZE DATA

Home Mercer Market Data Mercer Market Data Results Progress Center

My Saved Results

Normalize Data

Data Scaling: In Whole Numbers

Convert Currencies to: Euro (EUR)

Conversion Method: 2018 Jan-Jun

Currency	Code	Exchange Rate
US Dollar	USD	0.8243

When converting currencies, Mercer recommends always using the 6 month average Jan-Jun method.

Cancel Calculate Apply

3930 total results

Save As Save

Once all the selections have been made, click on **Calculate (7)** and **Apply (8)** to apply the exchange rate to all data. The **Exchange Rate (9)** is shown here after calculation.

MERCER WIN[®] NORMALIZE DATA

Home Mercer Market Data Mercer Market Data Results Progress Center

Mercer Market Data Results: Library My Saved Results Edit

View: Inc Org Job 1 Edit

Modify Search Resize Columns

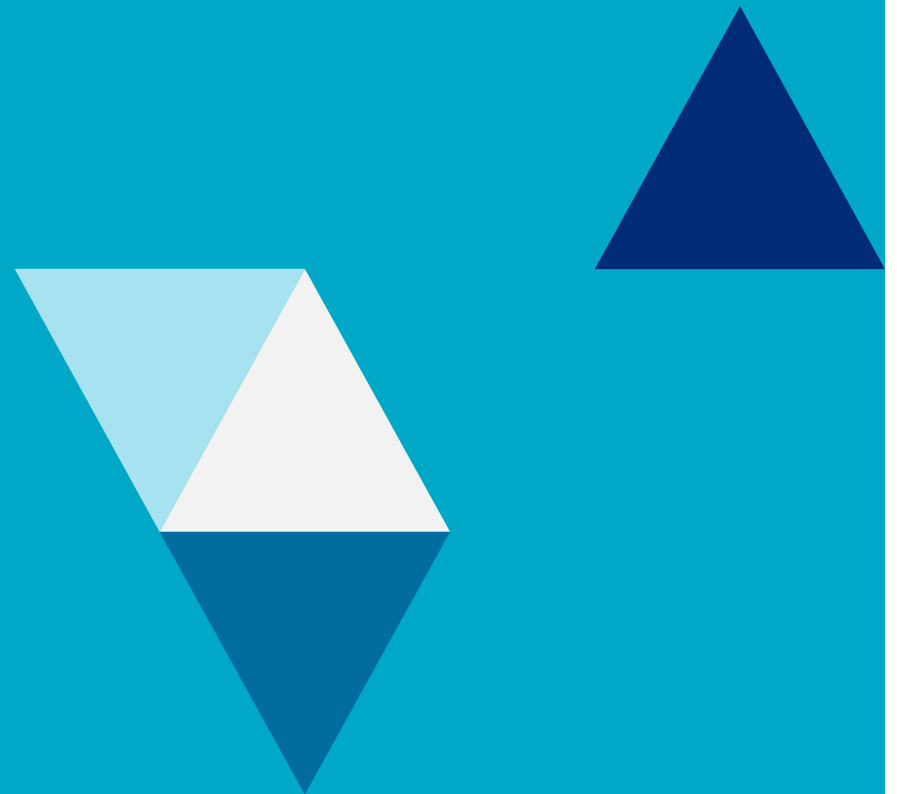
Job Title	Job Type	Job Code	Typical Title	Inc Wtd Mean	Inc Wtd Median	Inc Wtd 75th %ile	My Data Amount	Diff Inc Wtd Median	% Diff In
Accounting - Senior Manager II (M5)	Job	FIN.06.001.M50	Accounting Direc	144,301	142,108	163,451	0	-142,108	
Accounting - Senior Manager (M4)	Job	FIN.06.001.M40	Accounting Direc	125,628	150,412	--	0	-150,412	
Accounting - Manager (M3)	Job	FIN.06.001.M30	Accounting Direc	120,553	114,337	130,415	0	-114,337	
Accounting - Team Leader (Professionals) (M2)	Job	FIN.06.001.M20	Accounting Direc	88,280	82,275	102,866	93,797	11,522	
Accounting - Senior Professional (P3)	Job	FIN.06.001.P30	Accountant, Gen	65,687	63,876	77,198	0	-63,876	
Accounting - Experienced Professional (P2)	Job	FIN.06.001.P20	Accountant, Gen	60,582	59,137	68,347	58,158	-979	
Accounting - Entry Professional (P1)	Job	FIN.06.001.P10	Accountant, Gen	45,552	44,915	51,851	49,116	4,201	

Manage Market Views Refine Market Combine Jobs Combine PCs **Com My 11** **Normalize Data** Age Data Set Banding Send to My Library

1310 total results Save As Save

Once you click on apply, data will get recalculated as shown in the snapshot below (10). The **Normalize Data (11)** will now be on the ON mode.

SAVE RESULTS



MERCER WIN® SAVE RESULTS

Home Mercer Market Data Mercer Market Data Results Progress Center

Mercer Market Data Results: Library My Saved Results Edit

View: Inc Org Job 1 Edit

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	53,000
Billing & Invoicing - Entry Professional (P1)	Job	FIN.09.005.P10	Billing & Invoicing	6	32	29,250	34,683	33,800	39,000
Billing & Invoicing - Experienced Para-Profession...	Job	FIN.09.005.S20	Billing & Invoicing	18	111	31,928	36,915	35,802	42,000
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	133,000
Credit & Collections - Team Leader (Professiona...	Job	FIN.10.001.M20	Credit & Collections						

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

3930 total results Save As Save

Save multiple versions of your WIN® search results to be able to return to them in the future. Click on Save As (1) option to save the results for later use.

MERCER WIN® SAVE RESULTS

Home Mercer Market Data Mercer Market Data Results Progress Center

Mercer Market Data Results: Library My Saved Results

View: Inc Org Job 1 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
Billing & Invoicing - Experienced Professional (P2)	Job	FIN.09.005.P20	Billing & Invoicin	40,170			48,114	47,515	53,000	
Billing & Invoicing - Ent				29,250			34,683	33,800	39,000	
Billing & Invoicing - Exp				31,928			36,915	35,802	42,000	
Credit & Collections - E				--			--	--	--	
Credit & Collections - S				--			--	--	--	
Credit & Collections - M				89,161	24	37	114,372	101,764	133,000	
Credit & Collections - Team Leader (Professiona...	Job	FIN.10.001.M20	Credit & Collecti							

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

3930 total results Save As Save

Type in the name of your customized results (2) and select **Save** (3).

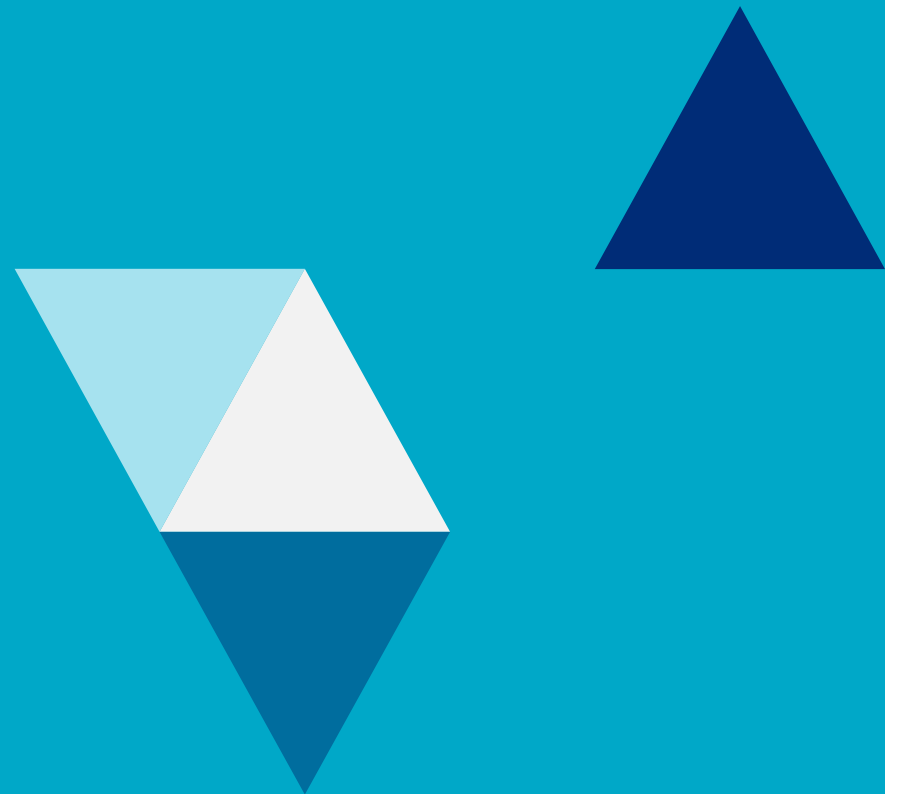
MERCER WIN® SAVE RESULTS

The screenshot displays the Mercer Market Data Results interface. At the top, there is a navigation bar with 'Home', 'Mercer Market Data', and 'Mercer Market Data Results'. Below this, the page title is 'Mercer Market Data Results: Library'. A 'My Saved Result' section shows '2016 demo trs mercer job library' with a 'Rename' link. A table of job titles is visible, with columns for Job Title, Job Type, Job Code, and Typical Title. A dropdown menu labeled 'My Saved Results' is open, showing the saved result name. At the bottom, there is a toolbar with various actions like 'Manage Market Views', 'Refine Market', 'Combine Jobs', 'Combine PCs', 'Compare My Data', 'Normalize Data', 'Age Data', 'Set Banding', and 'Send to My Library'. A 'Save As' button and a 'Save' button are also present, along with a notification that says '1310 total results'.

Job Title	Job Type	Job Code	Typical Title
Accounting - Team Leader (Professionals) (M2)	Job	FIN.06.001.M20	Accounting Direc
Accounting - Senior Professional (P3)	Job	FIN.06.001.P30	Accountant, Gen
Accounting - Experienced Professional (P2)	Job	FIN.06.001.P20	Accountant, Gen
Accounting - Entry Professional (P1)	Job	FIN.06.001.P10	Accountant, Gen
Accounting - Senior Para-Professional (S3)	Job	FIN.06.001.S30	Accounting Clerf
Accounting - Experienced Para-Professional (S2)	Job	FIN.06.001.S20	Accounting Clerf
Accounting - Entry Para-Professional (S1)	Job	FIN.06.001.S10	Accounting Clerf

Your saved results will appear in the dropdown (4). These can be accessed anytime for later use.

EXPORTING FILE



MERCER WIN[®]

EXPORTING THE FILE

The screenshot displays the Mercer Market Data Results interface. At the top, there is a navigation bar with 'Home', 'Mercer Market Data', 'Mercer Market Data Results', and 'Progress Center'. Below this, the main heading is 'Mercer Market Data Results: Library'. The interface is divided into two main sections: a list of job titles on the left and a detailed view of 'Job 1' on the right. The job list includes columns for Job Title, Job Type, Job Code, and Typical Title. The detailed view for 'Job 1' shows a table with numerical data. A red box highlights the top right corner of the detailed view, containing a dropdown menu with 'Job 1' selected, a print icon, and an export icon (labeled '1'). Below the job list, there is a toolbar with various options: 'Manage Market Views', 'Refine Market', 'Combine Jobs', 'Combine PCs', 'Compare My Data' (with 'ON' status), 'Normalize Data', 'Age Data', 'Set Banding', and 'Send to My Library'. On the far right of the toolbar, it shows '3930 total results' and 'Save As' and 'Save' buttons.

Job Title	Job Type	Job Code	Typical Title
Billing & Invoicing - Experienced Professional (P2)	Job	FIN.09.005.P20	Billing & Invoicing
Billing & Invoicing - Entry Professional (P1)	Job	FIN.09.005.P10	Billing & Invoicing
Billing & Invoicing - Experienced Para-Professio...	Job	FIN.09.005.S20	Billing & Invoicing
Credit & Collections - Executive Level 1 (E1)	Job	FIN.10.001.E10	Head of Credit & Collections
Credit & Collections - Senior Manager II (M5)	Job	FIN.10.001.M50	Credit & Collections
Credit & Collections - Manager (M3)	Job	FIN.10.001.M30	Credit & Collections
Credit & Collections - Team Leader (Professiona...	Job	FIN.10.001.M20	Credit & Collections

13	29	40,170	48,114	47,515	53,000
6	32	29,250	34,683	33,800	39,000
18	111	31,928	36,915	35,802	42,000
**	1	1	--	--	--
**	3	4	--	--	--
24	37	89,161	114,372	101,764	133,000

The market data can be exported into a Microsoft Excel file by using the Export Option (1).

MERCER WIN® EXPORTING THE FILE

Export Options

2 File Name: 2016 Demo TRS Mercer Job Library

3 File Type:
 Comma Separated Values (CSV)
 Microsoft Excel (XLSX)

4

Cancel Done

3930 total results

Save As Save

After Export Options pop-up window appears, provide file name (2), select file format (3) and click on Done (4).

MERCER WIN[®]

EXPORTING THE FILE

The screenshot displays the Mercer Market Data Results interface. A 'Progress Center Notification' dialog box is open, stating: 'This item has been sent to Progress Center for processing.' The dialog has a 'Close' button. In the background, a table of market data is visible with columns for 'Job Title', 'All Data', and salary statistics: 'Inc Wtd 25th %ile', 'Inc Wtd Mean', 'Inc Wtd Median', and 'Inc Wtd 75th %ile'. The 'Compare My Data' button in the bottom toolbar is highlighted with a blue border and has 'ON' written below it. The bottom right corner shows '3930 total results' and 'Save As' and 'Save' buttons.

Job Title	All Data	Inc Wtd 25th %ile	Inc Wtd Mean	Inc Wtd Median	Inc Wtd 75th %ile
Billing & Invoicing - Expe	All Data	40,170	48,114	47,515	53,114
Billing & Invoicing - Ent	All Data	29,250	34,683	33,800	39,114
Billing & Invoicing - Expe	All Data	31,928	36,915	35,802	42,114
Credit & Collections - Ex	All Data	--	--	--	--
Credit & Collections - Se	All Data	--	--	--	--
Credit & Collections - Ms	All Data	--	--	--	--
Credit & Collections - Team Leader (Professiona...	Job FIN.10.001.M20 Credit & Collecti	89,161	114,372	101,764	133,114

Once you click **Done** a **Progress Centre Notification** will appear.

MERCER WIN[®]

EXPORTING THE FILE

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** 4 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
All Data										
▼	Billing & Invoicing - Entry Professional (P1)	Job	FIN.09.005.P10	Billing & Invoicing	6	32	29,250	34,683	33,800	39,114
All Data										
▼	Billing & Invoicing - Experienced Para-Professional (P2)	Job	FIN.09.005.S20	Billing & Invoicing	18	111	31,928	36,915	35,802	42,114
All Data										
▼	Credit & Collections - Executive Level 1 (E1)	Job	FIN.10.001.E10	Head of Credit & Collections	**	1	--	--	--	--
All Data										
▼	Credit & Collections - Senior Manager II (M5)	Job	FIN.10.001.M50	Credit & Collections	**	3	--	--	--	--
All Data										
▼	Credit & Collections - Manager (M3)	Job	FIN.10.001.M30	Credit & Collections	24	37	89,161	114,372	101,764	133,114
All Data										
▼	Credit & Collections - Team Leader (Professional)	Job	FIN.10.001.M20	Credit & Collections						
All Data										

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

3930 total results Save As Save

All exported files and documents are stored in the **Progress Centre (4)**.

MERCER WIN[®]

EXPORTING THE FILE

The screenshot shows the Mercer Market Data Results interface. At the top, there is a navigation bar with 'Home', 'Mercer Market Data', and 'Mercer Market Data Results'. A 'Progress Center' icon with the number '5' is visible in the top right. Below the navigation bar, the main heading is 'Mercer Market Data Results: Library'. The interface includes a search bar with 'Modify Search' and 'Resize Columns' options. A table lists job titles and their types. A dropdown menu is open, showing a list of converted files with columns for Status, Document Name, Type, and Submitted (UTC). A red circle '6' highlights the 'Document Name' column, and a red circle '5' highlights the 'Progress Center' icon.

Status	Document Name	Type	Submitted (UTC)
Complete	2016 Demo TRS Mercer Job Library	ZIP	24 Aug 2018 09:59 AM
Complete	Mercer Market Data Results	ZIP	22 Aug 2018 12:27 PM
Complete	Mercer Market Data Results	XLSX	07 Aug 2018 01:04 PM
Complete	Mercer Market Data Results	XLSX	07 Aug 2018 01:04 PM
Complete	Mercer Market Data Results	XLSX	07 Aug 2018 12:58 PM
Complete	Mercer Market Data Results	ZIP	07 Aug 2018 12:40 PM
Complete	Mercer Market Data Results	ZIP	03 Aug 2018 01:26 PM
Complete	Mercer Market Data Results	ZIP	03 Aug 2018 11:46 AM

Click on the Progress Centre (5) to open the dropdown list that shows details of all the converted files. To download a file simply click on the Document Name (6).

VIEW DATA BY POSITION CLASS



MERCER WIN[®]

VIEW DATA BY POSITION CLASS

The screenshot displays the Mercer Job Library interface for the year 2018. The top navigation bar includes 'Home', 'Mercer Market Data', and 'Progress Center'. The main header shows 'Mercer Job Library for Year: 2018' with a 'Change year' link and a 'My Saved Results' dropdown menu. Below the header, there are tabs for 'Global', 'High Tech', and 'All'. A search bar is present with the text 'Search for job title, job code, or typical title' and a 'Search' button. To the left of the search bar, there is a 'Search Options' panel with a 'Hide' button. The search options include: 'Market View' (Slovakia), 'Job Industry' (Add a Job Industry), 'Family' (Add a Family), 'Function' (Add a Function), 'Career Level' (Add a Career Level), 'Job Type' (Jobs), and 'Position Class' (Add a Position Class range). The 'Position Class' option is highlighted with a blue box and a circled '2'. To the right of the search options, there are 'Clear' buttons for each filter. Below the search bar, there is a 'Limit to My Jobs' checkbox and a 'Search' button. The search results section shows '1 results' and a 'View: Position Class' dropdown menu, which is also highlighted with a blue box and a circled '1'. An 'Edit' button is located to the right of the dropdown menu. The search results table has two columns: 'Market View' and 'Position Class Range'. The first row shows '2018 SK TRS' and '40 - 03'.

To view data by **Position Class** you need to select a different view from the drop-down menu (1). Once the **Position Class** option has been selected, the option to filter by **Position Class** will become active (2).

MERCER WIN[®]

VIEW DATA BY POSITION CLASS

The screenshot displays the Mercer Market Data interface. On the left, the 'Search Options' panel is visible, with 'Position Class' highlighted by a blue box and a circled '3'. The main area shows a range selection tool with a horizontal bar from 40 to 85. The bar is divided into segments, with a blue highlight between 49 and 69. Below the bar, 'Range Minimum' is set to 49 and 'Range Maximum' is set to 69. The 'Apply' button is highlighted in green.

You can select the **Position Class** range as needed (3).

MERCER WIN®

VIEW DATA BY POSITION CLASS

The screenshot displays the Mercer Job Library interface for the year 2018. The top navigation bar includes 'Home', 'Mercer Market Data', and 'Progress Center'. The main header shows 'Mercer Job Library for Year: 2018' with a 'Change year' link and a 'My Saved Results' dropdown. Below this, there are tabs for 'Global', 'High Tech', and 'All'. A search bar is present with the placeholder text 'Search for job title, job code, or typical title'. To the right of the search bar is a 'Limit to My Job' checkbox and a green 'Search' button. A blue circle with the number '4' is positioned above the search bar, with an arrow pointing to the 'Search' button. Below the search bar, there are several filter categories: 'Market View' (Slovakia), 'Job Industry' (Add a Job Industry), 'Family' (Add a Family), 'Function' (Add a Function), 'Career Level' (Add a Career Level), 'Job Type' (Jobs), and 'Position Class' (Add a Position Class range). The 'Position Class' filter is highlighted with a blue box. To the right of each filter is a 'Clear' button. Below the filters, the 'Search Results' section shows '1 results'. A blue circle with the number '5' is positioned to the left of the results table. The table has two columns: 'Market View' and 'Position Class Range'. The first row contains a checkmark, '2018 SK TRS', and '40 - 83'. At the bottom of the results table, there is a 'Compare' button and a message: 'You can only compare between 2 and 5 items.' A blue circle with the number '6' is positioned to the right of the 'Compare' button, with an arrow pointing to a green 'Continue' button with a right-pointing arrow.

Once all the selections have been made, click on **Search** to view the results (4). The system will display the available data for the PC or the PC range selected (5). Click on **Continue** to view the results (6).

MERCER WIN[®]

VIEW DATA BY POSITION CLASS

Home Mercer Market Data Mercer Market Data Results Progress Center

Mercer Market Data Results: Library My Saved Results

View: Actual Regression Inc Org Position Class Edit

8

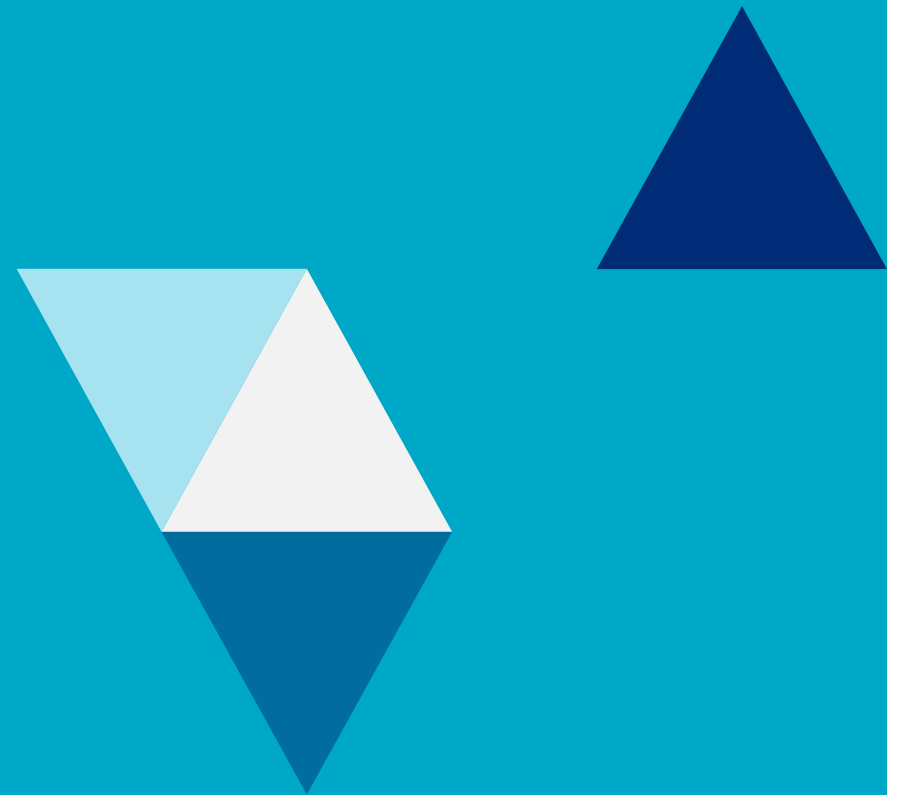
Position Class	Num Orgs	Num Obs	Org Wtd Regressed 25th %ile	Org Wtd Regressed Mean	Org Wtd Regressed Median	Org Wtd Regressed 75th %ile	Total Cash - Actual	Num Orgs	Num Obs	Org Wtd Regressed 25th %ile	Org Wtd Regressed
40	21	2,160	6,944	8,367	7,965	9,822		21	2,160	7,872	
41	23	622	7,716	9,379	8,912	11,020		23	622	8,709	
42	32	3,280	8,574	10,512	9,971	12,363		32	3,280	9,635	
43	63	2,339	9,527	11,782	11,156	13,871		63	2,339	10,659	
44	53	1,573	10,686	13,206	12,482	15,562		53	1,573	11,792	
45	79	1,813	11,763	14,802	13,066	17,460		79	1,813	13,046	
46	84	1,115	13,071	16,591	15,626	19,589		84	1,115	14,432	
47	76	2,107	14,525	18,596	17,483	21,977		76	2,107	15,966	
48	79	676	16,139	20,843	19,661	24,657		79	676	17,664	
49	72	930	17,934	23,362	21,886	27,663		72	930	19,541	
50	68	940	19,928	26,186	24,488	31,036		68	940	21,619	
51	75	525	22,143	29,350	27,398	34,821		75	525	23,917	
52	87	792	24,605	32,897	30,655	39,066		87	792	26,459	
53	65	423	28,254	35,828	33,799	41,185		65	423	30,835	
54	43	373	33,048	41,768	39,446	47,873		43	373	36,128	
55	40	175	38,655	48,692	46,036	55,648		40	175	42,331	
56	38	178	45,214	56,765	53,728	64,686		38	178	49,598	
57	32	77	52,885	66,176	62,704	75,191		32	77	58,113	
58	21	52	61,857	77,147	73,181	87,403		21	52	68,090	

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

24 total result

By default the view setting will be set to **Regression** and **Organization Weighted**. This can be changed anytime with the help of toggle buttons (7). The data is now visible as per **Position Class** (8).

COMBINE PCs



MERCER WIN® COMBINE PCs

Home Mercer Market Data Mercer Market Data Results Progress Center

Mercer Market Data Results: Library My Saved Results

View: Actual Regression Inc Org Position Class Edit

Market View	Position Class	Num Orgs	Num Obs	Org Wtd 25th %ile	Org Wtd Mean	Org Wtd Median	Org Wtd 75th %ile	Total Cash - Actual	Num Orgs	Num Obs	Org Wtd 25th %ile	Org Wtd Mean	Org Wtd Median	Org Wtd 75th %ile	
2018 SK TRS															
All Data															
40		21	2,160	7,251	8,149	7,818	9,401		21	2,160	7,708	8,807	8,258	9,965	
41		23	622	8,230	10,413	9,700	11,700		23	622	9,503	11,209	11,119	12,928	
42		32	3,280	8,197	9,400	9,132	9,694		32	3,280	9,114	10,667	10,549	12,033	
43		63	2,339	9,695	11,865	11,117	14,108		63	2,339	10,860	12,804	12,919	14,651	
44		53	1,573	10,566	14,004	13,027	18,045		53	1,573	12,022	15,241	14,641	18,332	
45		79	1,613	11,785	14,770	13,893	17,794		79	1,613	12,800	15,847	14,957	18,741	
46		84	1,115	12,529	17,028	16,155	20,709		84	1,115	14,339	18,531	16,819	21,364	
47		76	2,107	14,491	17,438	16,924	19,722		76	2,107	16,230	19,195	18,341	20,613	
48		79	676	16,944	22,007	20,055	26,726		79	676	18,892	23,640	22,127	28,180	
49		72	930	16,941	21,940	20,808	26,527		72	930	18,718	24,281	23,029	28,406	
50		68	940	19,651	25,617	23,631	28,442		68	940	20,076	27,411	26,754	31,258	
51		75	525	21,606	29,015	28,008	34,562		75	525	22,862	31,792	31,605	37,845	
52		87	792	25,968	34,310	31,275	40,726		87	792	28,435	37,942	33,546	43,791	
53		65	423	28,012	36,584	33,842	42,362		65	423	31,129	39,799	36,477	46,467	
54		43	373	34,701	41,276	39,728	45,895		43	373	36,648	44,508	43,820	50,106	
55		40	175	38,442	47,032	44,669	53,385		40	175	40,846	51,743	47,677	60,176	
56		38	178	44,949	56,054	55,755	66,577		38	178	49,133	62,302	56,791	77,057	
57		32	77	50,283	67,956	61,958	78,663		32	77	56,693	79,976	68,948	84,263	
58		21	52	64,329	76,629	70,932	83,943		21	52	72,282	86,298	83,127	91,363	
59		15	28	71,481	89,421	86,190	95,494		15	28	81,814	101,685	95,494	116,900	

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

24 total results Save As Save

Option **Combine PCs** is available only while view settings are set to **Actual (1)**.

MERCER WIN[®]

COMBINE PCs

Combine PCs ?

2018 SK TRS Undo All

Position Class

<input type="checkbox"/>	40
<input type="checkbox"/>	41
<input type="checkbox"/>	42
<input type="checkbox"/>	43
<input type="checkbox"/>	44
<input type="checkbox"/>	45
<input checked="" type="checkbox"/>	46
<input checked="" type="checkbox"/>	47
<input checked="" type="checkbox"/>	48
<input checked="" type="checkbox"/>	49
<input type="checkbox"/>	50
<input type="checkbox"/>	51
<input type="checkbox"/>	52
<input type="checkbox"/>	53
<input type="checkbox"/>	54
<input type="checkbox"/>	55
<input type="checkbox"/>	56
<input type="checkbox"/>	57
<input type="checkbox"/>	58
<input type="checkbox"/>	59
<input type="checkbox"/>	60
<input type="checkbox"/>	61
<input type="checkbox"/>	62
<input type="checkbox"/>	63

Combine Cancel Save

Tick the boxes next to each position class you would like to combine. At one time several ranges can be created, however they should not overlap (2). Once ready, click **Combine** (3).

MERCER WIN[®]

COMBINE PCs

Combine PCs ?

2018 SK TRS ▼ Undo All

Position Class

- 40
- 41
- 42
- 43
- 44 4
- 45
- 46 - 49 (combined) x
- 50
- 51
- 52
- 53
- 54
- 55
- 56
- 57
- 58
- 59
- 60
- 61
- 62
- 63

Combine Cancel Save 5

Position Classes are now combined **(4)**. To come back to the table view, click **Save (5)**.

MERCER WIN[®]

COMBINE PCs

Combine PCs ?

2018 SK TRS ▼ Undo All

Position Class

- 40
- 41
- 42
- 43
- 44
- 45
- 46 - 49 (combined) ✕ **6**
- 50
- 51
- 52
- 53
- 54
- 55
- 56
- 57
- 58
- 59
- 60
- 61
- 62
- 63

Combine Cancel Save

To un-combine the PCs, click the **x** button next to the row with combined PCs **(6)**.

MERCER WIN[®] COMBINE PCs

Home Mercer Market Data Mercer Market Data Results Progress Center

Mercer Market Data Results: Library My Saved Results Print Refresh

View: **Actual** Regression Inc Org Position Class Edit

C Modify Search		↗ Resize Columns	Base Salary					Total Cash - Actual	
Market View	Position Class	Num Orgs	Num Obs	Org Wtd 25th %ile	Org Wtd Mean	Org Wtd Median	Org Wtd 75th %ile	Num Orgs	Num Obs
2018 SK TRS									
All Data									
	40	21	2,160	7,251	8,149	7,818	9,401	21	2
	41	23	622	8,230	10,413	9,700	11,700	23	2
	42	32	3,280	8,197	9,400	9,131	9,694	32	3
	43	63	2,339	9,695	11,865	11,117	14,108	63	2
	44	53	1,573	10,566	14,004	13,027	18,045	53	1
	45	79	1,613	11,785	14,770	13,893	17,794	79	1
7	46 - 49 (combined)	113	4,828	15,546	20,069	18,822	23,679	113	4
	50	68	940	19,651	25,617	23,631	28,442	68	2
	51	75	525	21,606	29,015	28,008	34,562	75	2

Manage Market Views Refine Market **8** Combine PCs Compare My Data Normalize Data Age Data Set Banding Send to My Library 24 total results Save As Save

Position Classes are now combined and the corresponding statistics have been recalculated **(7)**. If you want to undo or adjust your selection, click on **Combine PCs** again **(8)**.

MERCER WIN® COMBINE PCs

The screenshot displays the 'Combine PCs' interface in Mercer WIN. At the top, a breadcrumb trail shows 'Home' > 'Mercer Market Data' > 'Mercer Market Data Results' > 'Combine PCs'. Below this, the 'Combine PCs' title is followed by a dropdown menu currently set to '2018 SK TRS' and an 'Undo All' button. A blue circle with the number '9' highlights the dropdown menu. Below the dropdown is a 'Position Class' section with a list of checkboxes for position classes 40 through 63, including a '46 - 49 (combined)' entry. A blue circle with the number '10' highlights the 'Undo All' button. An 'Undo All' dialog box is open in the center, containing the text: 'All combined position classes will be undone. Click OK to continue. Click Cancel to return and keep your position class combinations.' At the bottom of the dialog box, the 'Cancel' and 'Ok' buttons are highlighted with a blue circle and the number '11'. At the bottom of the main interface, there are 'Combine', 'Cancel', and 'Save' buttons.

By clicking on the arrow, select from the drop down menu the surveys for which you want to undo the changes (9). Press **Undo All** (10) if you want changes to apply to all surveys. Hit the **OK** or **Cancel** button depending on the action you would like to take (11).

MERCER WIN[®] COMBINE PCs

MERCER WIN[®] BY POSITION CLASS

- Mercer WIN[®] by Position Class will function almost entirely the same way as Mercer WIN[®] by Job.
- **Points to Remember:**
- The feature **Combine PC** and **View** are available only when the **Actual** setting is enabled.
- These features become disabled in the **Regression** view.

MERCER WIN®
THANK YOU



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

MAKE  **MERCER**
TOMORROW,
TODAY