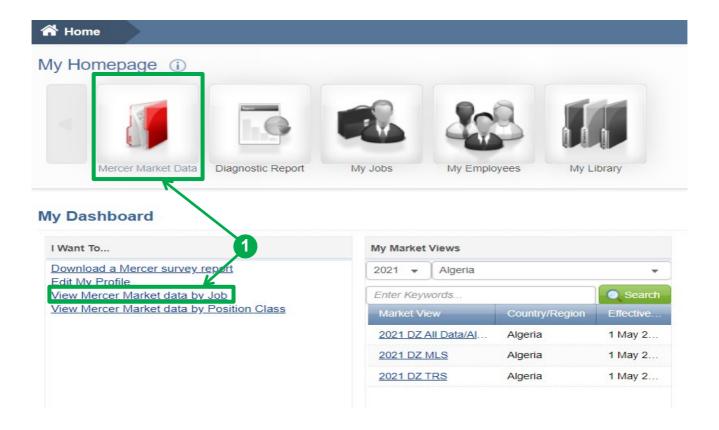


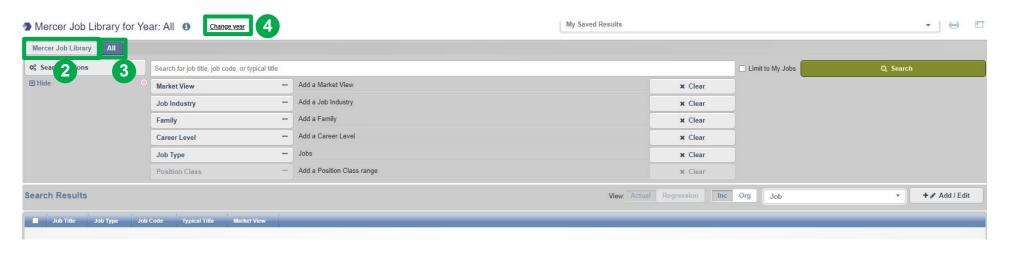
Mercer WIN®

Select Results Criteria

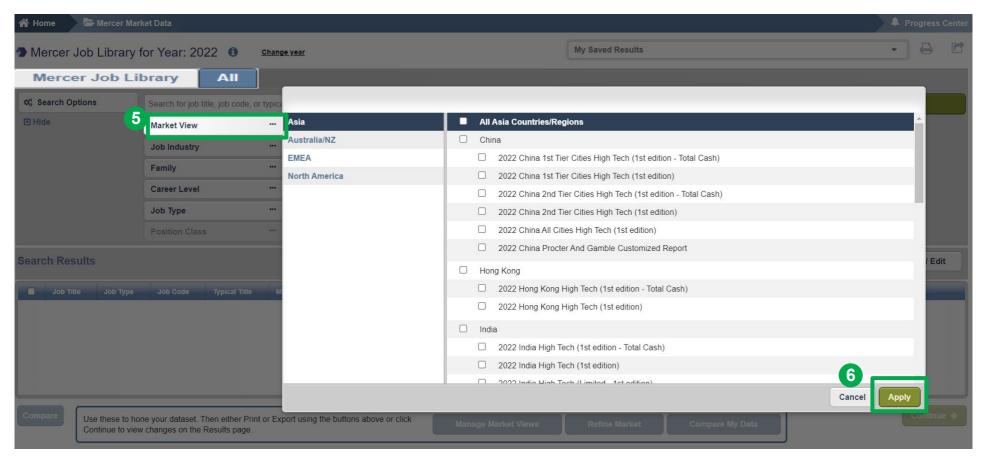




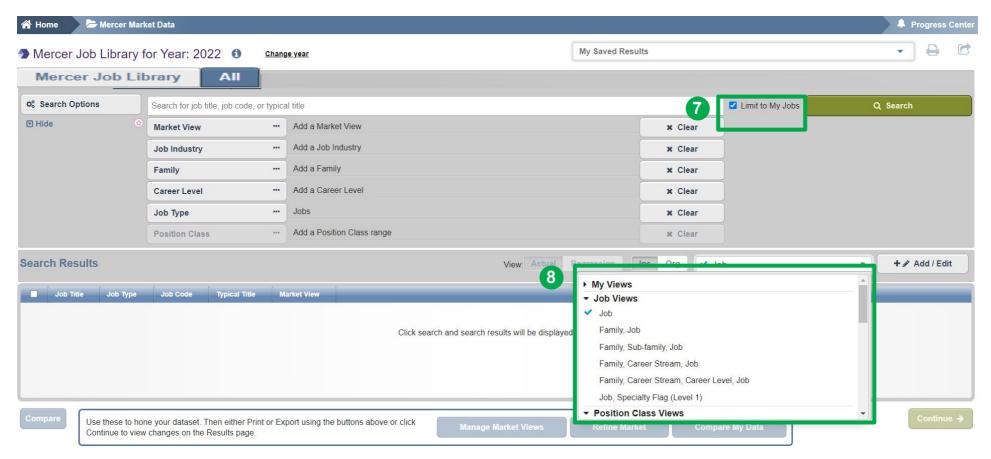
Mercer WIN® allows you to generate detailed custom reports according to your business needs. To start, click on the View Mercer Market data by Job link under the "I Want To..." section or Mercer Market Data (1) red folder to be prompted to the search window.



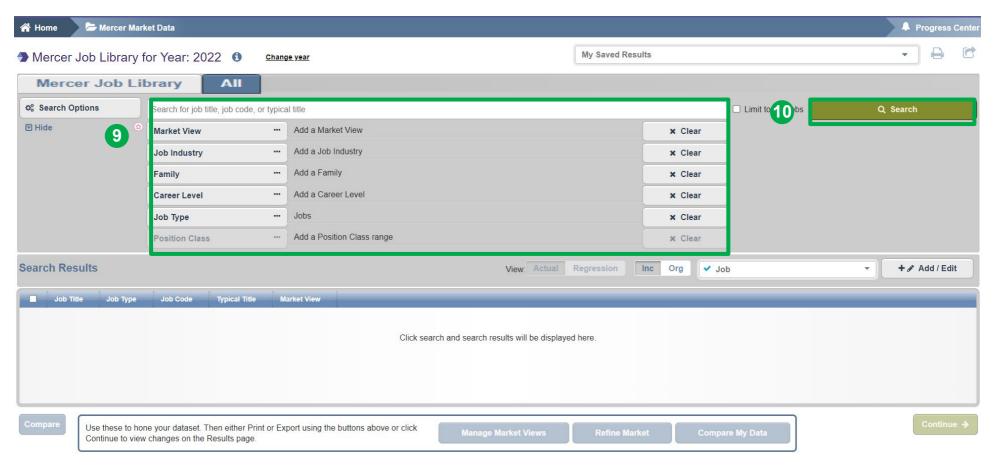
The default tab is **Mercer Job Library (2)**. Under the **All** tab, all of the non-Mercer Job Library surveys you are authorized to view will be visible **(3)**. Select **Change year (4)** at the top of the page if you want to view data from previous years.



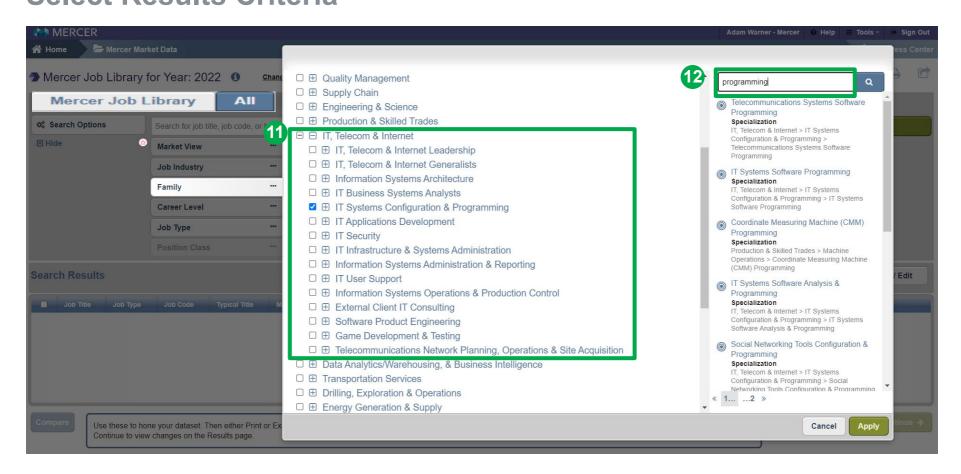
Choose the region(s) you are interested in, as well as country(ies) and survey(s) (5) – multiple regions and/or surveys can be selected at the same time. Click the **Apply** button (6).



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 **(7)**. This option is only available for participating companies. If you would like to see the market results using predefined 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 **(8)**.



Depending on your view selection, you may want to refine your **Search Options (9)** 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 (10)**.

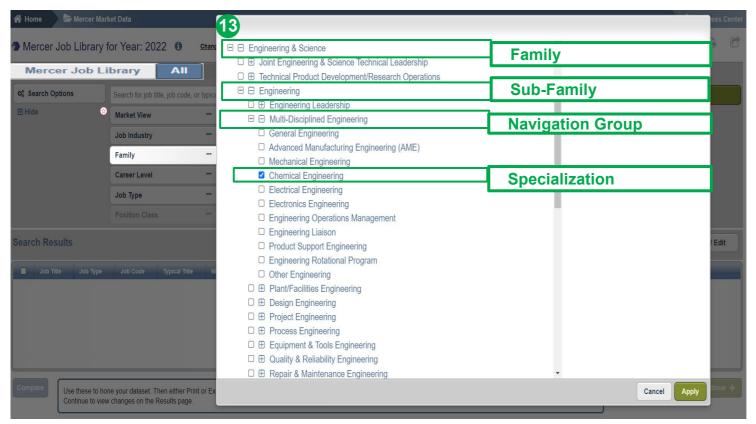


The **Family filter**, set up as a Browser Tree, is populated with all Families, Sub-families, Universal Navigation Group, and Specializations. The plus signs allow you to expand and contract the view based on the selections. By clicking the checkbox, you can add either the full set of jobs or drill down all the way to the specialization **(11)**. To quickly locate what you need on the Family tree, type in **a keyword** in the search box **(12)**.

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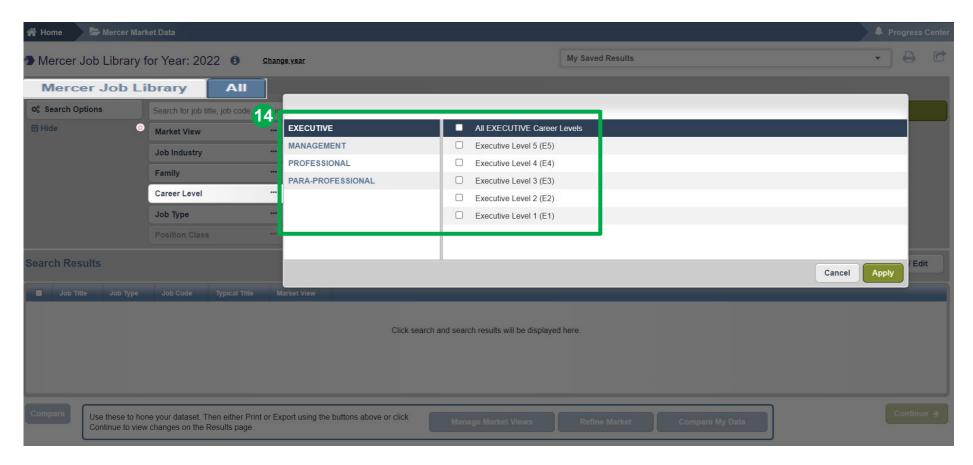
Mercer WIN® Select Results Criteria Nature of Work



Job Family Tree (13) works well for typical support Jobs (e.g., HR, Finance, Information Technology) with common skill sets grouped across industries into one comprehensive job catalog.

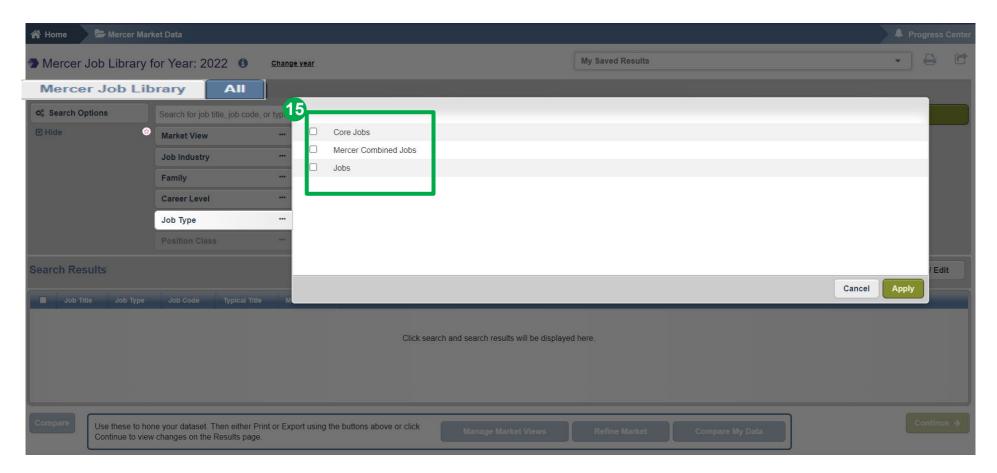
Quickly find data using the multi-layered nature of work filters:

- 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.

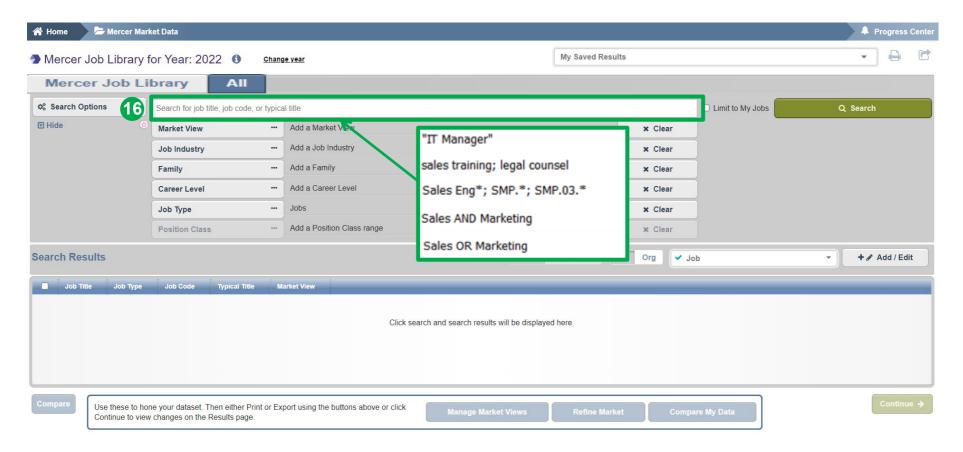


The **Career Level** filter allows you to narrow down the Library jobs to the various career streams and levels using the checkboxes (14).

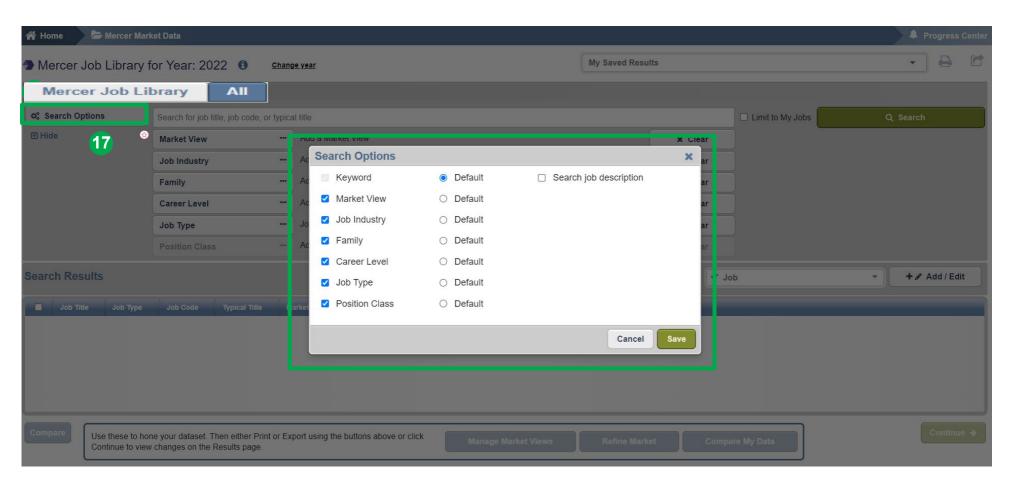
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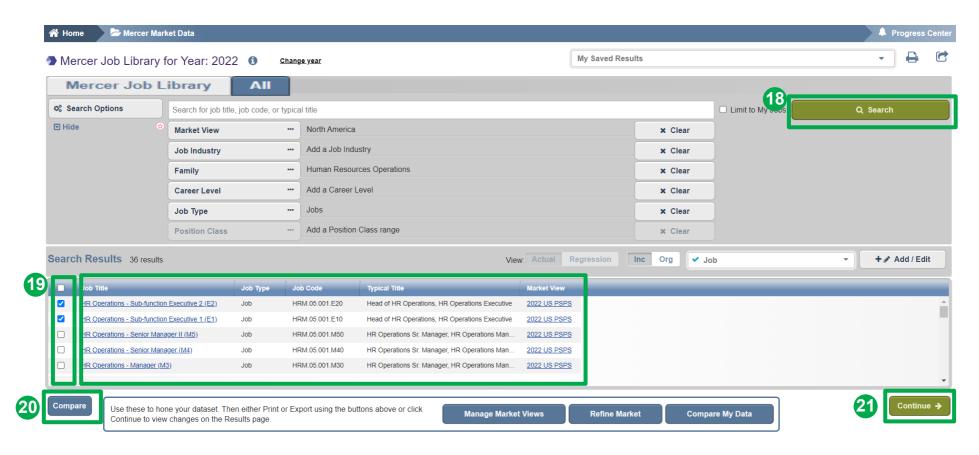
The **Job Type** filter is another way to search for either Jobs, Core Jobs, Mercer Combined Jobs or all. If no selection is made here, a job level will be set up by default **(15)**.



You can refine your search by job title or job code using the **keyword** field **(16)**. 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)**.



You can **adjust the search options** according to your preference; either by adding, removing or setting as default the relevant options (17).



Based on your search criteria, once you click the **search** button **(18)**, 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 **(19)**. To verify the job descriptions and compare between 2 and 5 roles, click the **compare** button **(20)**. Click **continue** to proceed to the results page **(21)**.



Thank You



If you have any questions please contact our US & Canada client service team:

surveys@mercer.com

800-333-3070

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