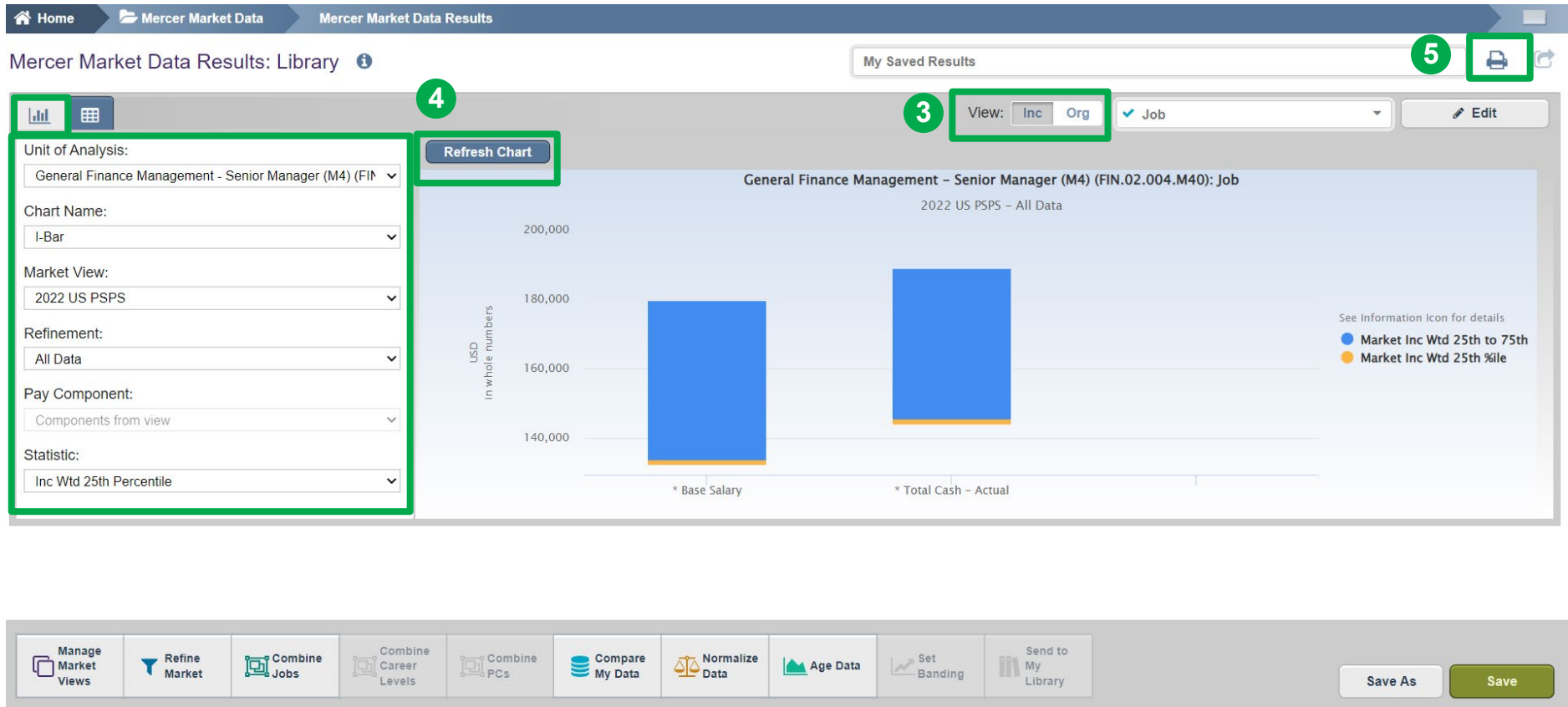


Mercer WIN[®]

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 necessary adjustments **(2, 3)**. **Refresh the Chart (4)**. Charts can be also exported as PDF 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 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 (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	--	

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.

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**

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 Analyst		*	9	34	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 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 Ex		**	2	3	--	--	--
Accounting - Executive Level 2 (E2)	Job	FIN.06.001.E20	Head of Accounting, Accounting Ex		**	2	2	--	--	--
Accounting - Executive Level 1 (E1)	Job	FIN.06.001.E10	Head of Accounting, Accounting Ex		*	6	8	155,527	175,069	172,409
Accounting - Senior Manager II (M5)	Job	FIN.06.001.M50	Accounting Director, Accounting Sr		*	4	5	--	152,415	182,484

91 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 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

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

Edit View: ✓ Job ⓘ

Options **10**

Mercer Market Data

Statistics

View By

Available Statistics **12**

▶ **Count Statistics**

▼ **Weighted Statistics**

10th %ile

25th %ile

Mean

Median

75th %ile

90th %ile

Custom

▶ **Frequency Statistics**

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 →

Select **Statistics** (10) under the **Options** window pane on the left-hand side. By clicking on **Count/Weighted Statistics**, you will be able to view all the available options and 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

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

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 checked="" 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 Add	Num Orgs ×
	▶ Frequency Statistics	Num Obs ×
		25th %ile ×
		Mean ×
		Median ×

13 **14** **15**

Cancel Save As Save Done →

If you are not pleased with your selection, you can cancel by clicking 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

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

Edit View: ✓ Job ⓘ

Options Available Statistics Selected (13) Clear All

Mercer Market Data

Statistics

View By

Count Statistics

View By Job

What would you like to name this view?

Name: Job

Make this my default view

Cancel Save

Frequency Statistics

Salary

Cash Compensation (Actual)

Benefits

Num Obs

25th %ile

Mean

Median

Cancel Save As Save Done →

Assign a 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 (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 Analys		*	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 Analys		8	29	50,648	59,371	57,525	67,028	
Cost Accounting - Entry Professional (P1)	Job	FIN.05.003.P10	Cost Accountant		**	1	--	--	--	--	
Accounting - Executive Level 3 (E3)	Job	FIN.06.001.E30	Head of Accounting, Accounting Ex		**	2	--	--	--	--	
Accounting - Executive Level 2 (E2)	Job	FIN.06.001.E20	Head of Accounting, Accounting Ex		**	2	--	--	--	--	
Accounting - Executive Level 1 (E1)	Job	FIN.06.001.E10	Head of Accounting, Accounting Ex		*	6	155,527	175,069	172,409	198,303	
Accounting - Senior Manager II (M5)	Job	FIN.06.001.M50	Accounting Director, Accounting Sr		*	4	--	152,415	182,484	--	

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 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 (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	175,069	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 Print Share

View: Inc Org Job 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	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 Analys	*	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 Analys	8	29	50,648	59,371	57,525	67,028	
Cost Accounting - Entry Professional (P1)	Job	FIN.05.003.P10	Cost Accountant	**	1	--	--	--	--	
Accounting - Executive Level 3 (E3)	Job	FIN.06.001.E30	Head of Accounting, Accounting Ex	**	2	--	--	--	--	
Accounting - Executive Level 2 (E2)	Job	FIN.06.001.E20	Head of Accounting, Accounting Ex	**	2	--	--	--	--	
Accounting - Executive Level 1 (E1)	Job	FIN.06.001.E10	Head of Accounting, Accounting Ex	*	6	155,527	175,069	172,409	198,303	
Accounting - Senior Manager II (M5)	Job	FIN.06.001.M50	Accounting Director, Accounting Sr	*	4	--	152,415	182,484	--	

20 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

Mercer Market Data Results: Library

My Saved Results

View: Inc Org Job-Test Edit

General Management - Country Parent/Corporate (E2)
Core Job - GMA.01.000.E21

Chief Operating Officer (COO)/Head of Operations - Country Parent/Corporate (E2)
Job - GMA.01.004.E21

Head of Administration - Country Parent/Corporate (E2)
Job - GMA.01.005.E21

Market View
2022 US PSPS

Family
General Management

Sub-family
General Management

Career Stream
EXECUTIVE

Career Level
Executive Level 2 (E2)

Combine Jobs Cancel 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 displays the Mercer Market Data Results: Library interface. A fly-out window is open, showing details for three job titles. The third job title, "Head of Administration - Country Parent/Corporate (E2)", is highlighted with a green box and a green circle containing the number 24. The fly-out window contains the following information:

- General Management - Country Parent/Corporate (E2)**
Core Job - GMA.01.000.E21
- Chief Operating Officer (COO)/Head of Operations - Country Parent/Corporate (E2)**
Job - GMA.01.004.E21
- Head of Administration - Country Parent/Corporate (E2)**
Job - GMA.01.005.E21

Specialization: Head of Administration **Typical Title:** Head of Administration, Chief Administration Officer (CAO)

DESCRIPTION:

Head of Administration is accountable for leading two or more support functions such as Finance, Human Resources, IT, Procurement, Legal, etc. Typically does not lead operations or commercial functions.

Establishes and implements strategies that have mid to long-term (3-5 years) impact on business results in alignment with parent/corporate organization objectives.

- Leads multiple teams of lower level executives, directors/senior managers, and managers.
- Develops mid to long-term (3-5 years) plans for optimizing the organization, function, or sub-function and the talent required to execute strategies in job area.

The fly-out window also includes a sidebar with the following information:

- Market View:** 2022 US PSPS
- Family:** General Management
- Sub-family:** General Management
- Career Stream:** EXECUTIVE
- Career Level:** Executive Level 2 (E2)

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

Mercer Market Data Results: Library My Saved Results View: Inc Org Job-Test Edit

General Management - Country Parent/Corporate (E2)
Core Job - GMA.01.000.E21

Chief Operating Officer (COO)/Head of Operations - Country Parent/Corporate (E2)
Job - GMA.01.004.E21

Head of Administration - Country Parent/Corporate (E2)
Job - GMA.01.005.E21

Refinement	Num Orgs	Num Obs	Inc Wtd 25th %ile	Inc Wtd Mean	Inc Wtd Median	Inc Wtd 75th %ile	Inc Wtd 90th %ile
All Data							
Base Salary	**	3	3	--	--	--	--
Total Cash - Actual	**	3	3	--	--	--	--

Market View
2022 US PSPS

Family
General Management

Sub-family
General Management

Career Stream
EXECUTIVE

Career Level
Executive Level 2 (E2)

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 interface. The main content area shows a list of job results with the following details:

Job Title	Core Job	Job ID
General Management - Country Parent/Corporate (E2)	Core Job - GMA.01.000.E21	
Chief Operating Officer (COO)/Head of Operations - Country Parent/Corporate (E2)	Job - GMA.01.004.E21	
Head of Administration - Country Parent/Corporate (E2)	Job - GMA.01.005.E21	

A fly-out menu is open on the right side of the screen, displaying the following information:

- Market View:** 2022 US PSPS
- Family:** General Management
- Sub-family:** General Management
- Career Stream:** EXECUTIVE
- Career Level:** Executive Level 2 (E2)

At the bottom of the fly-out menu, there is a button labeled "Combine Jobs" (marked with a circled 26), along with "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

Mercer Market Data Results: Library

My Saved Results

View: Inc Org Job-Test Edit

27

- General Management - Country Parent/Corporate (E2)
Core Job - GMA.01.000.E21
- Chief Operating Officer (COO)/Head of Operations - Country Parent/Corporate (E2)
Job - GMA.01.004.E21
- Head of Administration - Country Parent/Corporate (E2)
Job - GMA.01.005.E21

28

29

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

Combined Job Title Combined Job Code

Market View
2022 US PSPS

Family
General Management

Sub-family
General Management

Career Stream
EXECUTIVE

Career Level
Executive Level 2 (E2)

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 select 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 displays the Mercer Market Data Results: Library interface. At the top, there is a search bar with "My Saved Results" and a "View:" dropdown set to "Job-Test". Below the search bar, a list of job titles is shown. The job "My Combined Job" (My Combined Job - Finance P3) is highlighted with a green box and labeled with a green circle containing the number 30. To the right of the job list, a blue sidebar displays hierarchical information: Market View (2022 US PSPS), Family (Finance), Sub-family (Finance Generalists), Career Stream (PROFESSIONAL), and Career Level (Senior Professional (P3)). At the bottom right, a green box highlights the "Save" button, labeled with a green circle containing the number 31. Other buttons visible include "Combine Jobs" and "Cancel".

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

32 + Add More Data Resize Columns

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.

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

Mercer WIN®

Results Page



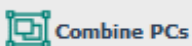
Manage selected surveys and adjustments - view surveys available to you



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



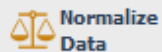
Combination of standard benchmark jobs into hybrid position - combination of two or more position into specific benchmark job. **BE AWARE** that the value of the combined position are averages of each individual benchmarks.



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



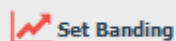
Compares data of your organization, provided into the survey - Allows comparison by standard or customised percentile for average values (one job) or for individuals (based on ID numbers).



Change currency of results/align different currencies of several surveys into single one - set single currency for all survey results (up to 5 surveys at a time).



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).

Thank You



If you have any questions please contact
our US & Canada client service team:
surveys@mercer.com

800-333-3070

welcome to

brighter