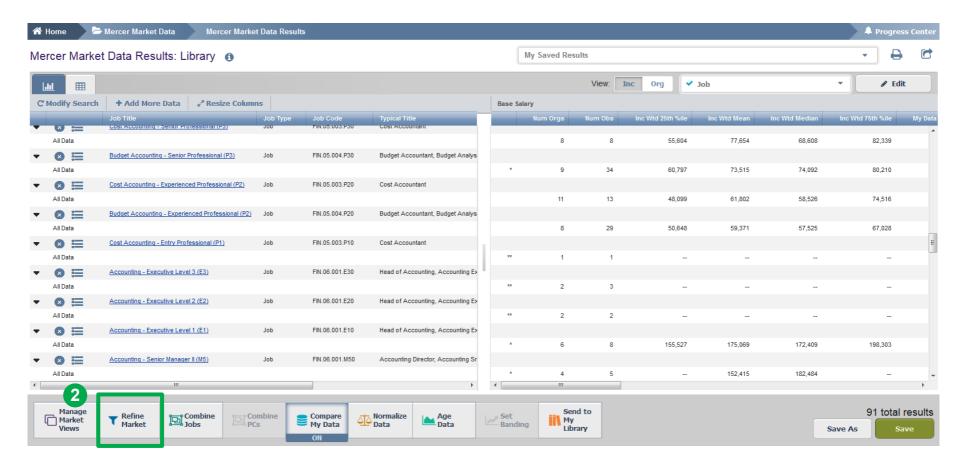


Refine Market®

General Scope Cuts and Create Custom Data Sets

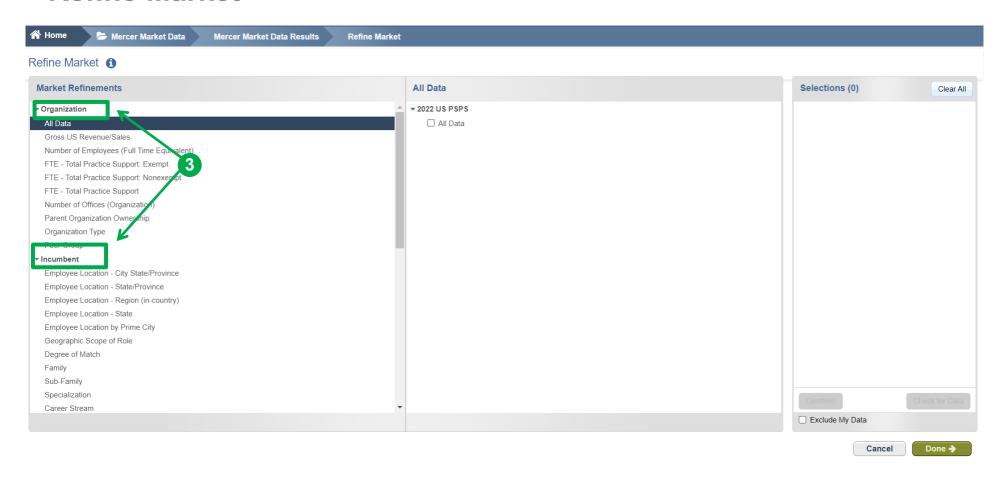


Refine Market

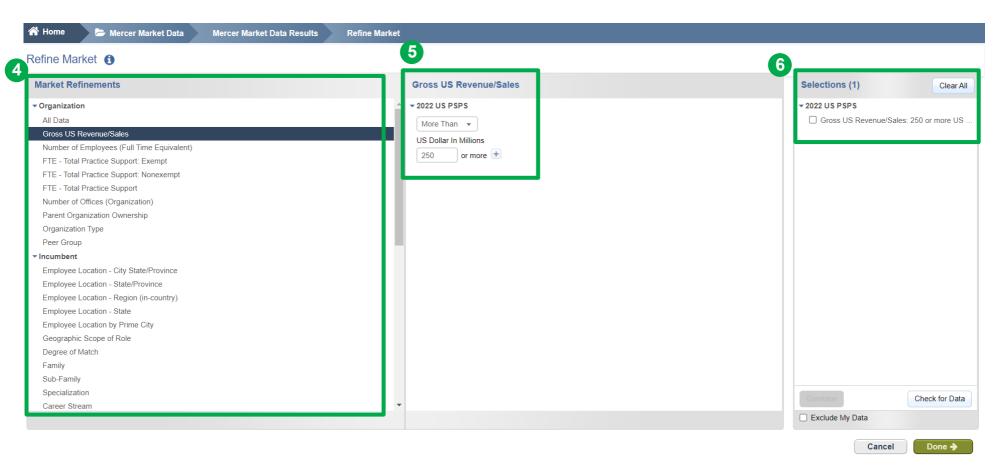


The **Refine Market** option allows you to create different scope cuts - data sets can be narrowed by various factors such as Net Revenue, Peer Groups, Employee Location, among others (2).

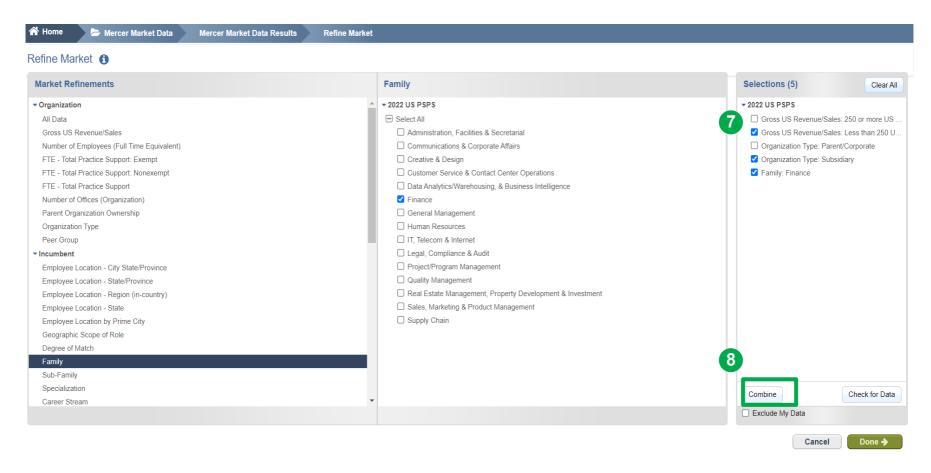
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The refinements can be applied from two levels, i.e. organization (pertaining to profiles of participating companies) or incumbents (referring to employees submitted into a salary survey) (3).

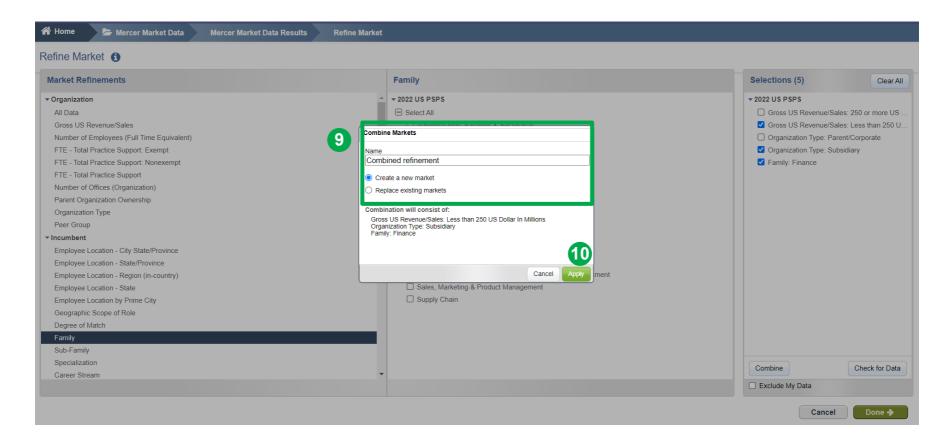


From the **Market Refinements** menu, use the arrows to select the desired category(ies) **(4)**. They will appear in the middle column for you to adjust checking the relevant box(es) **(5)**. Final selection can be found in the third column: **Selections (6)**.

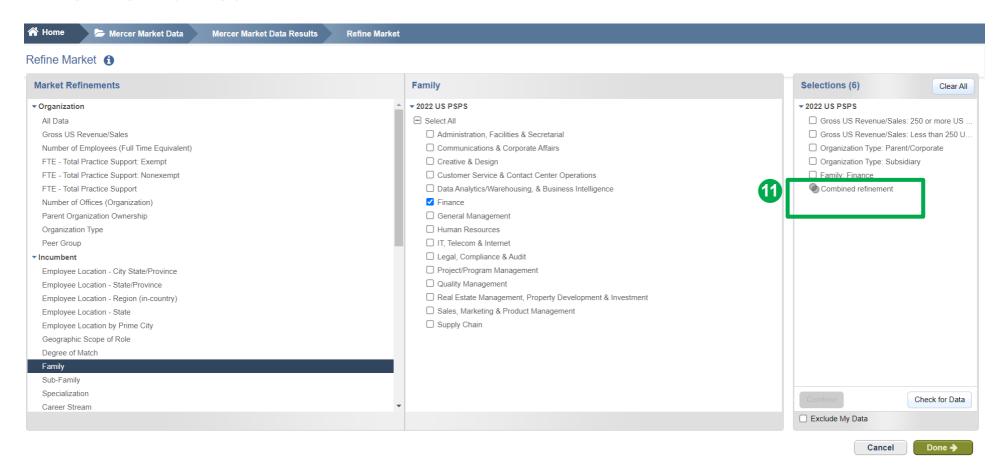


You can **combine market refinements** if you would like to see the results for a combination of selections. This option can be used to combine 2 or more data sets from the above list **(7)**. **Tick** your selections and click **Combine (8)**.

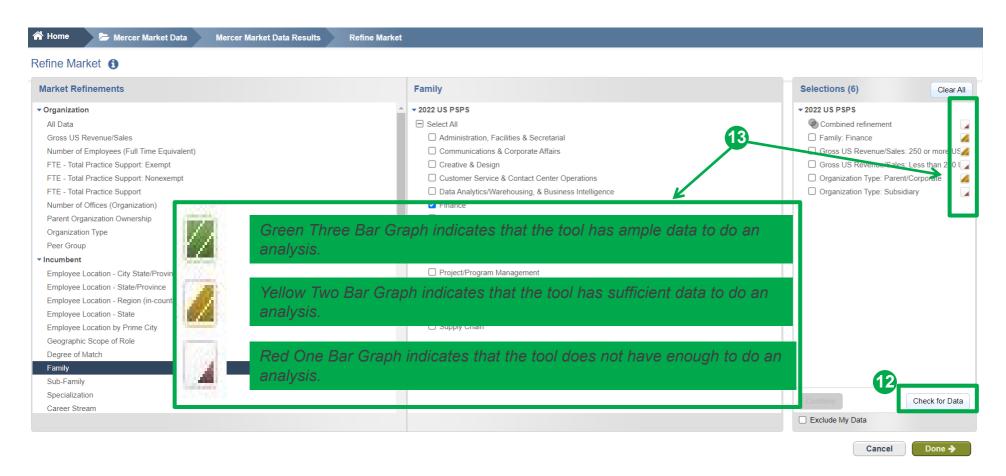
Refine Market



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)**. Click **Apply (10)**.

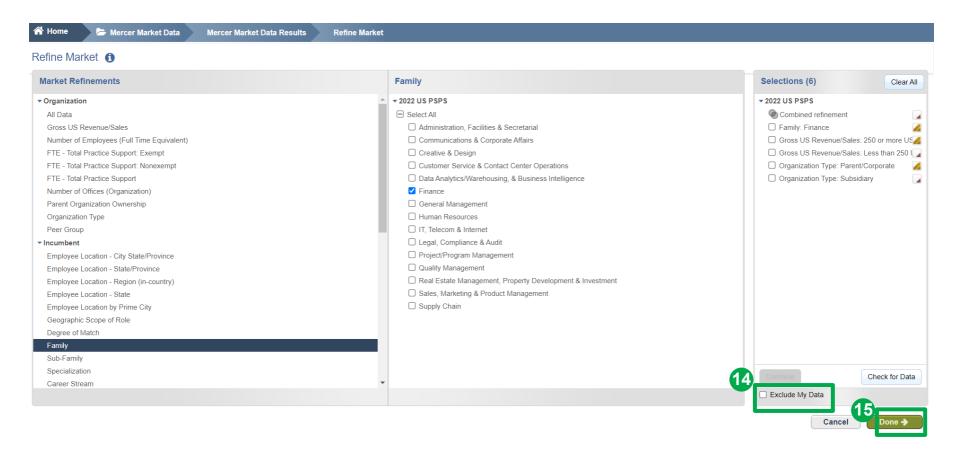


Your selection has now been combined; two interlocked circles should appear (11).

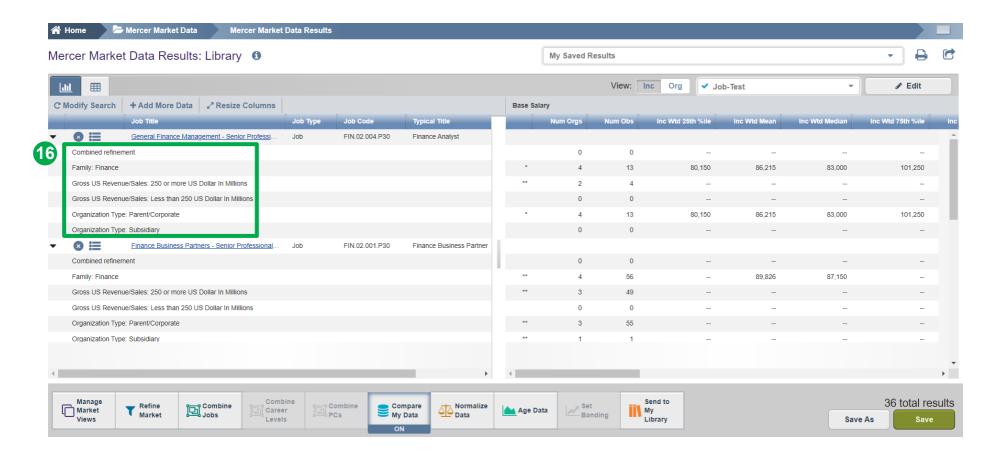


Once you have selected all of the data set variables by which you would like to view the market, it is a good practice to check the **availability of data (12)**. Next to each data set a small bar graph will appear. This smart color-coding graph will indicate the amount of data available within the tool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

Refine Market



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)**.



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

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Thank You



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

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welcome to

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