



Mercer WIN[®]

User Guide

Get the most from your Mercer
compensation surveys

welcome to brighter



Mercer WIN®

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Mercer WIN[®]

How to Log In



Mercer WIN®

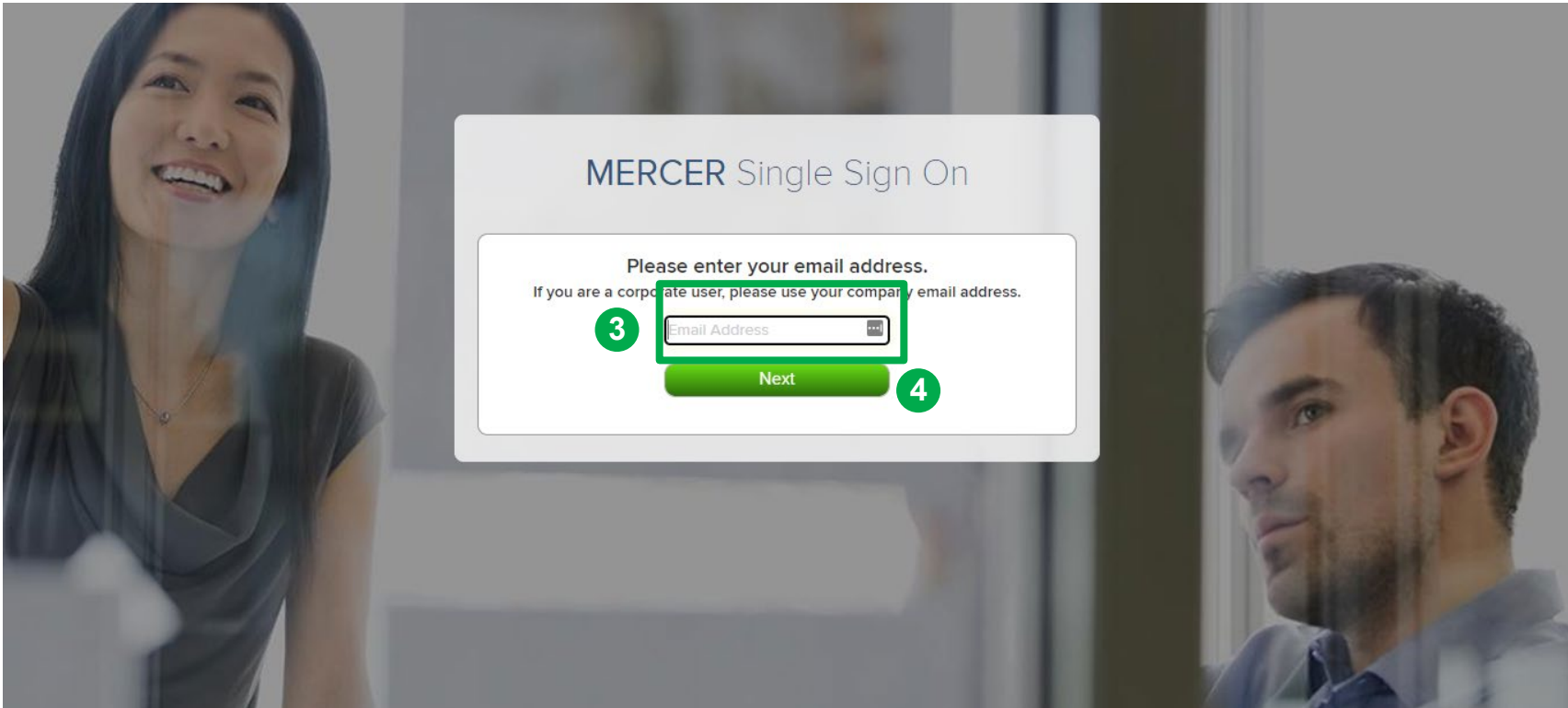
How to Log In

The screenshot shows the Mercer website interface. At the top, the browser address bar contains 'imercer.com', highlighted with a green box and a green circle containing the number '1'. Below the address bar, the Mercer logo and navigation menu are visible. The main content area features a large heading 'Solutions for your HR needs' and a list of product categories: Salary surveys, Benefits offerings, Mobility products, Engagement tools, Policies & practices, Turnover resources, and Flexible working. On the right side, a user dropdown menu is open, showing a 'Sign in' button highlighted with a green box and a green circle containing the number '2'. Other options in the menu include 'Register now', 'Mercer WIN@', and 'Talent All Access'. A 'Find the jobs I need' button is also visible at the bottom right of the page.

Go to www.imercer.com (1). Select “Sign in” from the dropdown menu next to the people icon. You may also click directly on the Mercer WIN® link (2).

Mercer WIN[®]

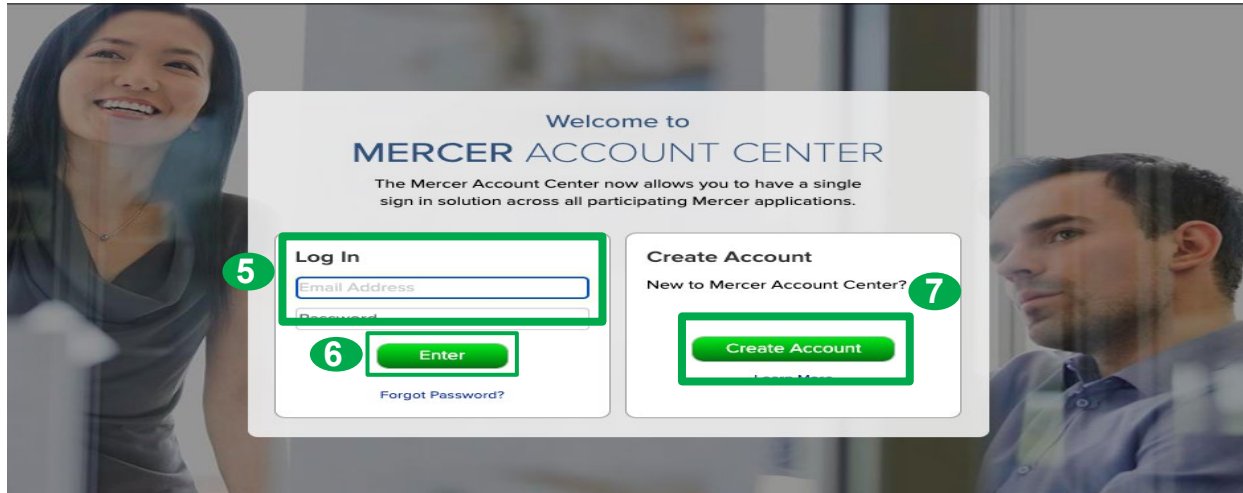
How to Log In



Log in to your account by providing your **Email Address (3)** then click **Next (4)**.

Mercer WIN®

How to Log In



Are you returning to iMercer.com or have setup a MSSO account when using one of our other applications (for example, Mercer Data Connector)?

- On the Mercer Account Center login screen enter your email address and password. (5)
- Or, click "Forgot Password" to recover your password. (6)

If you don't have an existing iMercer account, click Create Account (7) and follow these steps:

- On the MSSO page you will be asked to enter your company email address, then click next.
- If you are redirected to the Mercer Account Center, click "Create Account" and follow the online instructions to complete the form.
 - If you were redirected back to your organization's login page, enter your company credentials to gain access into iMercer.
- Once all the required fields have been completed, Click "**Save**" and keep the "**Your Account is Pending**" page open.
- You will receive an email from MSSO; follow the instructions to complete your registration.
 - Don't see the Welcome email? Check your junk or spam folder and add "@mercer.com" to trusted senders list.)
- Return to the "Your Account is Pending" page and use the "click here" link at the bottom of the page to log in to your iMercer account.
 - Some users may have to verify their identity and perform a second level of security using Multi-factor Authentication.

Mercer WIN®

How to Log In

MERCER WORKFORCE INTELLIGENCE NETWORK® SYSTEM
AND IPE METHODOLOGY LICENSE AGREEMENT

IMPORTANT - PLEASE READ CAREFULLY BEFORE USING THE SYSTEM

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Market View	I Accept	I Decline
2022 PT Business Services Center	<input checked="" type="radio"/>	<input type="radio"/>

8 Continue

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 (8)**.

Mercer WIN[®] Homepage

Published Reports



Mercer WIN®

Homepage – Published Reports

The screenshot displays the Mercer WIN® homepage. At the top, there is a 'Home' button. Below it, the 'My Homepage' section features six icons: Mercer Market Data, Diagnostic Report, My Jobs, My Employees, and My Library. The 'My Dashboard' section is highlighted with a green box and contains a list of links under 'I Want To...'. A green circle with the number '1' and arrows points to the 'Download a Mercer survey report' link and the 'My Market Views' table.

I Want To...

- [Download a Mercer survey report](#)
- [Edit My Profile](#)
- [View Mercer Market data by Job](#)
- [View Mercer Market data by Position Class](#)

My Market Views

2021 | Algeria


Enter Keywords... Search

Market View	Country/Region	Effective...
2021 DZ All Data/AI...	Algeria	1 May 2...
2021 DZ MLS	Algeria	1 May 2...
2021 DZ TRS	Algeria	1 May 2...

Once you login to Mercer WIN® homepage, you will have access to all the **standard published reports (1)** that you have purchased. Those can be retrieved either through the “**Download a Mercer survey report**” link or in the “**My Market Views**” section.

Homepage – Published Reports

My Homepage ⓘ



Mercer Market Data Diagnostic Report My Jobs My Employees My Library

My Dashboard

I Want To...

- [Download a Mercer survey report](#)
- [Edit My Profile](#)
- [View Mercer Market data by Job](#)
- [View Mercer Market data by Position Class](#)

2

My Market Views

2021 Canada

Enter Keywords... Search

Market View	Country/Reg...	Effectiv...
2021 CA MLS Ph...	Canada	1 Apr 2...
2021 CA MTECH	Canada	1 Apr 2...
2021 CA New and...	Canada	1 Apr 2...
2021 CA NMCS	Canada	1 Jun 2...
2021 CA OMCS	Canada	1 Jun 2...
2021 CA RET	Canada	1 Apr 2...

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 **link** of a relevant survey report to view the materials.

Homepage – Published Reports

2021 CA New and Emerging Jobs

Country/Region:	Canada	Incumbents Represented:	16075	Currency:	Canadian Dollar
Effective Date:	01 Apr 2021	Number of Jobs:	323		
Organizations Participating:	633	Number of Reportable Jobs:	207		

Published Reports | Participants List | Job List

- CA NE PDF - 2021 US New and Emerging Jobs Survey Overview [PDF](#)
- CA NE Position List [Export](#)
- CA NE Participation List [Export](#)
- CA NE Report - Summary Report [Export](#)
- CA NE Report - Detailed Report Complete PC [Export](#) **3**
- CA NE Export - Excel Download of Actual and Regressed Data [Export](#)
- CA NE YoY - Position Comparison to Prior Year Report [Export](#)

4 [Download All](#) [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 select the **Download All** button **(4)** for everything.

Mercer WIN[®]

Select Results Criteria



Mercer WIN®

Select Results Criteria

The screenshot displays the Mercer WIN® dashboard interface. At the top, there is a 'Home' button. Below it, the 'My Homepage' section features five icons: 'Mercer Market Data' (a red folder icon, highlighted with a green box and a green arrow pointing to a circled '1'), 'Diagnostic Report' (a bar chart icon), 'My Jobs' (a person icon), 'My Employees' (a group of people icon), and 'My Library' (a stack of books icon). The 'My Dashboard' section is divided into two main areas. On the left, under 'I Want To...', there are three links: 'Download a Mercer survey report', 'Edit My Profile', and 'View Mercer Market data by Job' (highlighted with a green box and a green arrow pointing to the circled '1'). Below this is a link for 'View Mercer Market data by Position Class'. On the right, the 'My Market Views' section shows a dropdown for '2021' and a search box for 'Algeria'. Below this is a search bar with a 'Search' button. A table lists market views with columns for 'Market View', 'Country/Region', and 'Effective...'. The table contains three rows of data.

Market View	Country/Region	Effective...
2021 DZ All Data/AI...	Algeria	1 May 2...
2021 DZ MLS	Algeria	1 May 2...
2021 DZ TRS	Algeria	1 May 2...

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.

Mercer WIN[®]

Select Results Criteria

The screenshot shows the Mercer Job Library interface. At the top left, there is a breadcrumb "Mercer Job Library for Year: All" with a "Change year" button next to it, which is circled in green and labeled with a green circle containing the number 4. Below this, there are two tabs: "Mercer Job Library" (circled in green and labeled with a green circle containing the number 2) and "All" (labeled with a green circle containing the number 3). A search bar is located below the tabs, with a "Search" button to its right. Below the search bar, there are several filter categories: "Market View", "Job Industry", "Family", "Career Level", "Job Type", and "Position Class". Each category has a "Clear" button to its right. At the bottom of the interface, there is a "Search Results" section with a "View:" dropdown menu set to "Actual", and a "Job" dropdown menu. There is also an "Add / Edit" button.

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.

Mercer WIN®

Select Results Criteria

The screenshot shows the Mercer Job Library interface for the year 2022. A modal window is open, allowing users to select results criteria. The modal is divided into two columns. The left column lists regions: Asia, Australia/NZ, EMEA, and North America. The right column, titled 'All Asia Countries/Regions', lists specific countries and surveys with checkboxes. The 'Market View' button in the left sidebar is highlighted with a green circle and the number 5. The 'Apply' button in the bottom right corner of the modal is highlighted with a green circle and the number 6.

Region	Country/Region	Survey
Asia	China	2022 China 1st Tier Cities High Tech (1st edition - Total Cash)
Asia	China	2022 China 1st Tier Cities High Tech (1st edition)
Asia	China	2022 China 2nd Tier Cities High Tech (1st edition - Total Cash)
Asia	China	2022 China 2nd Tier Cities High Tech (1st edition)
Asia	China	2022 China All Cities High Tech (1st edition)
Asia	China	2022 China Procter And Gamble Customized Report
Asia	Hong Kong	2022 Hong Kong High Tech (1st edition - Total Cash)
Asia	Hong Kong	2022 Hong Kong High Tech (1st edition)
Asia	India	2022 India High Tech (1st edition - Total Cash)
Asia	India	2022 India High Tech (1st edition)
Asia	India	2022 India High Tech (Limited - 1st edition)

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).

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 page title is 'Mercer Job Library for Year: 2022' with a 'Change year' link. A search bar contains 'My Saved Results'. The main section is titled 'Mercer Job Library' and includes a search bar with the placeholder 'Search for job title, job code, or typical title'. To the right of the search bar is a green 'Search' button and a checkbox labeled 'Limit to My Jobs' which is checked. Below the search bar are several filter categories: Market View, Job Industry, Family, Career Level, Job Type, and Position Class, each with a 'Clear' button. A green circle with the number '7' is placed over the 'Limit to My Jobs' checkbox. Below the search bar is a 'Search Results' section with a table header containing 'Job Title', 'Job Type', 'Job Code', 'Typical Title', and 'Market View'. A 'View:' dropdown menu is open, showing a list of predefined views under 'Job Views' and 'Position Class Views'. A green circle with the number '8' is placed over the dropdown arrow. At the bottom, there are buttons for 'Compare', 'Manage Market Views', 'Refine Market', 'Compare My Data', and 'Continue'.

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 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 (8).

Mercer WIN[®]

Select Results Criteria

The screenshot displays the Mercer WIN interface for selecting search results criteria. The top navigation bar includes 'Home', 'Mercer Market Data', and 'Progress Center'. The main header shows 'Mercer Job Library for Year: 2022' with a 'Change year' link and a 'My Saved Results' dropdown menu. The search options panel on the left is titled 'Search Options' and includes a 'Hide' button. A green circle with the number '9' highlights the search options panel. The search criteria table is highlighted with a green border and includes the following rows:

Search Option	Description	Action
Market View	Add a Market View	× Clear
Job Industry	Add a Job Industry	× Clear
Family	Add a Family	× Clear
Career Level	Add a Career Level	× Clear
Job Type	Jobs	× Clear
Position Class	Add a Position Class range	× Clear

To the right of the search options, there is a search input field with the placeholder text 'Search for job title, job code, or typical title', a 'Limit to 10' checkbox, and a 'Search' button. The search results section is titled 'Search Results' and includes a 'View' dropdown menu with options: 'Actual', 'Regression', 'Inc', 'Org', and 'Job'. There is also an 'Add / Edit' button. The search results table has columns for 'Job Title', 'Job Type', 'Job Code', 'Typical Title', and 'Market View'. The table is currently empty, with the text 'Click search and search results will be displayed here.' displayed below the table. At the bottom of the interface, there is a 'Compare' button, a text box with instructions: 'Use these to hone your dataset. Then either Print or Export using the buttons above or click Continue to view changes on the Results page.', and three buttons: 'Manage Market Views', 'Refine Market', and 'Compare My Data'. A 'Continue' button is also present on the right side.

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)**.

Select Results Criteria

The screenshot displays the Mercer Job Library interface. On the left, there are search filters for Market View, Job Industry, Family, Career Level, Job Type, and Position Class. The main area shows a list of job families and specializations. A green box highlights the 'IT, Telecom & Internet' family and its sub-families, with a checkbox for 'IT Systems Configuration & Programming' checked. A search box on the right contains the word 'programming'.

11

- Quality Management
- Supply Chain
- Engineering & Science
- Production & Skilled Trades
- IT, Telecom & Internet
 - IT, Telecom & Internet Leadership
 - IT, Telecom & Internet Generalists
 - Information Systems Architecture
 - IT Business Systems Analysts
 - IT Systems Configuration & Programming
 - IT Applications Development
 - IT Security
 - IT Infrastructure & Systems Administration
 - Information Systems Administration & Reporting
 - IT User Support
 - Information Systems Operations & Production Control
 - External Client IT Consulting
 - Software Product Engineering
 - Game Development & Testing
 - Telecommunications Network Planning, Operations & Site Acquisition
- Data Analytics/Warehousing, & Business Intelligence
- Transportation Services
- Drilling, Exploration & Operations
- Energy Generation & Supply

12

programming

- Telecommunications Systems Software Programming
 - Specialization**
 - IT, Telecom & Internet > IT Systems Configuration & Programming > Telecommunications Systems Software Programming
- IT Systems Software Programming
 - Specialization**
 - IT, Telecom & Internet > IT Systems Configuration & Programming > IT Systems Software Programming
- Coordinate Measuring Machine (CMM) Programming
 - Specialization**
 - Production & Skilled Trades > Machine Operations > Coordinate Measuring Machine (CMM) Programming
- IT Systems Software Analysis & Programming
 - Specialization**
 - IT, Telecom & Internet > IT Systems Configuration & Programming > IT Systems Software Analysis & Programming
- Social Networking Tools Configuration & Programming
 - Specialization**
 - IT, Telecom & Internet > IT Systems Configuration & Programming > Social Networking Tools Configuration & Programming

Cancel Apply

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).

Mercer WIN®

Select Results Criteria

Nature of Work

13

- Engineering & Science (Family)
 - Joint Engineering & Science Technical Leadership (Sub-Family)
 - Technical Product Development/Research Operations (Sub-Family)
 - Engineering (Sub-Family)
 - Engineering Leadership (Sub-Family)
 - Multi-Disciplined Engineering (Navigation Group)
 - General Engineering (Specialization)
 - Advanced Manufacturing Engineering (AME) (Specialization)
 - Mechanical Engineering (Specialization)
 - Chemical Engineering (Specialization)
 - Electrical Engineering (Specialization)
 - Electronics Engineering (Specialization)
 - Engineering Operations Management (Specialization)
 - Engineering Liaison (Specialization)
 - Product Support Engineering (Specialization)
 - Engineering Rotational Program (Specialization)
 - Other Engineering (Specialization)
 - Plant/Facilities Engineering (Specialization)
 - Design Engineering (Specialization)
 - Project Engineering (Specialization)
 - Process Engineering (Specialization)
 - Equipment & Tools Engineering (Specialization)
 - Quality & Reliability Engineering (Specialization)
 - Repair & Maintenance Engineering (Specialization)

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 (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.

Mercer WIN[®]

Select Results Criteria

The screenshot displays the Mercer Job Library interface for the year 2022. A modal window is open, showing the 'Career Level' filter options. The modal is titled '14' and contains a table with the following data:

Career Level	Selection
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 modal also includes 'Cancel' and 'Apply' buttons at the bottom right. The background interface shows search options, filters, and search results.

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

Mercer WIN®

Select Results Criteria

The screenshot displays the Mercer WIN interface for the year 2022. The 'Job Type' filter is selected, and a dropdown menu is open, showing three options: 'Core Jobs', 'Mercer Combined Jobs', and 'Jobs'. A green circle with the number '15' is positioned above the dropdown menu. The interface includes a search bar, a 'Search Options' sidebar, and a 'Search Results' section. The 'Search Results' section is currently empty, with a message: 'Click search and search results will be displayed here.' The interface also features a 'Compare' button and a 'Continue' button.

15

- Core Jobs
- Mercer Combined Jobs
- Jobs

Cancel Apply

Click search and search results will be displayed here.

Compare Use these to hone your dataset. Then either Print or Export using the buttons above or click Continue to view changes on the Results page. Manage Market Views Refine Market Compare My Data Continue →

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).

Mercer WIN[®]

Select Results Criteria

The screenshot displays the Mercer WIN 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: 2022' and 'My Saved Results'. The main content area is titled 'Mercer Job Library' and features a search bar labeled '16' with the placeholder text 'Search for job title, job code, or typical title'. To the left of the search bar are 'Search Options' including 'Market View', 'Job Industry', 'Family', 'Career Level', 'Job Type', and 'Position Class'. To the right of the search bar is a 'Limit to My Jobs' checkbox and a 'Search' button. A dropdown menu is open from the search bar, showing the following options: '"IT Manager"', 'sales training; legal counsel', 'Sales Eng*; SMP.*; SMP.03.*', 'Sales AND Marketing', and 'Sales OR Marketing'. Below the search bar is a 'Search Results' section with a table header containing 'Job Title', 'Job Type', 'Job Code', 'Typical Title', and 'Market View'. The table is currently empty, with the text 'Click search and search results will be displayed here.' Below the table are several buttons: 'Compare', 'Manage Market Views', 'Refine Market', 'Compare My Data', and 'Continue'.

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**).

Mercer WIN[®]

Select Results Criteria

The screenshot displays the Mercer WIN interface for the year 2022. A 'Search Options' dialog box is open, allowing users to customize their search criteria. The dialog box includes the following options:

- Keyword
- Market View
- Job Industry
- Family
- Career Level
- Job Type
- Position Class

Each option has a radio button to set it as the default. The 'Default' radio button is selected for 'Keyword'. There is also a checkbox for 'Search job description' which is currently unchecked. The dialog box has 'Cancel' and 'Save' buttons at the bottom.

In the background interface, the 'Search Options' button is highlighted with a green circle containing the number 17. The interface also shows a search bar, filters for Market View, Job Industry, Family, Career Level, Job Type, and Position Class, and a 'Search' button. At the bottom, there are buttons for 'Compare', 'Manage Market Views', 'Refine Market', 'Compare My Data', and 'Continue'.

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

Mercer WIN®

Select Results Criteria

The screenshot shows the Mercer Job Library search interface. At the top, there are navigation links for Home, Mercer Market Data, and Progress Center. The main header indicates the search is for the year 2022. A search bar is present with a search button (18). Below the search bar, there are filter options for Market View, Job Industry, Family, Career Level, Job Type, and Position Class, each with a 'Clear' button. The search results section shows 36 results, with a table of job listings. The first two rows are selected (19). Below the table, there are buttons for 'Compare' (20), 'Manage Market Views', 'Refine Market', 'Compare My Data', and 'Continue' (21).

Home Mercer Market Data Progress Center

Mercer Job Library for Year: 2022 [Change year](#) My Saved Results

Mercer Job Library All

Search Options Search for job title, job code, or typical title Limit to My Jobs (18)

Hide **Market View** North America **Job Industry** Add a Job Industry **Family** Human Resources Operations **Career Level** Add a Career Level **Job Type** Jobs **Position Class** Add a Position Class range

Search Results 36 results View: Actual Regression Inc Org Job

<input type="checkbox"/>	Job Title	Job Type	Job Code	Typical Title	Market View
<input checked="" type="checkbox"/>	HR Operations - Sub-function Executive 2 (E2)	Job	HRM.05.001.E20	Head of HR Operations, HR Operations Executive	2022 US PSPS
<input checked="" type="checkbox"/>	HR Operations - Sub-function Executive 1 (E1)	Job	HRM.05.001.E10	Head of HR Operations, HR Operations Executive	2022 US PSPS
<input type="checkbox"/>	HR Operations - Senior Manager II (M5)	Job	HRM.05.001.M50	HR Operations Sr. Manager, HR Operations Man...	2022 US PSPS
<input type="checkbox"/>	HR Operations - Senior Manager (M4)	Job	HRM.05.001.M40	HR Operations Sr. Manager, HR Operations Man...	2022 US PSPS
<input type="checkbox"/>	HR Operations - Manager (M3)	Job	HRM.05.001.M30	HR Operations Sr. Manager, HR Operations Man...	2022 US PSPS

(20) Use these to hone your dataset. Then either Print or Export using the buttons above or click Continue to view changes on the Results page. (21)

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).

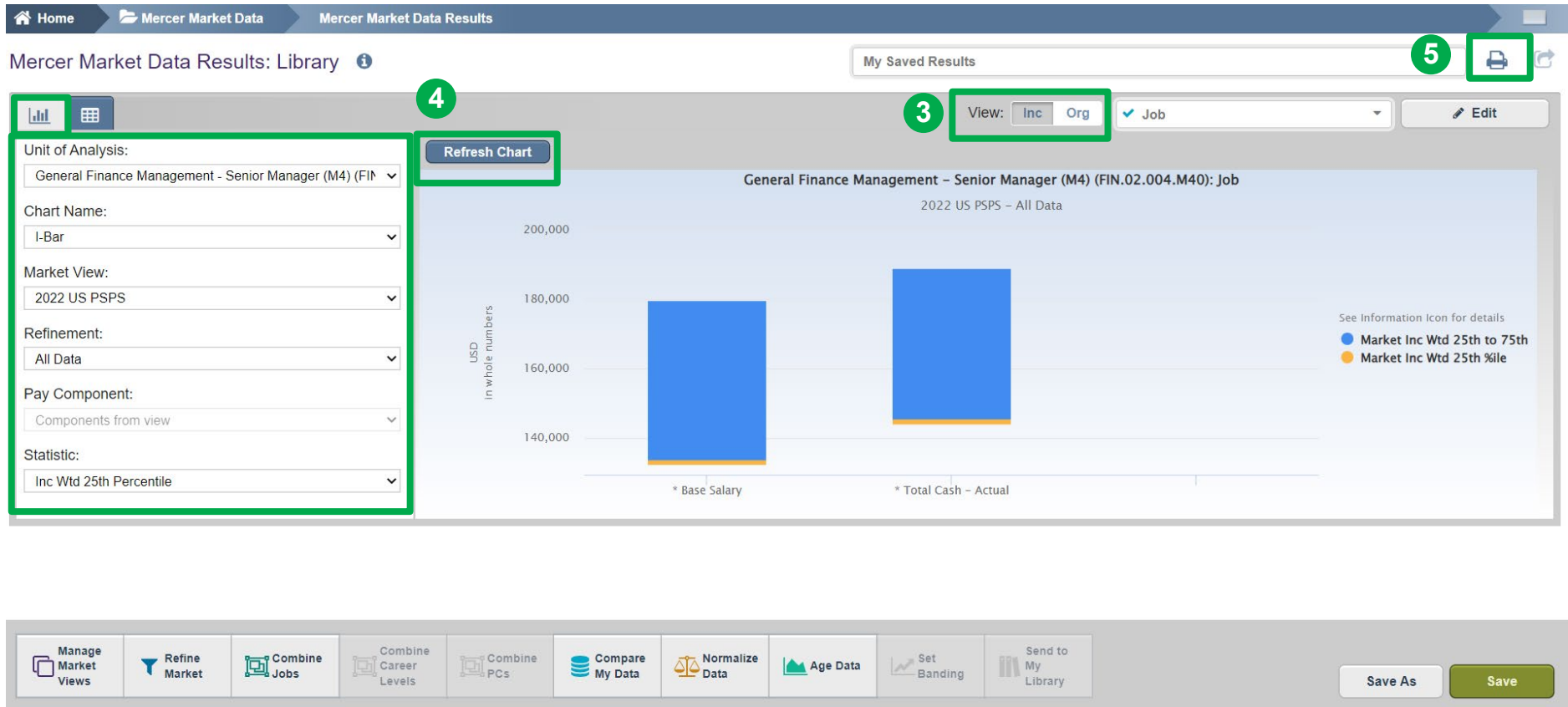
Mercer WIN[®]

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.

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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

Mercer Market Data

Statistics

View By

10 Available Statistics

- ▶ **Count Statistics**
- ▼ **Weighted Statistics**
 - 10th %ile
 - 25th %ile
 - Mean
 - Median
 - 75th %ile
 - 90th %ile
 - Custom
- ▶ **Frequency Statistics**

11 %ile **Add**

12 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

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).

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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 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

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: Library interface. The main content area shows a list of job titles with their corresponding roll-ups and core jobs. The following table summarizes the visible data:

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

The interface includes a left sidebar with search and filter options, a top navigation bar with 'View: Inc Org Job-Test' and 'Edit' buttons, and a right-hand navigation pane. The navigation pane shows the following structure:

- 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 interface, 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 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 circle containing the number 24. A green box highlights the document icon next to this job title. 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.

Market View: 2022 US PSPS

Family: General Management

Sub-family: General Management

Career Stream: EXECUTIVE

Career Level: Executive Level 2 (E2)

Buttons at the bottom of the fly-out window include "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

25 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	Job ID	Actions
General Management - Country Parent/Corporate (E2) Core Job - GMA.01.000.E21		[Document Icon] [List Icon]
Chief Operating Officer (COO)/Head of Operations - Country Parent/Corporate (E2) Job - GMA.01.004.E21		[Document Icon] [List Icon]
Head of Administration - Country Parent/Corporate (E2) Job - GMA.01.005.E21		[Document Icon] [List Icon]

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 **Combine Jobs** button, which is highlighted with a green box and a circled number 26. Other buttons visible are **Cancel** and **Save**.

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

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)

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

Combined Job Title Combined Job Code

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. A list of jobs is shown, with the following details:

Job Title	Job ID	Job Level
Finance Generalists - Senior Professional (P3)	FIN.02.000.P30	Senior Professional (P3)
My Combined Job	My Combined Job - Finance P3	Senior Professional (P3)
General Finance Management - Senior Professional (P3)	FIN.02.004.P30	Senior Professional (P3)
Finance Business Partners - Senior Professional (P3)	FIN.02.001.P30	Senior Professional (P3)
Financial Planning & Analysis - Senior Professional (P3)	FIN.02.005.P30	Senior Professional (P3)

A green box highlights the "My Combined Job" entry, labeled with a green circle containing the number 30. To the right, a blue sidebar displays the following details:

- Market View: 2022 US PSPS
- Family: Finance
- Sub-family: Finance Generalists
- Career Stream: PROFESSIONAL
- 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 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	--	

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



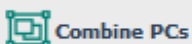
Manage selected surveys and adjustments - view surveys available to you



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



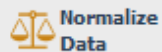
Combination of standard benchmark jobs into hybrid position - combination of two or more position into specific benchmark job. **BE AWARE** that the value of the combined position are averages of each individual benchmarks.



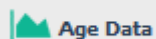
Combination of several position classes into a PC range - In this way you can compare values for your specific internal job grades.



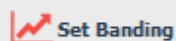
Compares data of your organization, provided into the survey - Allows comparison by standard or customised percentile for average values (one job) or for individuals (based on ID numbers).



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).

Mercer WIN[®]

Refine Market[®]

General Scope Cuts and
Create Custom Data Sets



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

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

Home Mercer Market Data Mercer Market Data Results Refine Market

Refine Market ⓘ

Market Refinements

- Organization
- All Data
- Gross US Revenue/Sales
- Number of Employees (Full Time Equivalent)
- FTE - Total Practice Support: Exempt
- FTE - Total Practice Support: Nonexempt
- FTE - Total Practice Support
- Number of Offices (Organization)
- Parent Organization Ownership
- Organization Type
- Peer Group
- Incumbent
- Employee Location - City State/Province
- Employee Location - State/Province
- Employee Location - Region (in-country)
- Employee Location - State
- Employee Location by Prime City
- Geographic Scope of Role
- Degree of Match
- Family
- Sub-Family
- Specialization
- Career Stream

All Data

- 2022 US PSPS
- 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 incumbents (referring to employees submitted into a salary survey) (3).

Mercer WIN[®]

Refine Market

The screenshot shows the 'Refine Market' interface with a navigation bar at the top containing 'Home', 'Mercer Market Data', 'Mercer Market Data Results', and 'Refine Market'. The main content area is divided into three columns:

- Column 4 (Market Refinements):** A list of categories under 'Organization' and 'Incumbent'. The 'Gross US Revenue/Sales' category is highlighted.
- Column 5 (Gross US Revenue/Sales):** A configuration box for the selected category, showing '2022 US PSPS', a 'More Than' dropdown, 'US Dollar In Millions', and a text input field with '250' and 'or more'.
- Column 6 (Selections (1)):** A list of selected filters, showing '2022 US PSPS' with a checkbox for 'Gross US Revenue/Sales: 250 or more US ...'. It includes 'Combine', 'Check for Data', and 'Exclude My Data' options.

At the bottom right, there are 'Cancel' and 'Done' buttons.

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

Home Mercer Market Data Mercer Market Data Results Refine Market

Refine Market ⓘ

Market Refinements

- Organization
 - All Data
 - Gross US Revenue/Sales
 - Number of Employees (Full Time Equivalent)
 - FTE - Total Practice Support: Exempt
 - FTE - Total Practice Support: Nonexempt
 - FTE - Total Practice Support
 - Number of Offices (Organization)
 - Parent Organization Ownership
 - Organization Type
 - Peer Group
- Incumbent
 - Employee Location - City State/Province
 - Employee Location - State/Province
 - Employee Location - Region (in-country)
 - Employee Location - State
 - Employee Location by Prime City
 - Geographic Scope of Role
 - Degree of Match
- Family**
 - Sub-Family
 - Specialization
 - Career Stream

Family

- 2022 US PSPS
 - Select All
 - Administration, Facilities & Secretarial
 - Communications & Corporate Affairs
 - Creative & Design
 - Customer Service & Contact Center Operations
 - Data Analytics/Warehousing, & Business Intelligence
 - Finance
 - General Management
 - Human Resources
 - IT, Telecom & Internet
 - Legal, Compliance & Audit
 - Project/Program Management
 - Quality Management
 - Real Estate Management, Property Development & Investment
 - Sales, Marketing & Product Management
 - Supply Chain

Selections (5)

Clear All

- 2022 US PSPS
 - Gross US Revenue/Sales: 250 or more US ...
 - Gross US Revenue/Sales: Less than 250 U ...
 - Organization Type: Parent/Corporate
 - Organization Type: Subsidiary
 - Family: Finance

Exclude My Data

7

8

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 'Refine Market' interface. On the left, under 'Market Refinements', the 'Family' category is selected. A central pop-up window titled 'Combine Markets' is open, with a green circle '9' next to the 'Name' field containing 'Combined refinement'. Below the name field, the radio button for 'Create a new market' is selected, with a green circle '10' next to the 'Apply' button. The background shows a list of refinements and a 'Selections (5)' panel on the right with several checked options.

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).

Mercer WIN[®]

Refine Market

Home Mercer Market Data Mercer Market Data Results Refine Market

Refine Market 

Market Refinements

- Organization
 - All Data
 - Gross US Revenue/Sales
 - Number of Employees (Full Time Equivalent)
 - FTE - Total Practice Support: Exempt
 - FTE - Total Practice Support: Nonexempt
 - FTE - Total Practice Support
 - Number of Offices (Organization)
 - Parent Organization Ownership
 - Organization Type
 - Peer Group
- Incumbent
 - Employee Location - City State/Province
 - Employee Location - State/Province
 - Employee Location - Region (in-country)
 - Employee Location - State
 - Employee Location by Prime City
 - Geographic Scope of Role
 - Degree of Match
- Family**
 - Sub-Family
 - Specialization
 - Career Stream

Family

- 2022 US PSPS
 - Select All
 - Administration, Facilities & Secretarial
 - Communications & Corporate Affairs
 - Creative & Design
 - Customer Service & Contact Center Operations
 - Data Analytics/Warehousing, & Business Intelligence
 - Finance
 - General Management
 - Human Resources
 - IT, Telecom & Internet
 - Legal, Compliance & Audit
 - Project/Program Management
 - Quality Management
 - Real Estate Management, Property Development & Investment
 - Sales, Marketing & Product Management
 - Supply Chain

Selections (6)


Clear All

- 2022 US PSPS
 - Gross US Revenue/Sales: 250 or more US ...
 - Gross US Revenue/Sales: Less than 250 U...
 - Organization Type: Parent/Corporate
 - Organization Type: Subsidiary
 - Family: Finance
 - Combined refinement

Combine Check for Data

Exclude My Data

Cancel Done →



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

Mercer WIN[®]

Refine Market

Home Mercer Market Data Mercer Market Data Results Refine Market

Refine Market ⓘ

Market Refinements

- Organization
 - All Data
 - Gross US Revenue/Sales
 - Number of Employees (Full Time Equivalent)
 - FTE - Total Practice Support: Exempt
 - FTE - Total Practice Support: Nonexempt
 - FTE - Total Practice Support
 - Number of Offices (Organization)
 - Parent Organization Ownership
 - Organization Type
 - Peer Group
- Incumbent
 - Employee Location - City/State/Province
 - Employee Location - State/Province
 - Employee Location - Region (in-county)
 - Employee Location - State
 - Employee Location by Prime City
 - Geographic Scope of Role
 - Degree of Match
- Family**
 - Sub-Family
 - Specialization
 - Career Stream

Family

- 2022 US PSPS
 - Select All
 - Administration, Facilities & Secretarial
 - Communications & Corporate Affairs
 - Creative & Design
 - Customer Service & Contact Center Operations
 - Data Analytics/Warehousing, & Business Intelligence
 - Finance
 - Project/Program Management
 - Supply Chain

Selections (6) Clear All

- 2022 US PSPS
 - Combined refinement
 - Family: Finance
 - Gross US Revenue/Sales: 250 or more US
 - Gross US Revenue/Sales: Less than 200
 - Organization Type: Parent/Corporate
 - Organization Type: Subsidiary

Combine Exclude My Data **12** Check for Data

Cancel Done →

13

12

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

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

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

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

The screenshot displays the 'Refine Market' interface with the following components:

- Navigation Bar:** Home, Mercer Market Data, Mercer Market Data Results, Refine Market.
- Refine Market Header:** Refine Market ⓘ
- Market Refinements Panel:**
 - Organization:** All Data, Gross US Revenue/Sales, Number of Employees (Full Time Equivalent), FTE - Total Practice Support: Exempt, FTE - Total Practice Support: Nonexempt, FTE - Total Practice Support, Number of Offices (Organization), Parent Organization Ownership, Organization Type, Peer Group.
 - Incumbent:** Employee Location - City State/Province, Employee Location - State/Province, Employee Location - Region (in-country), Employee Location - State, Employee Location by Prime City, Geographic Scope of Role, Degree of Match.
 - Family:** Sub-Family, Specialization, Career Stream.
- Family Panel:**
 - 2022 US PSPS:** Select All, Administration, Facilities & Secretarial, Communications & Corporate Affairs, Creative & Design, Customer Service & Contact Center Operations, Data Analytics/Warehousing, & Business Intelligence, Finance, General Management, Human Resources, IT, Telecom & Internet, Legal, Compliance & Audit, Project/Program Management, Quality Management, Real Estate Management, Property Development & Investment, Sales, Marketing & Product Management, Supply Chain.
- Selections (6) Panel:** Clear All, Combined refinement, Family: Finance, Gross US Revenue/Sales: 250 or more US, Gross US Revenue/Sales: Less than 250, Organization Type: Parent/Corporate, Organization Type: Subsidiary.
- Bottom Controls:** Combine, Check for Data, Exclude My Data (highlighted with a green box and circled '14'), Cancel, Done → (highlighted with a green box and circled '15').

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

Mercer Market Data Results: Library My Saved Results Print Share

View: Inc Org Job-Test 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	Inc			
16	General Finance Management - Senior Professi...				Job	FIN.02.004.P30	Finance Analyst							
	Combined refinement													
	Family: Finance							*	4	13	80,150	86,215	83,000	101,250
	Gross US Revenue/Sales: 250 or more US Dollar In Millions							**	2	4	--	--	--	--
	Gross US Revenue/Sales: Less than 250 US Dollar In Millions								0	0	--	--	--	--
	Organization Type: Parent/Corporate							*	4	13	80,150	86,215	83,000	101,250
Organization Type: Subsidiary								0	0	--	--	--	--	
	Finance Business Partners - Senior Professional...				Job	FIN.02.001.P30	Finance Business Partner							
	Combined refinement								0	0	--	--	--	--
	Family: Finance							**	4	56	--	89,826	87,150	--
	Gross US Revenue/Sales: 250 or more US Dollar In Millions							**	3	49	--	--	--	--
	Gross US Revenue/Sales: Less than 250 US Dollar In Millions								0	0	--	--	--	--
	Organization Type: Parent/Corporate							**	3	55	--	--	--	--
Organization Type: Subsidiary							**	1	1	--	--	--	--	

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

36 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).

Mercer WIN[®]

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

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 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	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	198,303
Accounting - Senior Manager II (M5)	Job	FIN.06.001.M50	Accounting Director, Accounting Sr	*	4	5	--	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

Home Mercer Market Data Mercer Market Data Results Refine Market

Refine Market ⓘ

Market Refinements

- Organization
 - All Data
 - Gross US Revenue/Sales
 - Number of Employees (Full Time Equivalent)
 - FTE - Total Practice Support: Exempt
 - FTE - Total Practice Support: Nonexempt
 - FTE - Total Practice Support
 - Number of Offices (Organization)
 - Parent Organization Ownership
 - Peer Group**
 - Employee Location - City State/Province
 - Employee Location - State/Province
 - Employee Location - Region (in-country)
 - Employee Location - State
 - Employee Location by Prime City
 - Geographic Scope of Role
 - Degree of Match
 - Family
 - Sub-Family
 - Specialization
 - Career Stream

Peer Group

2022 US PSPS

3 New

Selections (6) Clear All

2022 US PSPS

- Family: Finance
- Gross US Revenue/Sales: 250 or more US ...
- Gross US Revenue/Sales: Less than 250 U...
- Organization Type: Parent/Corporate
- Organization Type: Subsidiary
- Combined refinement

Combine Check for Data

Exclude My Data

Waiting for win.mercer.com... Cancel 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

Home Mercer Market Data Mercer Market Data Results Refine Market New Peer Group

New Peer Group for 2022 US PSPS ⓘ
Select at least 1 organizations and 1 distinct organizations. If you have access to peer groups for this market view, any new peer group must change by at least 0 organizations.

4 Sector

5 Organizations

Export Import

Organizations(7)
Distinct Organizations(7) Clear All

Accenture, Inc. ✕
Andersen Tax, LLC ✕
Bain & Company ✕
CapTech ✕
Cooley LLP ✕
Crowe LLP ✕
Deloitte, LLP ✕

6

Cancel Save

Once done, you will be prompted to a new window that will allow you to create a peer group based on 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

Home > Mercer Market Data > Mercer Market Data Results > Refine Market > New Peer Group

New Peer Group for 2022 US PSPS ⓘ
Select at least 1 organizations and 1 distinct organizations. If you have access to peer groups for this market view, any new peer group must change by at least 0 organizations.

Sector: All

Save Peer Group

Name: Demo Peer Group

Description:

Cancel Save

Organizations(7)
Distinct Organizations(7) Clear All

- Accenture, Inc.
- Andersen Tax, LLC
- Bain & Company
- CapTech
- Cooley LLP
- Crowe LLP
- Deloitte, LLP

Cancel Save

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 When Creating a Peer Group

- 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.

Mercer WIN[®]

Combine Jobs



Mercer WIN[®]

Combine Jobs

Using the Results Adjustment Ribbon

The screenshot displays the Mercer Market Data Results: Library interface. At the top, there is a navigation bar with 'Home', 'Mercer Market Data', and 'Mercer Market Data Results'. Below this, the 'Mercer Market Data Results: Library' section is visible, featuring a search bar and a 'My Saved Results' dropdown. The main area shows a table of job data with columns for Job Title, Job Type, Job Code, Typical Title, and Base Salary. The 'Base Salary' section is expanded, showing a table with columns: Num Orgs, Num Obs, Inc Wtd 25th %ile, Inc Wtd Mean, Inc Wtd Median, Inc Wtd 75th %ile, and My Data. The 'Combine Jobs' option in the results adjustment ribbon is highlighted with a green box and a red circle containing the number '1'. Other options in the ribbon include Manage Market Views, Refine Market, Combine PCs, Compare My Data, Normalize Data, Age Data, Set Banding, and Send to My Library. The bottom right corner shows '91 total results' and 'Save As' and 'Save' buttons.

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
Budget Accounting - Senior Professional (P3)	Job	FIN.05.004.P30	Budget Accountant, Budget Analysis	8	8	55,604	77,654	68,608	82,339	
Cost Accounting - Experienced Professional (P2)	Job	FIN.05.003.P20	Cost Accountant	*	9	34	60,797	73,515	74,092	80,210
Budget Accounting - Experienced Professional (P2)	Job	FIN.05.004.P20	Budget Accountant, Budget Analysis	11	13	48,099	61,802	58,526	74,516	
Cost Accounting - Entry Professional (P1)	Job	FIN.05.003.P10	Cost Accountant	8	29	50,648	59,371	57,525	67,028	
Accounting - Executive Level 3 (E3)	Job	FIN.06.001.E30	Head of Accounting, Accounting Executive	**	1	1	--	--	--	--
Accounting - Executive Level 2 (E2)	Job	FIN.06.001.E20	Head of Accounting, Accounting Executive	**	2	3	--	--	--	--
Accounting - Executive Level 1 (E1)	Job	FIN.06.001.E10	Head of Accounting, Accounting Executive	**	2	2	--	--	--	--
Accounting - Senior Manager II (M5)	Job	FIN.06.001.M50	Accounting Director, Accounting Sr	*	6	8	155,527	175,069	172,409	198,303
				*	4	5	--	152,415	182,484	--

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

Using the Results Adjustment Ribbon

Combine Jobs ⓘ

2022 US PSPS Combine 4

<input type="checkbox"/>	Job Title	Job Type	Job Code	Family	Sub-family	Specialization	Career Stream	Career Level
<input checked="" type="checkbox"/>	General Finance Managem...	Job	FIN.02.004.P30	Finance	Finance Generalists	General Finance ...	PROFESSIONAL	Senior Profession...
<input checked="" type="checkbox"/>	General Finance Managem...	Job	FIN.02.004.P20	Finance	Finance Generalists	General Finance ...	PROFESSIONAL	Experienced Prof...
<input type="checkbox"/>	Financial Planning & Analysi...	Job	FIN.02.005.P30	Finance	Finance Generalists	Financial Plannin...	PROFESSIONAL	Senior Profession...
<input checked="" type="checkbox"/>	Financial Planning & Analysi...	Job	FIN.02.005.P20	Finance	Finance Generalists	Financial Plannin...	PROFESSIONAL	Experienced Prof...
<input type="checkbox"/>	Long-Term Business Strateg...	Job	GMA.02.001.P30	General Manage...	Business Strategy...	Long-Term Busin...	PROFESSIONAL	Senior Profession...
<input checked="" type="checkbox"/>	Long-Term Business Strateg...	Job	GMA.02.001.P20	General Manage...	Business Strategy...	Long-Term Busin...	PROFESSIONAL	Experienced Prof...
<input checked="" type="checkbox"/>	Innovation & Strategy - Seni...	Job	GMA.02.003.P30	General Manage...	Business Strategy...	Innovation & Strat...	PROFESSIONAL	Senior Profession...
<input type="checkbox"/>	Innovation & Strategy - Exp...	Job	GMA.02.003.P20	General Manage...	Business Strategy...	Innovation & Strat...	PROFESSIONAL	Experienced Prof...
<input type="checkbox"/>	Business Continuity Plannin...	Job	GMA.03.032.P30	General Manage...	Risk Management	Business Continui...	PROFESSIONAL	Senior Profession...
<input type="checkbox"/>	Finance Business Partners...	Job	FIN.02.001.P30	Finance	Finance Generalists	Finance Business...	PROFESSIONAL	Senior Profession...
<input type="checkbox"/>	Finance Business Partners...	Job	FIN.02.001.P20	Finance	Finance Generalists	Finance Business...	PROFESSIONAL	Experienced Prof...
<input type="checkbox"/>	Accounting - Senior Professi...	Job	FIN.06.001.P30	Finance	Accounting	Accounting	PROFESSIONAL	Senior Profession...
<input checked="" type="checkbox"/>	Accounting - Experienced P...	Job	FIN.06.001.P20	Finance	Accounting	Accounting	PROFESSIONAL	Experienced Prof...
<input checked="" type="checkbox"/>	Tax - Senior Professional (P3)	Job	FIN.07.001.P30	Finance	Tax	Tax	PROFESSIONAL	Senior Profession...
<input type="checkbox"/>	Tax - Experienced Professio...	Job	FIN.07.001.P20	Finance	Tax	Tax	PROFESSIONAL	Experienced Prof...
<input type="checkbox"/>	Treasury - Senior Professio...	Job	FIN.08.001.P30	Finance	Treasury	Treasury	PROFESSIONAL	Senior Profession...
<input type="checkbox"/>	General Human Resources...	Job	HRM.02.001.P30	Human Resources	Human Resource...	General Human R...	PROFESSIONAL	Senior Profession...

Cancel Save

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

Using the Results Adjustment Ribbon

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

Mercer WIN[®]

Combine Jobs

Using the Results Adjustment Ribbon

Home Mercer Market Data Mercer Market Data Results Combine Jobs

Combine Jobs ⓘ

2022 US PSPS Combine

<input type="checkbox"/>	Job Title	Job Type	Job Code	Family	Sub-family	Specialization	Career Stream	Career Level
<input checked="" type="checkbox"/>	Budget/Cost Accounting - M...	My Combined Job	001	--	--	--	PROFESSIONAL	--
<input type="checkbox"/>	General Finance Managem...	Job	FIN.02.004.P30	Finance	Finance Generalists	General Finance ...	PROFESSIONAL	Senior Profession...
<input type="checkbox"/>	General Finance Managem...	Job	FIN.02.004.P20	Finance	Finance Generalists	General Finance ...	PROFESSIONAL	Experienced Prof...
<input type="checkbox"/>	Financial Planning & Analysi...	Job	FIN.02.005.P30	Finance	Finance Generalists	Financial Plannin...	PROFESSIONAL	Senior Profession...
<input type="checkbox"/>	Financial Planning & Analysi...	Job	FIN.02.005.P20	Finance	Finance Generalists	Financial Plannin...	PROFESSIONAL	Experienced Prof...
<input type="checkbox"/>	Long-Term Business Strateg...	Job	GMA.02.001.P30	General Manage...	Business Strategy...	Long-Term Busin...	PROFESSIONAL	Senior Profession...
<input type="checkbox"/>	Long-Term Business Strateg...	Job	GMA.02.001.P20	General Manage...	Business Strategy...	Long-Term Busin...	PROFESSIONAL	Experienced Prof...
<input type="checkbox"/>	Innovation & Strategy - Seni...	Job	GMA.02.003.P30	General Manage...	Business Strategy...	Innovation & Strat...	PROFESSIONAL	Senior Profession...
<input type="checkbox"/>	Innovation & Strategy - Exp...	Job	GMA.02.003.P20	General Manage...	Business Strategy...	Innovation & Strat...	PROFESSIONAL	Experienced Prof...
<input type="checkbox"/>	Business Continuity Plannin...	Job	GMA.03.032.P30	General Manage...	Risk Management	Business Continui...	PROFESSIONAL	Senior Profession...
<input type="checkbox"/>	Finance Business Partners...	Job	FIN.02.001.P30	Finance	Finance Generalists	Finance Business...	PROFESSIONAL	Senior Profession...
<input type="checkbox"/>	Finance Business Partners...	Job	FIN.02.001.P20	Finance	Finance Generalists	Finance Business...	PROFESSIONAL	Experienced Prof...
<input type="checkbox"/>	Accounting - Senior Professi...	Job	FIN.06.001.P30	Finance	Accounting	Accounting	PROFESSIONAL	Senior Profession...
<input type="checkbox"/>	Accounting - Experienced P...	Job	FIN.06.001.P20	Finance	Accounting	Accounting	PROFESSIONAL	Experienced Prof...
<input type="checkbox"/>	Tax - Senior Professional (P3)	Job	FIN.07.001.P30	Finance	Tax	Tax	PROFESSIONAL	Senior Profession...
<input type="checkbox"/>	Tax - Experienced Professo...	Job	FIN.07.001.P20	Finance	Tax	Tax	PROFESSIONAL	Experienced Prof...
<input type="checkbox"/>	Treasury - Senior Professo...	Job	FIN.08.001.P30	Finance	Treasury	Treasury	PROFESSIONAL	Senior Profession...

Cancel Save

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

Using the Results Adjustment Ribbon

The screenshot displays the Mercer WIN interface for 'Mercer Market Data Results: Library'. The page shows a list of job results with columns for Job Title, Job Type, Job Code, Typical Title, and Base Salary. A green box highlights the first row, 'Budget/Cost Accounting - Manager (M3)', which is identified as 'My Combined Job'. A green circle with the number '9' is placed over the 'Job Title' column header. The 'Base Salary' section includes columns for Num Orgs, Num Obs, Inc Wtd 25th %ile, Inc Wtd Mean, Inc Wtd Median, and Inc Wtd 75th %ile. At the bottom, a ribbon contains various adjustment options like 'Combine My Data', 'Normalize Data', and 'Age Data'. A '20 total results' indicator and 'Save As' and 'Save' buttons are also visible.

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	
Budget/Cost Accounting - Manager (M3)	My Combined Job	001	--	46	588	58,025	72,314	70,000	82,750	
Long-Term Business Strategy & Planning - Senior...	Job	GMA.02.001.P30	Long-Term Busin	**	10	60	--	110,691	108,600	--
Innovation & Strategy - Senior Professional (P3)	Job	GMA.02.003.P30	Innovation Analy	9	40	94,625	112,192	109,400	128,850	
Long-Term Business Strategy & Planning - Expe...	Job	GMA.02.001.P20	Long-Term Busin	*	4	6	--	81,590	80,800	--
Innovation & Strategy - Experienced Professiona...	Job	GMA.02.003.P20	Innovation Analy	6	7	58,760	73,381	67,900	85,100	
Business Continuity Planning - Senior Professio...	Job	GMA.03.032.P30	Business Contin	**	1	1	--	--	--	--
General Finance Management - Senior Professl...	Job	FIN.02.004.P30	Finance Analyst	*	4	13	80,150	86,215	83,000	101,250

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

Using Fly-Outs

Home Mercer Market Data Mercer Market Data Results Progress Center

Mercer Market Data Results: Library My Saved Results Print Refresh

View: Inc Org Job Edit

Modify Search				Add More Data		Resize Columns		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	My Data			
Cost Accounting - Senior Professional (P3)	Job	FIN.05.003.P30	Cost Accountant	8	8	55,604	77,654	68,608	82,339				
10 Budget Accounting - Senior Professional (P3)	Job	FIN.05.004.P30	Budget Accountant, Budget Analyst	*	9	60,797	73,515	74,092	80,210				
Cost Accounting - Experienced Professional (P2)	Job	FIN.05.003.P20	Cost Accountant	11	13	48,099	61,802	58,526	74,516				
Budget Accounting - Experienced Professional (P2)	Job	FIN.05.004.P20	Budget Accountant, Budget Analyst	8	29	50,648	59,371	57,525	67,028				
Cost Accounting - Entry Professional (P1)	Job	FIN.05.003.P10	Cost Accountant	**	1	--	--	--	--				
Accounting - Executive Level 3 (E3)	Job	FIN.06.001.E30	Head of Accounting, Accounting Ex	**	2	--	--	--	--				
Accounting - Executive Level 2 (E2)	Job	FIN.06.001.E20	Head of Accounting, Accounting Ex	**	2	--	--	--	--				
Accounting - Executive Level 1 (E1)	Job	FIN.06.001.E10	Head of Accounting, Accounting Ex	*	6	155,527	175,069	172,409	198,303				
Accounting - Senior Manager II (M5)	Job	FIN.06.001.M50	Accounting Director, Accounting Sr	*	4	--	152,415	182,484	--				

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 the **results fly-out** window which contains suggested alternative comparators including Jobs, Core Jobs and Mercer Combined Jobs **(10)**.

Mercer WIN®

Combine Jobs

Using Fly-Outs

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

- Business Strategy & Planning - Senior Professional (P3)
Core Job - GMA.02.000.P30
- Long-Term Business Strategy & Planning - Senior Professional (P3)
Job - GMA.02.001.P30
- Innovation & Strategy - Senior Professional (P3)**
Job - GMA.02.003.P30
- Business Operations Strategy & Planning - Senior Professional (P3)
Job - GMA.02.006.P30
- Other Business Strategy & Planning - Senior Professional (P3)
Job - GMA.02.999.P30

A fly-out menu is open on the right side of the interface, showing details for the selected job:

- Market View: 2022 US PSPS
- Family: General Management
- Sub-family: Business Strategy & Planning
- Career Stream: PROFESSIONAL
- Career Level: Senior Professional (P3)

At the bottom right of the interface, a green box highlights the 'Combine Jobs' button, which is accompanied by 'Cancel' and 'Save' buttons. A circled '11' is placed next to the 'Combine Jobs' button.

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

Mercer WIN[®]

Combine Jobs

Using Fly-Outs

The screenshot displays the Mercer Market Data Results interface. A table lists several jobs, with a green box highlighting the selection checkboxes for 'Long-Term Business Strategy & Planning - Senior Professional (P3)' and 'Innovation & Strategy - Senior Professional (P3)'. Below the table, a form allows for creating a combined job, with a green box highlighting the 'Combined Job Title' and 'Combined Job Code' fields, and another green box highlighting the green checkmark button. A 'Market View' fly-out is visible on the right side of the screen.

Job Title	Job Code	Selected
Business Strategy & Planning - Senior Professional (P3) Core Job - GMA.02.000.P30		<input type="checkbox"/>
Long-Term Business Strategy & Planning - Senior Professional (P3) Job - GMA.02.001.P30		<input checked="" type="checkbox"/>
Innovation & Strategy - Senior Professional (P3) Job - GMA.02.003.P30		<input checked="" type="checkbox"/>
Business Operations Strategy & Planning - Senior Professional (P3) Job - GMA.02.006.P30		<input type="checkbox"/>
Other Business Strategy & Planning - Senior Professional (P3) Job - GMA.02.999.P30		<input checked="" type="checkbox"/>

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

Combined Job Title: Combined Job Code:

Buttons:

Tick the jobs you would like to combine (12), provide the name and code for the new combination (13), and click 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

Using Fly-Outs

The screenshot displays the Mercer Market Data Results: Library interface. A list of jobs is shown, with the top job, "Business Strategy & Planning - Senior Professional (P3)", selected. A green box highlights the job title and its details, labeled with a green circle containing the number 15. A fly-out menu is open on the right side of the screen, showing details for the selected job, including Market View (2022 US PSPS), Family (General Management), Sub-family (Business Strategy & Planning), Career Stream (PROFESSIONAL), and Career Level (Senior Professional (P3)). A green box highlights the "Save" button at the bottom right of the fly-out menu, labeled with a green circle containing the number 16. The "Combine Jobs" button is also visible at the bottom of the interface.

Job Title	Job ID
Business Strategy & Planning - Senior Professional (P3)	Core Job - GMA.02.000.P30
Business Strategy - Senior	My Combined Job - P3
Long-Term Business Strategy & Planning - Senior Professional (P3)	Job - GMA.02.001.P30
Innovation & Strategy - Senior Professional (P3)	Job - GMA.02.003.P30
Business Operations Strategy & Planning - Senior Professional (P3)	Job - GMA.02.006.P30
Other Business Strategy & Planning - Senior Professional (P3)	Job - GMA.02.999.P30

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

Using Fly-Outs

Home Mercer Market Data Mercer Market Data Results

Mercer Market Data Results: Library My Saved Results Print Share

View: Inc Org Job-Test Edit

	Num Orgs	Num Obs	Inc Wtd 25th %ile	Inc Wtd Mean	Inc Wtd Median	Inc Wtd 75th %ile	Inc
Business Strategy - Senior	11	63	--	109,643	108,000	--	
Long-Term Business Strategy & Planning - Senior...	10	60	--	110,691	108,600	--	
Innovation & Strategy - Senior Professional (P3)	9	40	94,625	112,192	109,400	128,850	
Long-Term Business Strategy & Planning - Expe...	4	6	--	81,590	80,800	--	
Innovation & Strategy - Experienced Professiona...	6	7	58,760	73,381	67,900	85,100	
Business Continuity Planning - Senior Professio...	1	1	--	--	--	--	
General Finance Management - Senior Professi...	4	13	80,150	86,215	83,000	101,250	
Finance Business Partners - Senior Professional...							

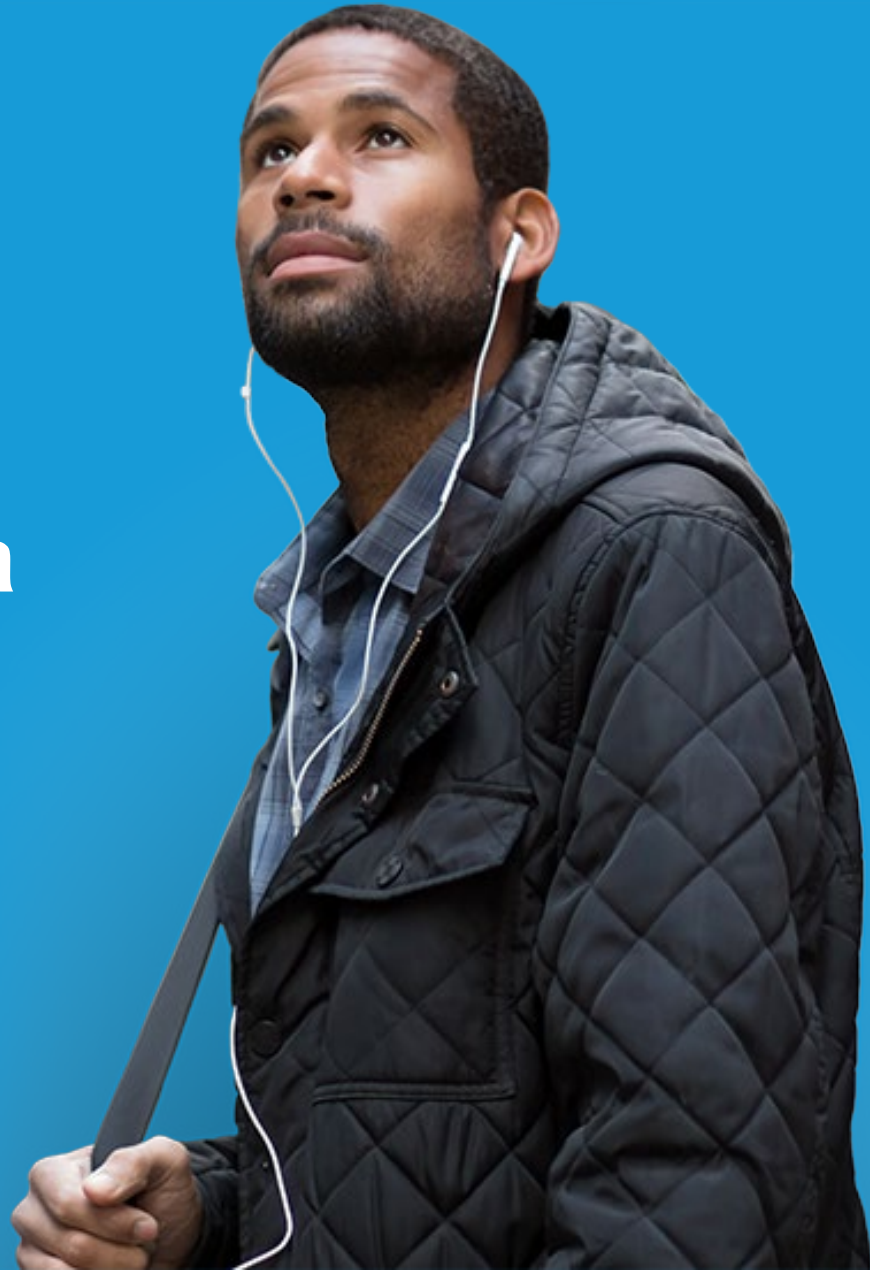
Manage Market Views Refine Market Combine Jobs Combine Career Levels Combine PCs Compare My Data ON Normalize Data Age Data Set Banding Send to My Library

20 total results Save As Save

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

Mercer WIN[®]

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

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

1

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 you 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

Statistic to Compare: Median

Display: Average

Statistic(s) to Display: Amount Difference % Difference

Apply Market Refinements to My Participation Data

Make these My Defaults for Compare My Data

Cancel 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

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	8		
General Human Resources - Manager (M3)	Job	HRM.02.001.M30	Human Resourc						
All Data				111,943	105,781	129,493	119,673	13,892	
General Human Resources - Team Leader (Prof...	Job	HRM.02.001.M20	Human Resourc						
All Data				85,431	83,038	94,601	86,383	3,345	
General Human Resources - Senior Professional...	Job	HRM.02.001.P30	HR Analyst, HR						
All Data				73,105	68,120	84,026	65,529	-2,591	
General Human Resources - Experienced Profe...	Job	HRM.02.001.P20	HR Analyst, HR						
All Data				53,942	51,883	60,789	48,617	-3,266	
General Human Resources - Entry Professional...	Job	HRM.02.001.P10	HR Analyst, HR						
All Data				43,537	42,393	48,360			
General Human Resources - Experienced Para...	Job	HRM.02.001.S20	HR Administrat						
All Data				40,553	41,124	45,188			
General Human Resources - Entry Para-Professi...	Job	HRM.02.001.S10	HR Administrat						

7 Compare My Data ON

1310 total results Save As Save

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

Mercer WIN[®]

Age Data



Mercer WIN®

Age 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

	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 & 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	39,250
▼	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 &		**	1	--	--	--	--
▼	Credit & Collections - Senior Manager II (M5)	Job	FIN.10.001.M50	Credit & Collecti		**	3	--	--	--	--
▼	Credit & Collections - Manager (M3)	Job	FIN.10.001.M30	Credit & Collecti			24	89,161	114,372	101,764	133,114
▼	Credit & Collections - Team Leader (Professiona...	Job	FIN.10.001.M20	Credit & Collecti							

1

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

The **Age Data (1)** option allows you 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)

Market View	Effective Date (5)	Publication Year (6)	Next Year(s) (7)	Aging Factor (8)
2022 US PSPS	01 Oct 2021	Number: -99.99 to 99.99	Number: -99.99 to 99.99	

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)**.

Mercer WIN[®]

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

					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	All Data	13	29	40,170	48,114	47,515	53,114
Billing & Invoicing - Entry Professional (P1)	Job	FIN.09.005.P10	Billing & Invoicing	All Data	6	32	29,250	34,683	33,800	39,250
Billing & Invoicing - Experienced Para-Professio...	Job	FIN.09.005.S20	Billing & Invoicing	All Data	18	111	31,928	36,915	35,802	42,114
Credit & Collections - Executive Level 1 (E1)	Job	FIN.10.001.E10	Head of Credit &	All Data	**	1	1	--	--	--
Credit & Collections - Senior Manager II (M5)	Job	FIN.10.001.M50	Credit & Collecti	All Data	**	3	4	--	--	--
Credit & Collections - Manager (M3)	Job	FIN.10.001.M30	Credit & Collecti	All Data	24	37	89,161	114,372	101,764	133,114
Credit & Collections - Team Leader (Professiona...	Job	FIN.10.001.M20	Credit & Collecti	All Data						

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

Mercer Market Data Results: Library 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

Home Mercer Market Data Mercer Market Data Results Progress Center

Mercer Market Data Results: Library My Saved Results

Normalize Data

Data Scaling: In Whole Numbers

3 Convert Currencies to: [Dropdown]

Conversion Method: [Dropdown]

Currency	Code
US Dollar	USD

4 [Dropdown List: Australian Dollar (AUD), Canadian Dollar (CAD), Euro (EUR), British Pound (GBP), US Dollar (USD), Afghan afghani (AFN), Albanian lek (ALL), Algerian Dinar (DZD)]

Cancel Calculate Apply

Inc Wtd Median Inc Wtd 75th %ile

47,515 53,0

33,800 39,0

35,802 42,0

--

--

101,764 133,0

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

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

The screenshot shows the 'Normalize Data' dialog box in the Mercer WIN application. The dialog has the following settings:

- Data Scaling: In Whole Numbers
- Convert Currencies to: Canadian Dollar (CAD)
- Conversion Method: 2022 Jan-Mar

A dropdown menu is open for 'Conversion Method', showing the following options:

- 3 Month Average
 - 2022 Jan-Mar (selected)
- 1 Month Average
- 2021
- 2020
- 2019

A table on the left side of the dialog shows the following data:

Currency	Code
US Dollar	USD

Buttons at the bottom of the dialog are 'Cancel', 'Calculate', and 'Apply'.

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

Mercer WIN[®]

Normalize Data

Normalize Data

Data Scaling: In Whole Numbers

Convert Currencies to: Canadian Dollar (CAD)

Conversion Method: 2022 Jan-Mar

Currency	Code	Exchange Rate
US Dollar	USD	1.2718

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

7 Calculate 8 Apply

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

The screenshot displays the Mercer Market Data Results: Library interface. The top navigation bar includes 'Home', 'Mercer Market Data', 'Mercer Market Data Results', and 'Progress Center'. Below the navigation, there is a search bar with 'My Saved Results' and a 'View:' dropdown set to 'Job 1'. The main content area shows a table with columns for 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, and % Diff In. A green box highlights the first row of data, which is labeled with a green circle containing the number 10. The table lists various accounting roles such as 'Accounting - Senior Manager II (M5)', 'Accounting - Senior Manager (M4)', 'Accounting - Manager (M3)', 'Accounting - Team Leader (Professionals) (M2)', 'Accounting - Senior Professional (P3)', 'Accounting - Experienced Professional (P2)', and 'Accounting - Entry Professional (P1)'. At the bottom, a toolbar contains several buttons: 'Manage Market Views', 'Refine Market', 'Combine Jobs', 'Combine PCs', 'Compare My Data' (labeled with a green circle containing 11), 'Normalize Data' (labeled with a green circle containing 11), 'Age Data', 'Set Banding', and 'Send to My Library'. The 'Normalize Data' button is highlighted with a green box. On the right side of the toolbar, there is a 'Save As' button and a 'Save' button, along with a notification that says '1310 total results'.

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	

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

Mercer WIN[®]

Save Results



Mercer WIN®

Save Results

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 Edit

Modify Search					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	53,000
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-Professiona...	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 &		**	1	--	--	--	--
Credit & Collections - Senior Manager II (M5)	Job	FIN.10.001.M50	Credit & Collecti		**	3	--	--	--	--
Credit & Collections - Manager (M3)	Job	FIN.10.001.M30	Credit & Collecti		24	37	89,161	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

Save multiple versions of your 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

The screenshot displays the Mercer WIN interface with a 'Save As' dialog box open. The dialog box contains the text 'What would you like to name this result set?' and a text input field. The input field contains the text '2022 Mercer Market Data Results', which is highlighted with a green box and a green circle containing the number '2'. The 'Save' button is highlighted with a green box and a green circle containing the number '3'. The background shows a table of market data results with columns for 'Wtd Mean', 'Inc Wtd Median', and 'Inc Wtd 75'. The table has 6 rows of data. The bottom of the interface shows a toolbar with various options like 'Manage Market Views', 'Refine Market', 'Combine Jobs', 'Combine Career Levels', 'Combine PCs', 'Compare My Data', 'Normalize Data', 'Age Data', 'Set Banding', and 'Send to My Library'. The 'Save As' and 'Save' buttons are visible in the bottom right corner.

	Wtd Mean	Inc Wtd Median	Inc Wtd 75
	150,608	139,547	
	109,649	105,559	
	--	--	
	300,423	286,155	
	252,762	239,734	
	174,745	210,189	208,194

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

Mercer WIN®

Save Results

Home Mercer Market Data Mercer Market Data Results

Mercer Market Data Results: Library ⓘ

My Saved Result: 2022 mercer market data results [Rename](#)

4 My Saved Results

2022 mercer market data results

Job Title	Job Type	Job Code	Typic	Base Sala	Inc Wtd 75
General Finance Management - Manager (M3)	Job	FIN.02.004.M30	Finar	*	7
All Data				*	9
General Finance Management - Senior Professi...	Job	FIN.02.004.P30	Finar	**	3 7 -- -- --
All Data				*	13 49 258,061 300,423 286,155
General Finance Management - Experienced Pr...	Job	FIN.02.004.P20	Finar	*	19 119 214,298 252,762 239,734
All Data				*	22 241 174,745 210,189 208,194
General Human Resources - Sub-function Execu...	Job	HRM.02.001.E10	Head		
All Data					
General Human Resources - Senior Manager II (...)	Job	HRM.02.001.M50	Huma		
All Data					
General Human Resources - Senior Manager (M4)	Job	HRM.02.001.M40	Huma		
All Data					

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

6 total results Save As Save

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

Mercer WIN[®]

Exporting the File



Mercer WIN[®]

Exporting the File

The screenshot displays the Mercer WIN 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'. The main content area shows a table of job listings with columns for Job Title, Job Type, Job Code, and Typical Title. A context menu is open over the first job listing, 'Billing & Invoicing - Experienced Professional (P2)'. The menu includes options like 'Job 1' and 'Edit'. A green box highlights the 'Job 1' option, and a red circle with the number '1' is placed next to it. At the bottom of the interface, there is a toolbar with various actions: 'Manage Market Views', 'Refine Market', 'Combine Jobs', 'Combine PCs', 'Compare My Data' (which is currently 'ON'), 'Normalize Data', 'Age Data', 'Set Banding', and 'Send to My Library'. On the right side 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

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

Mercer WIN®

Exporting the File

Home Mercer Market Data Mercer Market Data Results

Mercer Market Data Results: Library My Saved Results

View: Inc Org Job-Test Edit

Modify Search Add More Data Resize Columns Base Salary

Job Title	Job Type	Job Code	Typical	Num Orgs	Num Obs	Inc Wtd 25th %ile	Inc Wtd Mean	Inc Wtd Median	Inc Wtd 75th %ile
Financial Planning & Analysis - Sub-function Exe...						--	--	--	
All Data									
General Finance Management - Senior Manager...						133,026	161,098	153,500	
All Data									
General Finance Management - Manager (M3)						93,000	118,421	109,724	
All Data									
General Finance Management - Senior Professi...						80,150	86,215	83,000	
All Data									
General Finance Management - Experienced Pr...						--	--	--	
All Data									
General Finance Management - Experienced Pa...						53,900	61,801	58,908	
All Data									
General Finance Management - Entry_Para-Prof...	Job	FIN.02.004.S10	Financ						

Export Options

File Name: 2022 Mercer Market Data Results

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

File Data: Exclude rows with zero observations

Cancel Done

7 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 WIN interface. At the top, there is a navigation bar with 'Home', 'Mercer Market Data', and 'Mercer Market Data Results'. A 'Progress Center' notification icon is visible in the top right. Below the navigation bar, the main content area shows 'Mercer Market Data Results: Library' and a search filter 'My Saved Results'. A modal dialog box titled 'Progress Center Notification' is centered on the screen, containing the text 'This item has been sent to Progress Center for processing.' and a 'Close' button. The background shows a table with columns for 'Job Title', 'All Data', and statistical metrics: 'Inc Wtd 25th %ile', 'Inc Wtd Mean', 'Inc Wtd Median', and 'Inc Wtd 75th %ile'. The table contains several rows of data, including job titles like 'Billing & Invoicing - Expe...', 'Billing & Invoicing - Ent...', 'Credit & Collections - Ex...', and 'Credit & Collections - Team Leader (Professiona...'. At the bottom, there is a toolbar with various analysis tools: 'Manage Market Views', 'Refine Market', 'Combine Jobs', 'Combine PCs', 'Compare My Data' (which is highlighted with 'ON'), 'Normalize Data', 'Age Data', and 'Set Banding'. On the right side of the toolbar, it indicates '3930 total results' and includes 'Save As' and 'Save' buttons.

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

Mercer WIN®

Exporting the File

The screenshot shows the Mercer WIN interface with the following elements:

- Navigation bar: Home, Mercer Market Data, Mercer Market Data Results, Progress Center (highlighted with a green box and arrow labeled '5').
- Search and Filter: My Saved Results, View: Inc, Org, Job 1 (highlighted with a green circle labeled '5'), Edit.
- Table: Mercer Market Data Results: Library. Columns include 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).
- Footer: 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.

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	39,000
Billing & Invoicing - Experienced Para-Professio...	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 &	**	1	--	--	--	--
Credit & Collections - Senior Manager II (M5)	Job	FIN.10.001.M50	Credit & Collecti	**	3	--	--	--	--
Credit & Collections - Manager (M3)	Job	FIN.10.001.M30	Credit & Collecti	24	37	89,161	114,372	101,764	133,000
Credit & Collections - Team Leader (Professiona...	Job	FIN.10.001.M20	Credit & Collecti						

All exported files and documents are stored in the **Progress Center (5)**.

Mercer WIN[®]

Exporting the File

The screenshot displays the Mercer WIN interface. At the top, the navigation bar includes 'Home', 'Mercer Market Data', 'Mercer Market Data Results', and 'Progress Center'. The main content area is titled 'Mercer Market Data Results: Library'. Below this, there are search and filter options: 'C Modify Search', '+ Add More Data', and 'Resize Columns'. A table lists job titles and codes, including 'Financial Planning & Analysis - Sub-function Exe...', 'General Finance Management - Senior Manager...', 'General Finance Management - Manager (M3)', 'General Finance Management - Senior Professi...', 'General Finance Management - Experienced Pr...', 'General Finance Management - Experienced Pa...', and 'General Finance Management - Entry Para-Prof...'. A dropdown menu is open, showing a table with columns: Status, Document Name, Type, and Submitted (UTC). The dropdown is highlighted with a green box and a circled '7'. The dropdown table contains one row: Complete, 2022 Mercer Market Data Results, ZIP, 26 May 2022 08:02 PM. Below the dropdown, a table shows data for various job titles, including columns for job title, job type, job code, and financial data. The toolbar at the bottom includes options: Manage Market Views, Refine Market, Combine Jobs, Combine Career Levels, Combine PCs, Compare My Data (ON), Normalize Data, Age Data, Set Banding, and Send to My Library. On the right, it shows '7 total results' and 'Save As' and 'Save' buttons.

Status	Document Name	Type	Submitted (UTC)
Complete	2022 Mercer Market Data Results	ZIP	26 May 2022 08:02 PM

Job Title	Job Type	Job Code	Financial Data
Financial Planning & Analysis - Sub-function Exe...	Job	FIN.02.005.E30	
All Data			
General Finance Management - Senior Manager...	Job	FIN.02.004.M40	
All Data			
General Finance Management - Manager (M3)	Job	FIN.02.004.M30	Financ
All Data			
General Finance Management - Senior Professi...	Job	FIN.02.004.P30	Financ
All Data			
General Finance Management - Experienced Pr...	Job	FIN.02.004.P20	Financ
All Data			
General Finance Management - Experienced Pa...	Job	FIN.02.004.S20	Financ
All Data			
General Finance Management - Entry Para-Prof...	Job	FIN.02.004.S10	Financ

Job Title	Job Type	Job Code	Financial Data
*	6	19	93,000 118,421 109,724
*	4	13	80,150 86,215 83,000
**	3	7	-- -- --
*	5	16	53,900 61,801 58,908

Click on the Progress Center (6) to open the dropdown list that shows details of all the converted files. To download a file simply click on the Document Name (7).

Mercer WIN[®]

View Data by Position Class



Mercer WIN[®]

View Data by Position Class

The screenshot displays the Mercer WIN interface for viewing data by Position Class. The top navigation bar includes 'Home', 'Mercer Market Data', and 'Progress Center'. The main header shows 'Mercer Job Library for Year: 2022' with a 'Change year' link and a 'My Saved Results' dropdown. Below this, there are tabs for 'Mercer Job Library', 'Global', 'Non-Standard', and 'All'. A search bar is present with a 'Search' button and a 'Limit to My Jobs' checkbox. The search options are listed on the left, with 'Position Class' highlighted by a green box and a circled '2'. The search results section shows '0 results' and a 'View' dropdown menu with 'Position Class' selected, highlighted by a green box and a circled '1'. Below the search results, there are buttons for 'Compare', 'Manage Market Views', 'Refine Market', 'Compare My Data', and 'Continue'.

To view data by **Position Class (PC)**, 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 WIN interface for the year 2022. A modal dialog is open for selecting a range for the 'Position Class' filter. The dialog features a horizontal slider with a gradient from light orange to dark orange. The slider has major tick marks at 40, 50, 60, 70, 80, and 85. Two white handles are positioned at 50 and 70. Below the slider, the 'Range Minimum' is set to 50 and the 'Range Maximum' is set to 70. A green circle with the number '3' highlights the 'Position Class' filter in the left-hand sidebar. The background interface shows 'Mercer Job Library for Year: 2022' and various search options like 'Market View', 'Job Industry', 'Family', 'Career Level', and 'Job Type'. At the bottom, there are buttons for 'Compare', 'Manage Market Views', 'Refine Market', 'Compare My Data', and 'Continue'.

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 2022. The top navigation bar includes 'Home', 'Mercer Market Data', and 'Progress Center'. The main section is titled 'Mercer Job Library for Year: 2022' with a 'Change year' link. A search bar is present with a 'Search' button. Below the search bar, there are several filter categories: 'Market View' (China, Hong Kong, North America), 'Job Industry' (Add a Job Industry), 'Family' (Add a Family), 'Career Level' (Add a Career Level), 'Job Type' (Jobs), and 'Position Class' (Add a Position Class range). A green box highlights the 'Position Class' filter, and a green arrow points from a circled '4' to the 'Search' button. Below the filters, the 'Search Results' section shows 8 results. A table with columns 'Market View' and 'Position Class Range' is displayed. A green box highlights the first row of the table, and a green arrow points from a circled '5' to this row. At the bottom of the interface, there are buttons for 'Compare', 'Manage Market Views', 'Refine Market', 'Compare My Data', and 'Continue'. A green box highlights the 'Continue' button, and a green arrow points from a circled '6' to it.

Home Mercer Market Data Progress Center

Mercer Job Library for Year: 2022 [Change year](#) My Saved Results

Mercer Job Library Global Non-Standard All

Search Options Search for job title, job code, or typical title Limit to My Jobs [Search](#)

Hide **Market View** ... China, Hong Kong, North America [x Clear](#)

Job Industry ... Add a Job Industry [x Clear](#)

Family ... Add a Family [x Clear](#)

Career Level ... Add a Career Level [x Clear](#)

Job Type ... Jobs [x Clear](#)

Position Class ... Add a Position Class range [x Clear](#)

Search Results 8 results View: Actual Regression Inc Org Position Class [+ Add / Edit](#)

Market View	Position Class Range
<input checked="" type="checkbox"/> 2022 China 1st Tier Cities High Tech (1st edition ...	40 - 76
<input checked="" type="checkbox"/> 2022 China 1st Tier Cities High Tech (1st edition)	40 - 76
<input checked="" type="checkbox"/> 2022 China 2nd Tier Cities High Tech (1st edition...	40 - 69
<input checked="" type="checkbox"/> 2022 China 2nd Tier Cities High Tech (1st edition)	40 - 69
<input checked="" type="checkbox"/> 2022 China All Cities High Tech (1st edition)	40 - 76
<input checked="" type="checkbox"/> 2022 China Procter And Gamble Customized Re...	40 - 68

Compare Use these to hone your dataset. Then either Print or Export using the buttons above or click Continue to view changes on the Results page. [Manage Market Views](#) [Refine Market](#) [Compare My Data](#) [Continue](#)

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

Market View	Position Class	Base Salary						Total Cash - Actual		
		Num Orgs	Num Obs	Org Wtd 25th %ile	Org Wtd Mean	Org Wtd Median	Org Wtd 75th %ile	Num Orgs	Num Obs	Org Wtd 25th %ile
2022 China 1st Tier Cities High Tech (1st edition ...)										
All Data	40	80	2,523	40,330	64,651	62,959	81,752	80	2,523	50,994
	41	76	31,240	43,615	65,394	58,506	77,963	76	31,240	50,462
	42	98	2,078	51,365	63,751	66,212	75,442	98	2,078	63,040
	43	143	16,744	60,000	91,026	78,513	101,780	143	16,744	71,700
	44	131	2,441	78,000	117,169	104,158	137,162	131	2,441	87,110
	45	232	10,671	88,243	125,174	110,623	142,198	232	10,671	102,917
	46	272	22,081	100,724	140,025	131,350	160,964	272	22,081	120,617
	47	288	26,614	123,231	164,696	156,822	199,136	288	26,614	144,135
	48	201	44,443	139,497	195,782	182,364	228,190	201	44,443	167,112
	49	244	35,241	160,770	240,423	224,262	297,917	244	35,241	188,617
	50	293	25,902	205,771	289,523	271,376	334,146	293	25,902	243,545
	51	302	56,612	223,303	330,919	303,018	404,026	302	56,612	276,289

260 total results Save As Save

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

Mercer WIN[®]

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	Base Salary						Total Cash - Actual		
		Num Orgs	Num Obs	Org Wtd 25th %ile	Org Wtd Mean	Org Wtd Median	Org Wtd 75th %ile	Num Orgs	Num Obs	Org Wtd 25th %ile
2022 China 1st Tier Cities High Tech (1st edition ...										
▼ All Data										
	40	80	2,523	40,330	64,651	62,959	81,752	80	2,523	50,994
	41	76	31,240	43,615	65,394	58,506	77,963	76	31,240	50,462
	42	98	2,078	51,365	63,751	66,212	75,442	98	2,078	63,040
	43	143	16,744	60,000	91,026	78,513	101,780	143	16,744	71,700
	44	131	2,441	78,000	117,169	104,158	137,162	131	2,441	87,110
	45	232	10,671	88,243	125,174	110,623	142,198	232	10,671	102,917
	46	272	22,081	100,724	140,025	131,350	160,964	272	22,081	120,617
	47	288	26,614	123,231	164,696	156,822	199,136	288	26,614	144,135
	48	201	44,443	139,497	195,782	182,364	228,190	201	44,443	167,112
	49	244	35,241	160,770	240,423	224,262	297,917	244	35,241	188,617
	50	293	25,902	205,771	289,523	271,376	334,146	293	25,902	243,545
	51	302	56,612	223,303	330,919	303,018	404,026	302	56,612	276,289

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

260 total results Save As Save

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

Mercer WIN®

Combine PCs

Home Mercer Market Data Mercer Market Data Results Combine PCs Progress Center

Combine PCs ⓘ

2022 China 1st Tier Cities High Tech (1st edition - Total Cash)

Saved PC Combinations
My Saved Sets

Position Class

40

41

42

43

44

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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

Home Mercer Market Data Mercer Market Data Results Combine PCs Progress Center

Combine PCs

2022 China 1st Tier Cities High Tech (1st edition - Total Cash) Combine Undo All

6 Saved PC Combination My Saved Sets Save Combinations 5

Position Class

48 - 52 (combined) 4

Save Combinations

What would you like to name this saved set of combined position classes?

Name: Mercer Market Data Combined Position Classes

Cancel Save

7 Cancel Save

Position Classes are now combined (4). To un-combine the PCs, click the **x** button next to the combined PCs. To save this PC combination, click **Save combination** (5). Name the saved set of combined position classes then within that window click save. Your saved combination will then appear under the **Saved PC Combinations dropdown** (6). To come back to the table view, click **Save** (7).

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	Base Salary						Total Cash - Actual						
		Num Orgs	Num Obs	Org Wtd 25th %ile	Org Wtd Mean	Org Wtd Median	Org Wtd 75th %ile	Num Orgs	Num Obs	Org Wtd 25th %ile	Org Wtd Mean	Org Wtd Median	Org Wtd 75th %ile	
2022 China All Cities High Tech (1st edition)														
All Data														
	40	140	12,266	35,558	53,811	47,985	65,349	140	12,266	43,553	64,476	57,056	81,406	
	41	163	87,260	34,640	51,861	44,317	59,040	163	87,260	43,801	63,204	54,882	72,821	
	42	196	15,234	46,507	60,587	58,526	73,173	196	15,234	56,821	72,622	70,850	85,347	
	43	248	60,191	46,318	71,911	62,389	81,357	248	60,191	56,715	86,127	73,357	99,373	
	44 - 47 (combined)	437	180,702	89,126	130,801	120,400	162,734	437	180,702	106,175	152,154	139,675	187,616	
	48	265	85,645	110,342	171,788	154,097	206,023	265	85,645	135,032	200,919	183,941	236,871	
	49	331	82,465	131,560	207,588	183,820	256,203	331	82,465	152,250	242,133	223,948	310,337	
	50	387	44,893	162,279	250,923	230,724	310,198	387	44,893	200,034	295,789	269,837	363,614	
	51	389	84,991	192,842	287,505	253,260	364,278	389	84,991	229,106	342,830	304,928	427,396	
	52	392	59,908	226,755	341,923	319,022	422,230	392	59,908	272,638	409,750	385,877	501,422	
	53	373	42,053	293,874	435,551	401,385	531,643	373	42,053	368,828	525,444	472,989	637,583	
	54	357	21,261	322,896	475,835	444,687	591,491	357	21,261	389,964	584,176	532,123	726,539	
	55	337	28,544	396,087	589,591	535,467	686,910	337	28,544	495,451	741,834	646,733	858,141	
	56	294	9,356	463,226	724,065	650,000	904,849	294	9,356	588,417	913,628	804,307	1,166,623	
	57	231	7,329	524,632	819,047	737,106	1,009,843	231	7,329	653,878	1,080,719	922,119	1,303,022	
	58	166	4,906	575,937	927,244	827,886	1,111,863	166	4,906	781,883	1,226,018	1,061,400	1,467,142	
	59	121	2,994	674,195	1,013,824	928,821	1,292,543	121	2,994	858,387	1,381,262	1,196,775	1,674,498	
	60	110	1,801	648,739	1,125,467	1,014,775	1,326,799	110	1,801	961,518	1,497,436	1,295,679	1,781,606	
	61	56	671	831,374	1,261,005	1,117,426	1,665,627	56	671	1,111,584	1,760,025	1,525,129	2,371,434	
	62	55	705	981,792	1,471,771	1,378,000	1,714,250	55	705	1,314,000	2,049,929	1,714,250	2,160,701	
	63	38	217	944,758	1,547,756	1,278,644	2,065,883	38	217	1,282,722	2,119,446	1,788,636	2,792,557	

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

257 total results Save As Save

Position Classes are now combined and the corresponding statistics have been recalculated (8). If you want to undo or adjust your selection, click on **Combine PCs** again (9).

Mercer WIN®

Combine PCs

Home Mercer Market Data Mercer Market Data Results Combine PCs Progress Center

Combine PCs

2022 China All Cities High Tech (1st edition) Combine Undo All

Saved PC Combinations My Saved Sets Save Combinations

Position Class 44 - 47 (combined)

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Undo All

All combined position classes will be undone. Click OK to continue. Click Cancel to return and keep your position class combinations.

Cancel Ok

Cancel Save

By clicking on the arrow, select from the drop down menu the surveys for which you want to undo the changes (10). Press **Undo All** (11) if you want changes to apply to all surveys. Select the **OK** or **Cancel** button depending on the action you would like to take (12).

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

- 1) The feature **Combine PC** and **View** are available only when the **Actual** setting is enabled.
- 2) These features become disabled in the **Regression** view.

Thank You



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

surveys@mercer.com

800-333-3070

welcome to

brighter