

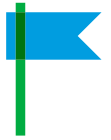
Survey participation 2024

What you need to know



Mercer survey cycle

Modernized data acquisition & survey results use



Start



Survey data collection campaign launch
March 4, 2024



Survey effective date
April 1, 2024



Data submission deadline
April 26, 2024



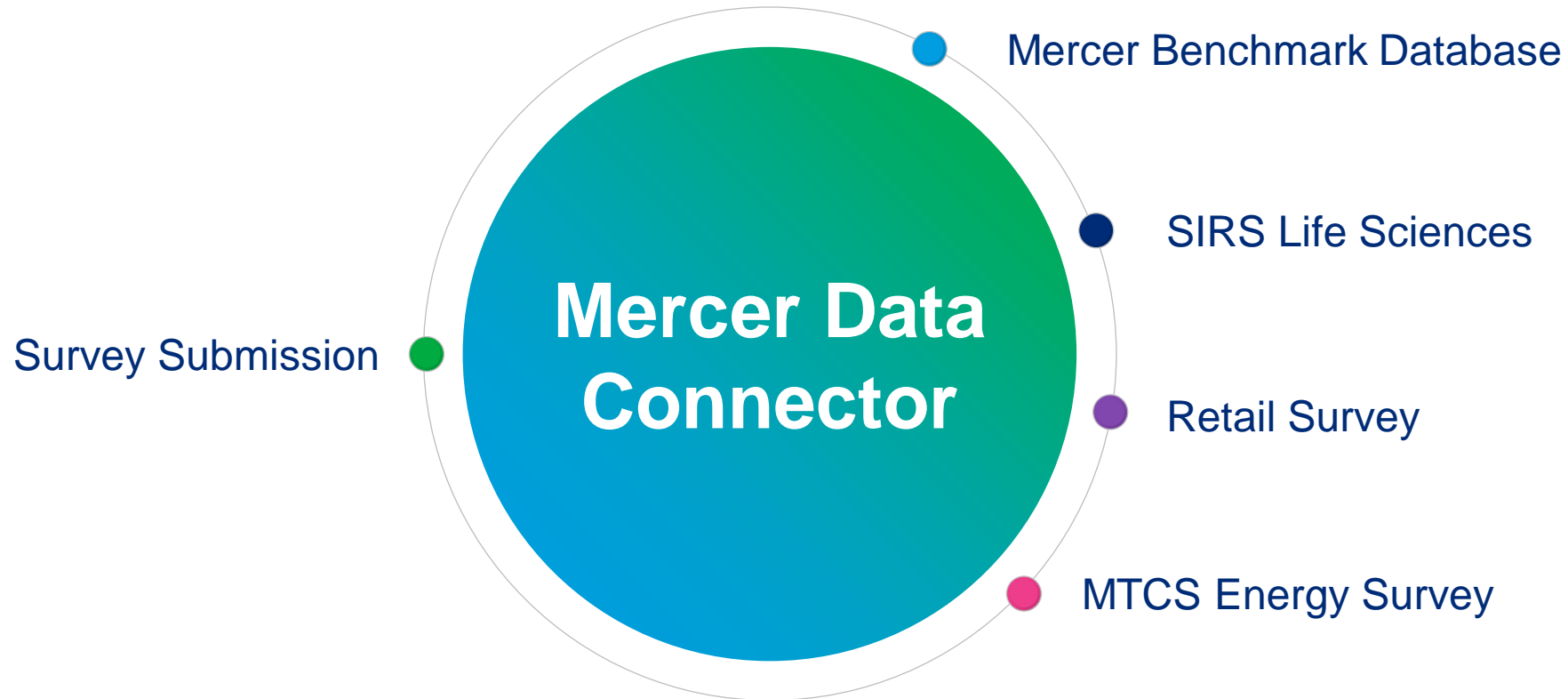
Survey results on Mercer WIN
August - November 2024



Post-survey results meeting
September - November 2024

Mercer survey participation

A single data submission process for multiple surveys



Survey participation is based on jobs matched; industry & survey questions answered

US MBD/TRS demographics

Jobs Collected

24	Job Families
135	Job Sub-Families
1,013	Job Specializations
9,872	Jobs
19	Career Levels

- Administration, Facilities & Secretarial
- Communications & Corporate Affairs
- Construction
- Creative & Design
- Customer Service & Contact Center Operations
- Data Analytics/Warehousing, & Business Intelligence
- Engineering & Science
- Finance
- General Management
- Healthcare/Pharmacy Services
- Hospitality (Food Service & Lodging)
- Human Resources
- Insurance
- IT, Telecom & Internet
- Legal, Compliance & Audit
- Outsourcing & Global Capability Centers
- Production & Skilled Trades
- Project/Program Management
- Quality Management
- Real Estate Management, Property Development & Investment
- Retail
- Sales, Marketing & Product Management
- Supply Chain
- Transportation Services

CA MBD/TRS demographics

Jobs Collected

28	Job Families
142	Job Sub-Families
1,075	Job Specializations
10,540	Jobs
19	Career Levels

- Administration, Facilities & Secretarial
- Asset/Investment Management
- Capital Markets/Investment Banking
- Communications & Corporate Affairs
- Construction
- Consumer & Commercial Banking
- Creative & Design
- Customer Service & Contact Center Operations
- Data Analytics/Warehousing, & Business Intelligence
- Engineering & Science
- Finance
- General Management
- Healthcare/Pharmacy Services
- Hospitality (Food Service & Lodging)
- Human Resources
- Insurance
- IT, Telecom & Internet
- Legal, Compliance & Audit
- Outsourcing & Global Capability Centers
- Production & Skilled Trades
- Project/Program Management
- Quality Management
- Real Estate Management, Property Development & Investment
- Retail
- Sales, Marketing & Product Management
- Supply Chain
- Trading & Dealing
- Transportation Services

Participation & purchase options

Product	Participant Price (\$USD)
US MBD/TRS (all modules)	\$13,300
US MBD/TRS (excluding Manufacturing & Operations)	\$12,100
Executive	\$6,400
Mercer/Gartner Information Technology	\$3,200
Engineering & Design	\$3,000
Sales, Marketing & Communications	\$3,000
Corporate Services & Human Resources	\$2,100
Finance, Accounting & Legal	\$2,100
Logistics & Supply Chain	\$2,100
Manufacturing & Operations	\$2,100
Metropolitan Benchmark ¹	\$2,100 per region

Individual Modules

Now includes lower management levels (M1 – M3)

¹ Regions include: North Central; Northeast; South Central; Southeast; West Coast

Participation & purchase options

	Product	Participant Price (\$CAD)
	CA MBD/TRS (all modules)	\$12,700
Individual Modules	Executive, Management & Professional (EMP)	\$4,200
	Executive	\$4,200
	Mercer/Gartner High Tech and IT	\$3,100
	Engineering & Design	\$2,800
	Sales, Marketing, and Communications	\$2,800
	Contact Center & Customer Service Compensation Survey	\$2,800
	Corporate Services and Human Resources	\$2,300
	Finance Accounting & Legal	\$2,300
	Logistics & Supply Chain	\$2,300
	Manufacturing and Operations	\$2,300

Participation/purchase of additional surveys

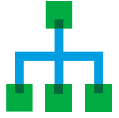


Consider additional participation in these surveys

Product
US Contact Center & Customer Service Survey
Mercer/Gartner IT Jobs & Skills Survey
Turnover
Geographic Salary Differential Tool
Short-Term Incentive Report
Long-Term Incentive & Equity Report

*Now includes
policy/practice
report*

What's new in 2024?



New executive framework



New industry-specific surveys

- US Transportation, Logistics and Warehousing (TLW) Survey
- Canada Financial Services Suite (FSS) Survey



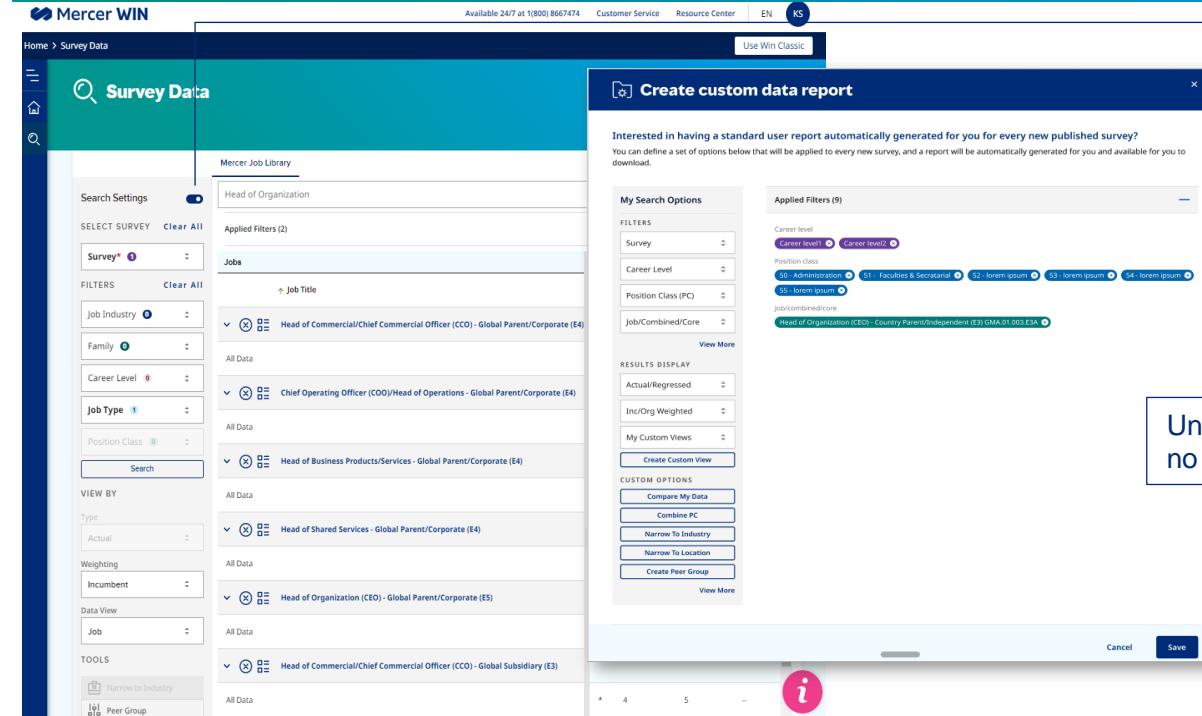
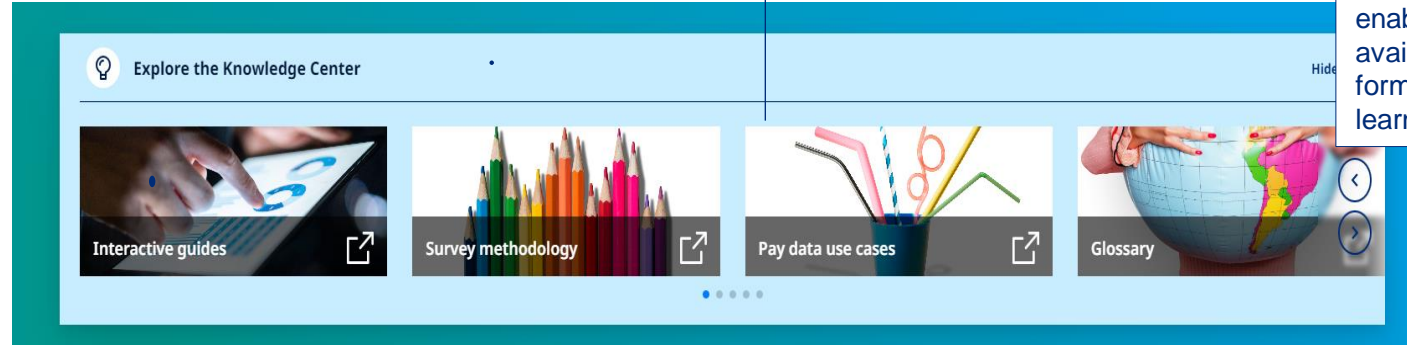
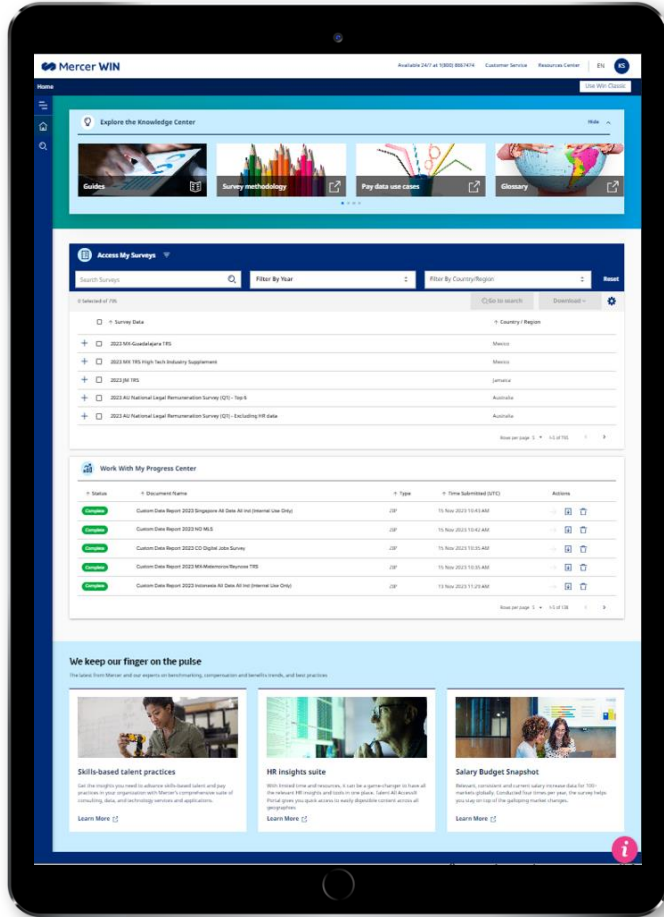
New cross-industry specializations in the MBD

- SMP.11.016 Live Streaming Sales Operations
- ENS.03.445 Battery Thermal Management Engineering
- ENS.03.212 Battery Simulation Analysis Engineering
- ENS.03.213 Battery Reliability Engineering
- PSK.02.028 Electromechanical Assembly
- ITC.02.008 Software Licensing
- ITC.04.013 Human Capital Management (HCM) Systems Analysis
- ITC.04.014 Human Resources Information Systems (HRIS) Analysis
- ITC.04.015 Customer Relationship Management (CRM) Systems Analysis
- DAW.03.006 Prompt Engineer
- CRT.03.028 User Experience (UX) Research
- CRT.04.008 Advertising Content Design



NEW! Refreshed Mercer WIN interface

New WIN offers all the powerful features clients love, coupled with a modern and intuitive user interface.



Unlimited data customization options at no additional cost.

Where To Get Help

Mercer Resources Center
Survey resources, all in one place

Custom resources
Job catalogues and other documents

Announcements
What's new, alerts

Contact us
Get help

i

About Mercer Data Connector

Access & First Steps

File Upload

Match Jobs

Validation (Employee Data)

About employee data validation

Data Submission Management

Employee data validations

Reviewing validations

Navigating Validations

How to fix errors

Manually changing data

Using the Bulk Update functionality

Using an Excel file with Validations

How to dismiss validations

Review resolved validations

Policy & Benefits sections

Submit & Download data

Webinars offer

Navigating Validations

Validations View Submitted Choose Your Company

Demo Company PL (PL) x

SELECT YOUR TYPE

Job Match (2) Required (2) Optional (17) Resolved (1) Advanced Filter

Results - You have 22 Items.

To dismiss multiple items, check the box next to each one and click the Dismiss button. Dismiss

<input type="checkbox"/>	Category	Error Description	Status	Number of Incumbents	Action
<input type="checkbox"/>	Employee Information	The annual total cash (actual) is high for this position.	JOB MATCH	5	FIX ERROR
<input checked="" type="checkbox"/>	Employee Information	The annual base salary is very low for this position.	JOB MATCH	5	FIX ERROR
<input type="checkbox"/>	Base Salary	Employee salary currency is required for submission.	REQUIRED	92	FIX ERROR
<input type="checkbox"/>	Base Salary	Monthly base salary or annual base salary is required for survey submission.	REQUIRED	2	FIX ERROR
<input type="checkbox"/>	Benefits	Please complete Health insurance eligibility if you have the data.	OPTIONAL	92	REVIEW
<input type="checkbox"/>	Benefits	Please complete Health insurance eligibility if you have the data.	OPTIONAL	0	REVIEW
<input type="checkbox"/>	Short-term Incentives	Short-Term Incentive (variable bonus) eligibility information has not been provided.	OPTIONAL	52	REVIEW
<input type="checkbox"/>	Benefits	Please complete Retirement scheme eligibility if you have the data.	RESOLVED	92	VIEW

Showing 1 to 10 of 22 entries

- 1 Use the **Choose Your Company** drop down list.
- 2 Select one or more **Validation types** for review.
- 3 Apply an **Advanced Filter**.
- 4 Review validation **Results**, color coded by type.
- 5 Click the arrow to see a description, including the correction that will be applied if the validation is not resolved.
- 6 In the **Action** column, click **Fix Error/Review/View** to see more details and take action.
- 7 Use page navigation to switch between pages or expand to view more results on one page.

In Mercer Data Connector, look for the **pink "i" icon** on the bottom right.

After you click on one of the action buttons it will take you to the error page where you will:

Employee salary currency is required for submission.

Adding required data will ensure your submission is complete, please review and update.

Mercer will insert a default answer if not added.

Previous Error Next Error

- 1 Review the **validation message and description**. Where applicable, it will include the action Mercer will take if

