

# Company Data

Mercer Data Connector

March 2024

A business of Marsh McLennan



1. What is Company Data?

2. Why is Company Data important?

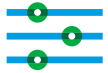
3. Common Company Data fields

# Company Data

# What is Company Data?



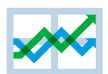
The organizational data for each individual entity submitted in Mercer Data Connector



Required for participation



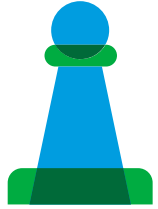
Helps identify organization size



Can trigger audits when validating your incumbent data



# Why is Company Data Important?



Ability to affect position matches at the incumbent level



WIN refinements




Used to calculate positions classes for IPE



Database integrity

# Common Company Data Fields

 Legal Name and Address

 Stock Info (if applicable)

 Primary Industry

- Super Sector, Sector, and Sub Sector (if applicable)

 Type of Organization

 Parent Organization Ownership


 Financials

 FTEs

 Geographic Scope of Organization



# Common Company Data Fields



**AAAA Company**  
United States

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### Company Info

Legal Name	Website	Street Address
<small>Please input your Company name.</small>		
City	Province/State	Postal Code

### Stock Info

Is this company publicly traded?\*

Yes  No

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Stock Country United States	Stock Exchange
Stock Symbol	

### Primary Industry

Super Sector High Tech	Sector High Tech (Software & Virtual Products)	Sub Sector Business End User Applications Development
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### Other Industry

Super Sector Select Option	Sector Select Option	Sub Sector Select Option
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# Submitting Multiple Entities



Every employee being submitted must be associated with an entity included in your submission

## Example

Acme Co.

Parent

Submitting **400** employees

Acme Labs

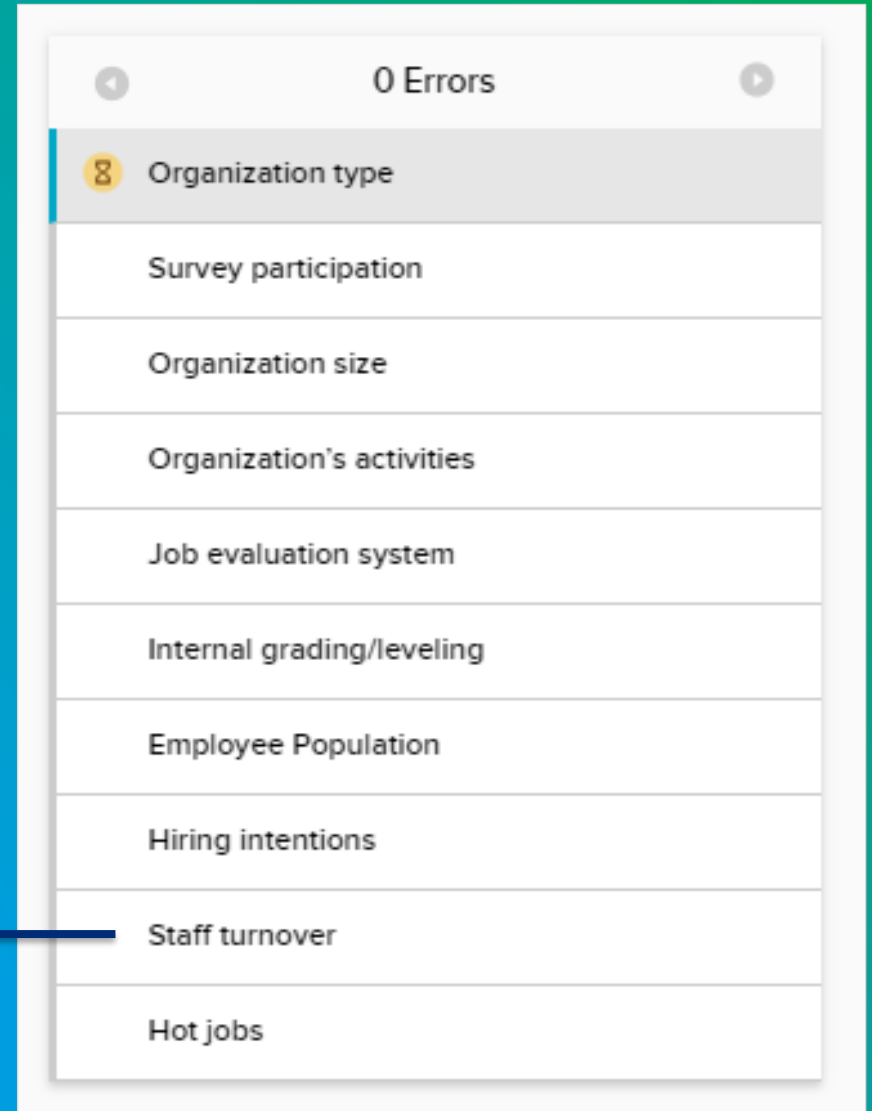
Division

Submitting **20** employees

# Participation



$$\textit{Turnover} = \frac{\textit{Number of Employees who Left During Time Period}}{\textit{Average Number of Employees During the Time Period}}$$





# Organization Type



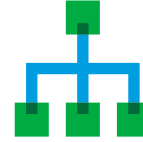
## Parent/Corporate

The highest reporting entity **without any organization above it**. Typically, management is responsible to either the board of directors and shareholders or to the owners for overall organization performance. Note: Organizations structured as Joint Ventures should report themselves as Parent/Corporate.



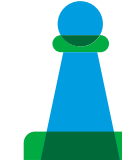
## Subsidiary

The Subsidiary is a **separately incorporated legal entity** with majority interest held by a Parent/Corporate entity; it can have multiple business divisions and is responsible for most organization functions. Although a Subsidiary may ultimately roll up into a Parent/Corporate entity, management performs most functions of a stand-alone organization and is accountable to the Parent/Corporate organization for operations and financial performance. Note: Hospitals who are majority owned by a college or university and organizations whose parent is structured as a holding company should report themselves as a Subsidiary.



## Multi-Division

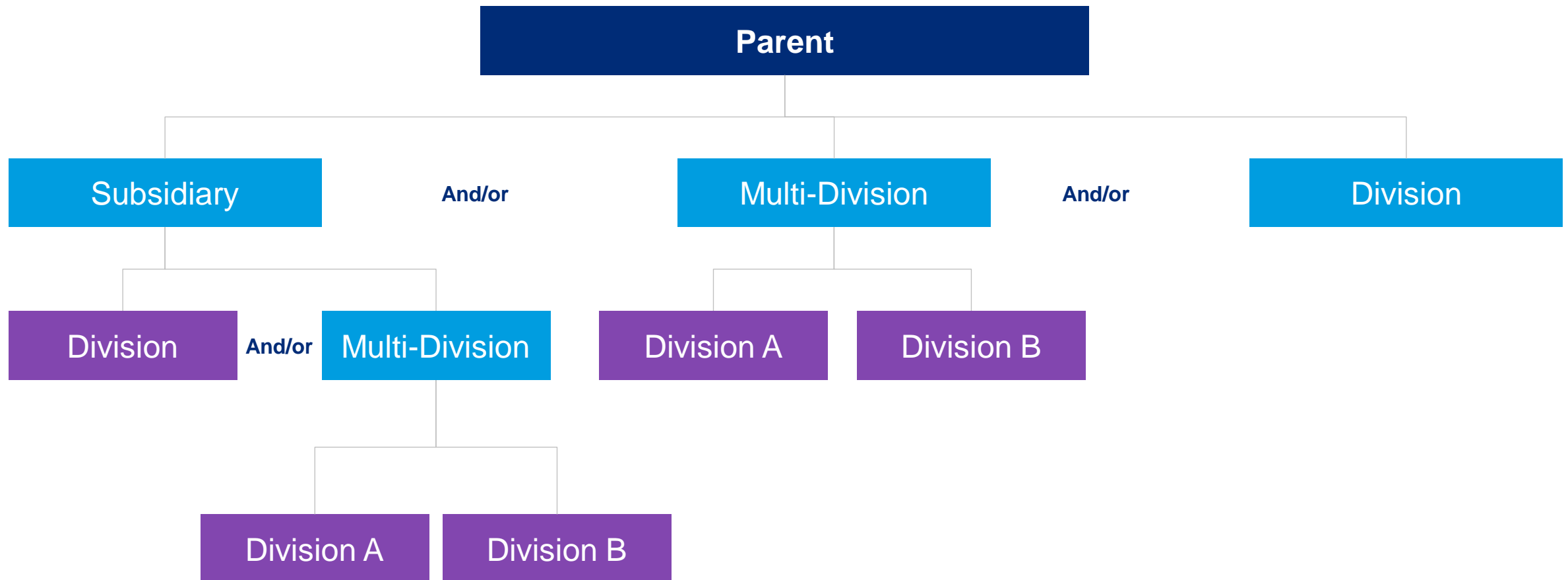
A major segment of an organization that is **composed of related products/services or lines of business** that are measured for purposes of financial performance. Is held accountable to either a Parent/Corporate or Subsidiary entity. Does not have a Board of Directors and is **not a separately incorporated legal entity**.



## Division

A unit of a Parent/Corporate, Subsidiary or Multi-Division organization that **operates as a profit center**. May comprise most functions of a fully integrated business and/or some functions may be supported by Shared Service Centers. Does not have a Board of Directors and is **not a separately incorporated legal entity**.

# Org Structure Visual Example



**Note:** This diagram is general and for demonstrative purposes to show the relationship between the parent, subsidiary, multi-division, and division organization types. An organization may have multiple subsidiaries, multi-divisions, and divisions.

# Organization Type

## Parent organization ownership



Publicly Traded on a Stock Exchange



Privately owned organization



Not-for-Profit



Joint-Venture



State-Owned Enterprise (Crown Corporation)



# Organization Size



## Financials

- Net sales revenue
- Operating budget



## FTEs



## Geographic scope of organization

- Global
- Regional (multi-country)
- Country

<b>Global</b>	Worldwide; operations in 2 or more regions of the world
<b>Regional (Multi Country)</b>	Continental region or commonly accepted geo-political area. e.g., Asia, EMEA, North America, ASEAN, Europe, Middle East
<b>Country</b>	A single country, or an area within a country

