

PayMonitor® FAQ's

Introduction

This document was prepared for purchasers of the OSPE Employer Compensation Survey (formerly known as the OSPE Employer Salary Survey). Survey results are available in an online format through Mercer PayMonitor. Therefore, this document is intended to provide purchasers with an understanding of what PayMonitor is, how PayMonitor is used and the differences between the various OSPE Employer Compensation Survey products.

The following table outlines the various options available to employers and OSPE members for accessing the survey results.

2004 OSPE Employer Salary Survey Product	2005 -2008 OSPE Employer Compensation Survey Products	Price
Detailed Report (Hard Copy)	OSPE Employer Compensation Survey – Standard in PayMonitor or PDF ¹	\$250
Sub-Industry Reports	OSPE Employer Compensation Survey - Premium	\$500
Complete Package of All Reports	OSPE Employer Compensation Survey – Premium	\$500
Special Pack: Detailed Report (hard copy, disk, additional cash report and one sub-industry report):	OSPE Employer Compensation Survey – Premium	\$500
Additional Cash Report	OSPE Employer Compensation Survey – Standard or Premium	\$250 or \$500
Custom Reports	OSPE Employer Compensation Survey – Premium Plus Custom Peer Group	OSPE Employer Compensation Survey – Premium (@\$500) Plus Custom Peer Group (@\$250)
Summary Report (12 page summary of Detailed Report)	Replaced with Member Compensation Summary Report	Complimentary to OSPE Members through OSPE Members Only Website

1. What is Mercer PayMonitor?

PayMonitor is Mercer's user-friendly web-based application designed to ease the market pricing task by providing you with two key benefits. First, PayMonitor helps to make market pricing a simpler, easier, and faster process. Second, PayMonitor provides you with an electronic copy of the survey report and statistics (Standard version) and the ability to generate custom statistics based on your needs (Premium version). These features provide you with greater, more individualized control over survey data and statistics.

¹ Employers can access the data in PayMonitor or PDF format. OSPE members can purchase the PDF of the Standard results only.



2. What are the differences between the Standard & Premium versions?

What differentiates the two versions is the data, as described below.

2007 OSPE Employer Compensation Survey – Standard Results

The Standard version provides you with all of the pre-defined statistics available within the hard copy reports in an easy-to-use electronic format. **The Standard version is equivalent to the detailed report that was provided in previous years. However, this year the detailed survey results are provided in PayMonitor.** The power of PayMonitor is that it allows you to query, view, and export survey results as well as print a hard copy of the published survey report. The specific features of the Standard version are:

- PDF of prepared base salary and total cash compensation statistics;
- Access to pre-defined markets for the following scopes: location, primary industry, # of engineers, year of graduation, job type, and gross revenues; and
- Ability to age survey statistics

2008 OSPE Employer Compensation Survey – Premium Results

The Premium version extends beyond the Standard version by providing you with both the report statistics and the entire encrypted OSPE Employer Survey database. In effect, with the Premium version, you have access to the entire OSPE Employer Compensation Survey database. Therefore, the Premium version provides significantly greater analytic control, choices, and customization, compared to the Standard version. The Premium version allows you to generate new statistics, that is, perform hypothetical position price modeling and define parameters (such as revenue size, location and position level) that more closely meets your needs. With the Premium version, the user can:

- Price “blended” jobs using the *Combine All Positions* feature
- Customize markets based on queries the user defines. Queries can include the six (6) standard scopes plus Number of Employees, Gender and Industry Segment Categories;
- Exclude their company’s data from calculations (NB: Survey participants only);
- Compare their company’s data to the market (NB: Survey participants only);
- Export predefined or custom statistics; and
- Create peer groups by name (for an additional fee) (NB: Survey participants only).

Premium PayMonitor access to survey report data provides you with a full set of industry reports at no additional cost.

In addition, the Premium version allows you to generate statistics based on Custom Peer Groups (CPG). **Custom Peer Groups are similar to the Custom Reports available in previous years.** The additional cost for each CPG (described below) is \$250.

3. What is the difference between a Custom Cut and ordering a Custom Peer Group (CPG)?

When you select a custom cut of the survey database, you are selecting data based on broad scope measures such as revenue, location, industry, etc. For example, you may choose to select only the data submitted by organizations of a particular size or in a specific industry. **In previous years, survey purchasers could not prepare custom cuts of the data on their own.**

Mercer has incorporated the highest levels of automated security for data confidentiality into PayMonitor. Statistics will not be displayed unless the minimum requirements are met (e.g., in many surveys, five organizations reporting at least 10 cases for a variable). So, in PayMonitor, you can create as many custom cuts as you like on-the-fly and for no additional fee.



The process for creating Custom Peer Groups (CPG), on the other hand, involves selecting data by company name. This requires Mercer to load a custom version of the database into PayMonitor just for you. It also includes another level of data security. All CPG requests are sent to Mercer for approval to ensure that confidentiality is maintained. Given these additional steps in the process, in all cases and for all Mercer surveys, CPG requests involve an additional fee. In the case of the OSPE survey, the additional fee is \$250 (Survey Participants only).

4. How do I generate reports using PayMonitor (Standard and/or Premium versions)?

Here are the basic steps involved in creating a report:

Select Template

1. Access preformatted templates to create reports
2. Modify templates to choose the fields and select the statistics for your custom report

Select Positions

1. Select only the survey positions you want to analyze
2. Review position descriptions for each engineering responsibility level

Select Market

1. Select the scope categories that apply to your organization
2. Customize scopes such as location and revenue size to further refine your selection
3. Exclude your data from calculations (premium version, survey participants only)
4. Define a custom database of selected participating organizations (premium version, survey participants only, additional charge)

Additional Features

- Age the statistics
- Display your data by individual incumbent or aggregate by position (participants only)
- Compare your data to the market and view your competitive position (participants only)

Generate/View Report

- Preview and print your custom survey reports
- Export predefined or custom statistics

5. How do I generate Industry reports using PayMonitor (Premium version only)?

Industry reports are available as PDF's for the following primary industries: Durable Manufacturing, Non-Durable Manufacturing, Consulting Services, and High-tech/Electrical Products/Telecom. To generate additional reports or further refine the market, please use the process outlined below.

Select Positions

1. Group data by Year of Graduation or choose Position Levels.
2. Select the Year(s) of Graduation or the Engineering Levels you want to analyze

Select Market

1. Select the Comprehensive Industry category that you require the data filtered on
2. In addition, you can select additional market criteria applicable to your organization

Generate/View Report

1. Generate report



6. How do I compare my data to the data in PayMonitor?

Survey participants provided their data to Mercer in electronic format. If you participated, PayMonitor provides you access to the data you submitted. On the *Compare My Data* screen in PayMonitor, you can populate your data by selecting the *Populate My Data* option. You can then choose to compare this data to the survey data on select reports.

7. What kind of support or training is provided for PayMonitor?

There are several options for PayMonitor support or training. The first is online Help which provides a quick reference to the features of the system. Or, you can visit Mercer's technical support page on the World Wide Web to find information about product updates and releases, "how-to" documents, upcoming national training sessions, and more. Periodically, Mercer conducts webcast meetings to groups of users to demonstrate the functionality of PayMonitor.

Dedicated OSPE PayMonitor Training

Mercer will be hosting a dedicated PayMonitor web-based training session for survey purchasers. This complimentary session is scheduled for October 16, 2008 at 11:00 am, and will be specially tailored to show you the unique features of the OSPE survey results and how to get the most out of the PayMonitor on-line tool. To register to attend the session, [click here](#).

Contact Us

If you have questions about PayMonitor that are not resolved by the above options or you wish to talk to a representative, feel free to contact the Customer Service Desk at 800 631 9628 or via email at info.services@mercer.com.

