

2024 US Transportation, Logistics and Warehousing (TLW) Job Matching Meeting

March 28, 2024

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A business of Marsh McLennan

● This session is being recorded

Introductions



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- 1. Transportation, Logistics and Warehousing Forum**
- 2. Survey Timeline and Overview**
- 3. Mercer Data Connector**
- 4. Benefits Offerings**

Agenda

Transportation, Logistics and Warehousing Forum



Mercer Transportation, Logistics and Warehousing (TLW) Forum

Mercer sees value in providing an opportunity for transportation, logistics and warehousing organizations and functions to share data and insights. As a result, we are developing a supplemental report for these organizations, focusing primarily on the positions that are unique and critical to these organizations and functions.

In addition, we are launching a paid forum where like-minded professionals will have the opportunity to network and learn from one another.

2024 TLW Forum Membership includes:



2 people may attend in-person end of year results meeting



2 virtual meetings

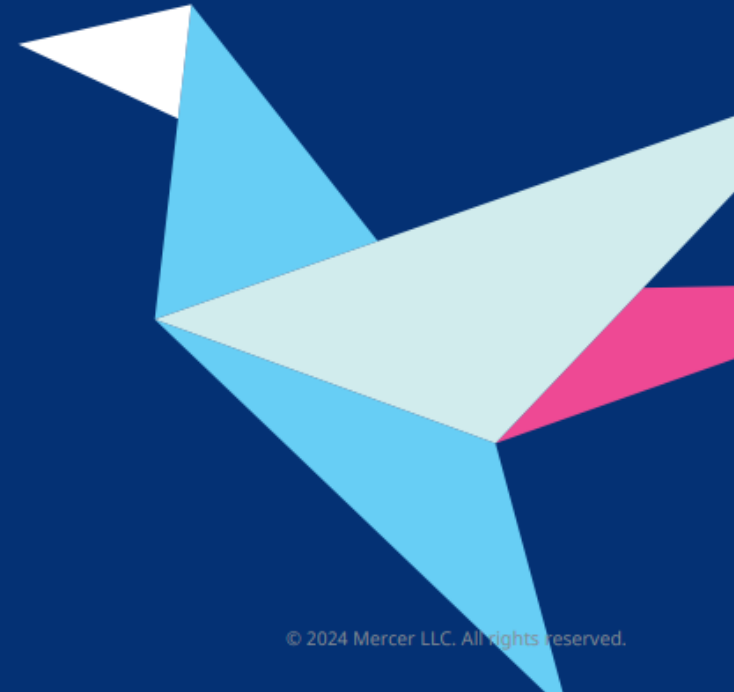


3 spot polls

If you have any questions on the membership, or would like to enroll, please contact:

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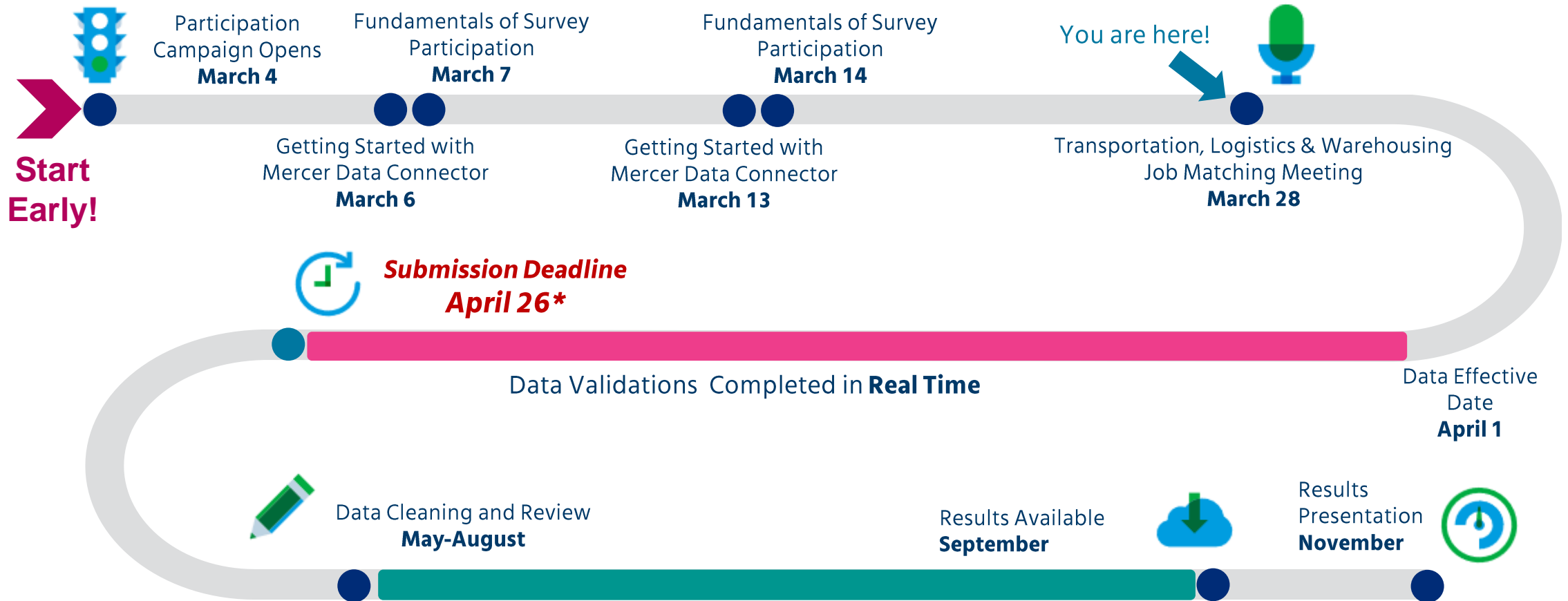
Survey Timeline and Overview



Survey Timeline

2024 Survey Cycle

** Extensions beyond April 26 cannot be provided **
If you have concerns, please visit www.imercer.com/market-analytics-services to learn more about our Participation Services to ensure you meet the deadline.



Survey Timeline

Where we are in the process



You should now be set up in Mercer Data Connector

- Use of Mercer Data Connector is by invitation only.
- Mercer has set up a profile and sent an *Invitation to Participate* to the person that submitted your organization's data on Mercer Data Connector last year.
- All 2023 participants will have their matches pre-populated in the employee data file.
 - 2023 Executive matches will be pre-populated using the new Executive Tiers.
- **Did not participate in 2023? Did not receive an Invitation to Participate email from Mercer Data Connector?**
- **Please call 800-333-3070 or email us at surveys@mercer.com as soon as possible.**



You should have attended two essential webinars for participation

- *[Getting Started with Mercer Data Connector](#) and [Fundamentals of Survey Participation using Mercer Data Connector](#)*
- If you missed them, you can view the recording and presentation deck by going to our iMercer page (www.imercer.com): Click on “Webinars & Training” and select “Webinars & Events”
- Locate the two webinars on the page, and click on ‘View Webinar Replay’ and ‘View PDF’ on the right.

Survey Overview

Product Association

- There are **two products** we recommend to the Transportation, Logistics and Warehousing group to provide full coverage in the US market.

1. Transportation, Logistics and Warehousing Industry Survey.

- Covers industry-specific positions (e.g. Flight Scheduling/Planning, Aircraft Support Engineering, Container Vessel Stowage Planning, Ship Repair & Maintenance, Rail Freight Operations Control, Harbor/Port Management, etc.).
- 2024 Participant Price: **\$6,250.**

2. US Mercer Benchmark Database (US MBD).

- Covers cross-industry (e.g. Finance, HR, IT Support, etc.) data across all industries in Mercer's portfolio.
- In addition to having access to a true General Industry database of over 6.3 million incumbents, you have the ability on Mercer WIN to filter to the Transportation, Logistics and Warehousing industry if desired.

Survey Overview

2024 Pricing

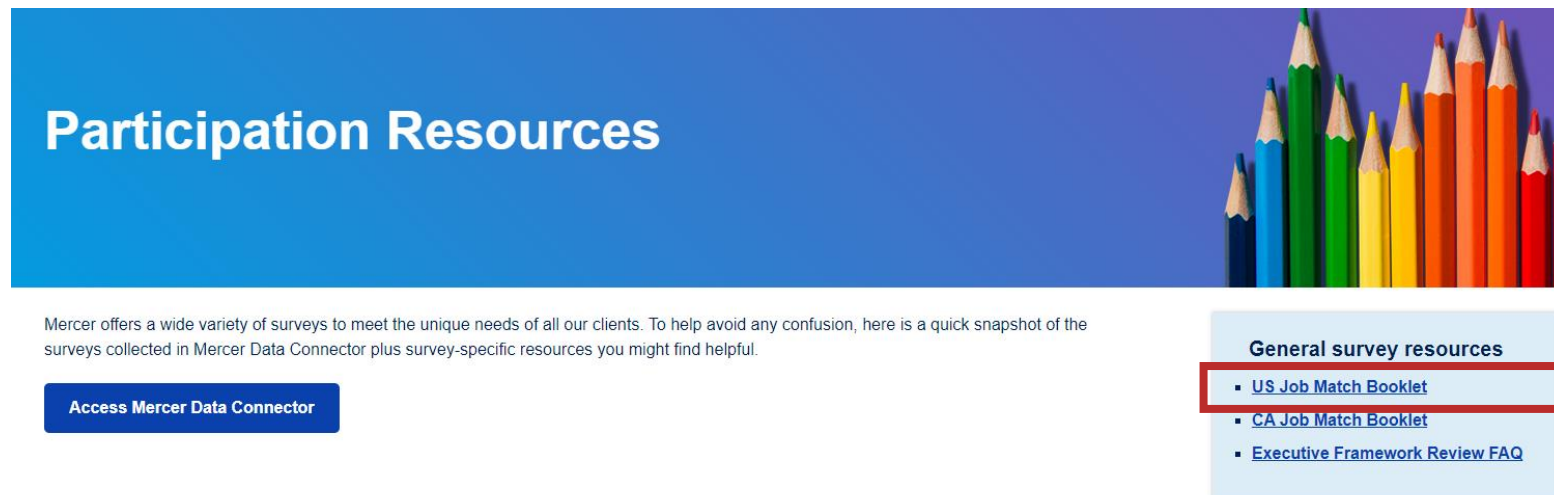
Product	Participant Price	Non-Participant Price
<i>Full US MBD (all modules)</i>	\$13,300	\$33,250
US MBD <u>without</u> Manufacturing & Operations	\$12,100	\$30,250
Survey Module	Participant Price	Non-Participant Price
Executive	\$6,400	\$19,200
Mercer/Gartner Information Technology	\$3,200	\$9,600
Engineering & Design	\$3,000	\$9,000
Sales, Marketing & Communications	\$3,000	\$9,000
Corporate Services & Human Resources	\$2,100	\$6,300
Finance, Accounting & Legal	\$2,100	\$6,300
Logistics & Supply Chain	\$2,100	\$6,300
Manufacturing & Operations	\$2,100	\$6,300

In order to ensure your organization is eligible for Participant Prices, it is important to provide as close to a full census of your US employee population as possible.

Survey Overview

Job Matching Booklet

- **All US surveys on Mercer Data Connector share the same Job Matching Booklet.**
- In addition to assisting you with the job matching process, the Job Matching Booklet helps you identify which Mercer Job Library specializations are covered by which survey product / module.
 - There may be supplementary or adjacent survey products you may be interested in apart from the survey products you traditionally participate in.
- **To access the Job Matching Booklet:**
 - Go to Participation Resources at <https://www.imercer.com/mercer-data-connector-surveys>



Participation Resources

Mercer offers a wide variety of surveys to meet the unique needs of all our clients. To help avoid any confusion, here is a quick snapshot of the surveys collected in Mercer Data Connector plus survey-specific resources you might find helpful.

[Access Mercer Data Connector](#)

General survey resources

- [US Job Match Booklet](#)
- [CA Job Match Booklet](#)
- [Executive Framework Review FAQ](#)

Survey Overview

Job Matching Booklet

Filter the Mercer Benchmark Database Survey column to see which jobs are part of the US MBD.

Press the expansion button adjacent to the US MBD column to see a breakdown of jobs by survey module.

Filter on the Transportation, Logistics and Warehousing Industry Survey column to see which jobs are part of the industry-specific survey

Please note that columns have been hidden to allow you to easily view the list of Specializations and/or Jobs and their alignment to

MBD/TRS													
Specialization Code	Specialization Title	Full Mercer Benchmark Database/Total Remuneration Survey <small>(Click at the plus button to see detailed product information)</small>	MBD/TRS Modules excluding Manufacturing	MBD/TRS Corporate Services and Human Resources	MBD/TRS Engineering and Design	MBD/TRS Executive <small>(applicable to levels ET1-ET3 and M5-M6)</small>	MBD/TRS Finance/Accounting/Legal	MBD/TRS Logistics and Supply Chain	MBD/TRS Manufacturing and Operations	MBD/TRS Mercer/Gartner Information Technology	MBD/TRS Metropolitan Benchmark <small>(applicable to levels S1-S4, P1-P6 and M1-M3)</small>	MBD/TRS Sales/Marketing/Communications	Transportation, Logistics and Warehousing Industry Survey
GMA.03.011	Insurance Risk Management	●	●			●	●				●		●
FIN.02.006	Revenue Management	●	●			●	●				●		●
FIN.09.011	Demurrage Billing (Logistics)												●
HRM.07.008	Drug & Alcohol Program Management	●	●	●							●		●
LCA.07.001	General Compliance	●	●			●	●				●		●
LCA.07.123	Air Freight Forwarding Systems & Process Control (Logistics)												●
LCA.07.124	Cargo Vessel Safety & Security (Logistics)												●
AFS.01.051	Employee Pass Travel (Air Transportation)												●
AFS.05.005	Airline Safety and Security (Air Transportation)												●
SMP.02.022	Alliance Partnerships Strategy & Planning	●	●			●					●	●	●

Familiarize yourself with the available Career Streams & Levels in Mercer Job Library

Mercer Data Connector

3

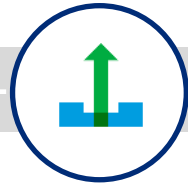
Mercer Data Connector Process

Register securely
Through Mercer single sign on



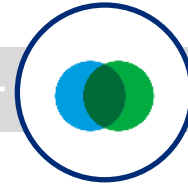
Add users
Unlimited # of users with role-based security

Upload data
Review prior year Data online



Monitor status
Real-time visibility to work in progress

Match jobs
Review automated suggestions



Correct issues
In real-time

Submit data
Download your data submission



Remember to press Submit!

Mercer Data Connector

www.imercer.com/mercer-data-connector-participation

Your survey data is collected using our online data submission platform – Mercer Data Connector.

[View a complete list of surveys included and access survey-specific resources.](#)

Returning Participants

Have you completed participation for your organization in a prior year using Mercer Data Connector?


Enter your company email address and imerцер.com password* to access Mercer Data Connector.

Login now 

New Participants

Did someone else complete participation for your organization in a prior year using Mercer Data Connector?


Complete the New Contact form and we'll send you access instructions.

New Contact Form 

New Companies

Is this your company's first time participating in Mercer surveys using Mercer Data Connector?

Complete the New Company form so we can start the set-up process for your organization and send you access instructions.

New Company Form 

Mercer Data Connector

Easy User Access Functionality

The screenshot shows the Mercer Data Connector interface. At the top, it says 'MERCER DATACONNECTOR' and 'My Profile > User Access'. The main heading is 'ORGANIZATION PROFILE SETTINGS User Access'. A green callout box says 'Manage Users in one place' pointing to a 'Manage Users' button. Another green callout box says 'Add new users with a click of a button' pointing to an 'ADD USER' button. A third green callout box says 'Edit or delete user' pointing to edit and delete icons on a user list. A 'New User' modal form is open, showing fields for 'User Information' (First Name, Last Name, Phone, Email Address) and 'Assign Access' (Select Campaign, Country, Company, All Sections). A table below shows user details with columns for Name and Email Address. A table in the bottom left corner details user role permissions.

User Role Permissions	Administrator	Delegate
Manage companies within organization	Yes	
Manage users	Yes	
View, enter and edit data	All sections	Select sections
Submit data	Yes	
Download your data	Yes	
Order products	Yes	

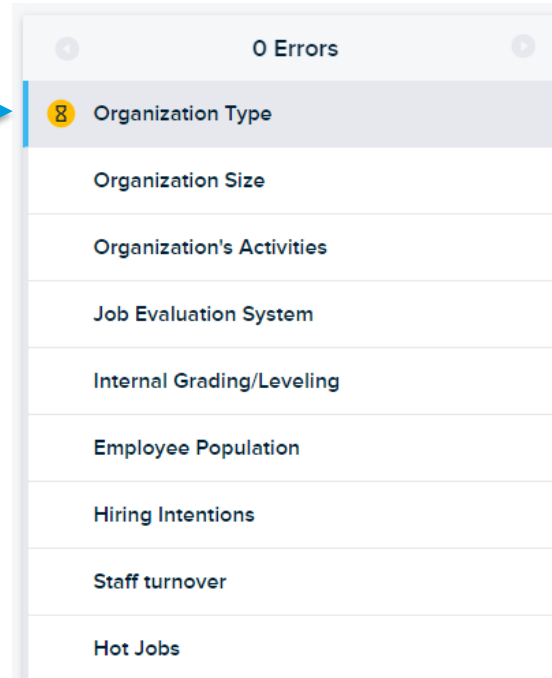
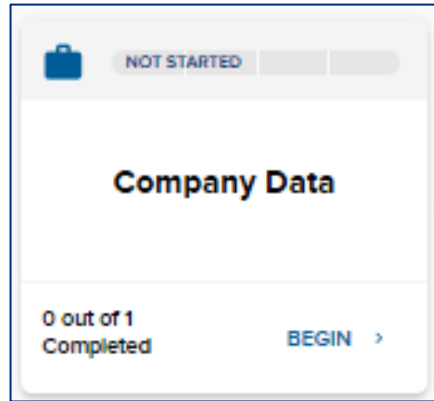
Mercer Data Connector Dashboard

The dashboard displays a grid of 11 data integration tasks, each with a progress indicator and a 'NOT STARTED' status. The tasks are:

- Company Data** (Highlighted): 0 out of 1 Completed. [BEGIN >](#)
- Employee Data** (Highlighted): 0 out of 1 Completed. [BEGIN >](#)
- Long-Term Incentive Plans** (Highlighted): 0 out of 1 Completed. [BEGIN >](#)
- Contact Center Location Details**: 0 out of 1 Completed. [BEGIN >](#)
- Contact Center Policies**: 0 out of 1 Completed. [BEGIN >](#)
- Mercer/Gartner IT Jobs and Skills Policy**: 0 out of 1 Completed. [BEGIN >](#)
- Skills**: 0 out of 1 Completed. [BEGIN >](#)
- Order Products**: [ORDER >](#)
- Submit Data to Mercer** (Highlighted): 0 out of 1 Submitted. [SUBMIT >](#)

Highlighted tiles are mandatory

Mercer Data Connector Company Data



Save & Validate

Organization Type

Type of organization * i

Parent/Corporate

Subsidiary

Multi-Division

Division

Not Applicable

Parent organization ownership * i

Publicly Traded on a Stock Exchange

Privately Owned Organization

Not-for-Profit

Joint-Venture

State-Owned Enterprise (Crown Corporation)

Not Applicable

Complete as much as possible! This allows for data cuts within the survey results.

- Financials
- Net Sales Revenue
- FTEs
- Geographic scope of organization

Mercer Data Connector Employee Data

The screenshot shows the Mercer Data Connector Employee Data interface. At the top left, it says "DEMO CAMPAIGN" and "Employee Data". On the left side, there is a navigation menu with four items: "Status", "File Upload", "Job Match", and "Validation". The "File Upload" item is highlighted. In the center, there is a "File Upload" section with a document icon and the text "File Upload". Below this, there is a paragraph of text explaining the process. To the right, there is a dropdown menu labeled "Choose Your Company". At the bottom, there is a blue button labeled "Download Template".

Choose your company(ies)

Download the template

Download Template

Clients who submitted data last year receive a pre-populated employee data template

The screenshot displays an Excel spreadsheet with a pre-populated employee data template. The spreadsheet is titled "Company_SG" and is part of a "Guide". The main data area is a table with the following columns:

Mercer position title	Previous year job code (for reference only)	Previous year job title (for reference only)	Therapeutic area flag	Mercer Job Library specialty flags, level 1 (for specific jobs)	Mercer Job Library specialty flags, level 2 (for specific financial jobs)	Mercer Job Library specialty flags, level 3 (for specific financial jobs)
	610.572.220	Purchasing Manager				
	210.100.220	Finance Manager				
	210.100.220	Finance Manager				
	210.100.220	Finance Manager				
	210.030.120	Head of Finance & Accounting - Tier 3				
	210.100.220	Finance Manager				
	310.100.210	Information Technology - Senior Manager				
	610.100.350	Supply & Logistics Analyst - Experienced				
	500.100.350	Research & Development (R&D) Engineer - Experienced				
	510.415.360	Systems Engineer - Entry				
	410.476.210	Product / Brand Marketing - Senior Manager - Group				
	500.100.220	Research & Development (R&D) Manager				
	110.209.130	Head of Public Relations Sub-Function				
	500.100.210	Research & Development (R&D) - Senior Manager				
	510.100.220	General Engineering Manager				
	500.100.220	Research & Development (R&D) Manager				
	510.100.220	General Engineering Manager				
	500.100.210	Research & Development (R&D) - Senior Manager				
	510.100.220	General Engineering Manager				
	500.100.210	Research & Development (R&D) - Senior Manager				
	510.100.220	General Engineering Manager				

A dropdown menu is open over the "Employee Identifier" cell (A2), showing a list of questions and their descriptions. The dropdown menu is titled "Employee Identifier" and has the following items:

Question	Question Code	Description	Applicable for Countries	Options
Employee Identifier	YOUR_EEID	Unique employee identifier, without dashes or other formatting. Exclude government identification numbers and personal information.	SG	
Mercer benchmark code	POS_CODE	This field is essential to determine the survey job match.	SG	
Mercer position title	POS_TITLE		SG	
Previous year job code (for reference only)	OLD_POSCODE		SG	
Previous year job title (for reference only)	OLD_POSTITLE		SG	
Therapeutic area flag	EMP_010	Please select one: Animal Health Bio/Pharmaceuticals Bio/Pharmaceuticals - Specialty Cardiovascular Generics Medical Devices: Capital Equipment Medical Devices: Consumables/Disposables Medical Devices: Durable Goods Medical Devices: Implantable Devices Oncology OTC Vaccines Not applicable	SG	Animal Health Biologics Cardiovascular Generics

The spreadsheet is titled "Company_SG" and is part of a "Guide". The status bar at the bottom shows "Ready", "Count: 0", and "80%".

Mercer Data Connector

Real-Time Data Validation

Validations

View Submitted Choose Your Company ▼

My Company In China (CN) × My Company In Denmark (D) ×
My Company In USA (US) ×

Mercer Data Connector gives you the ability to validate your data and alerts.

SELECT YOUR TYPE

Job Match (2) Required (6) Optional (45) Resolved (67) Advanced Filter

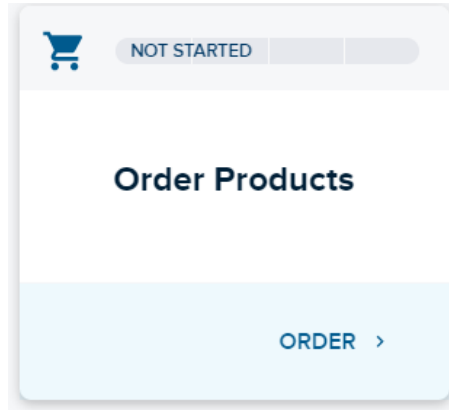
Results - You have 53 Items.

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 base salary is very low for this position.	JOB MATCH	2	FIX ERROR
<input type="checkbox"/>	Employee Information	The annual total cash (actual) is low for this position.	JOB MATCH	3	FIX ERROR
<input type="checkbox"/>	Base Salary	Pay type is required for submission.	REQUIRED	15	FIX ERROR
<input type="checkbox"/>	Base Salary	Employee salary currency: Provided response is not a valid option from the predefined list.	REQUIRED	15	FIX ERROR
<input type="checkbox"/>	Base Salary	Annual base salary or hourly rate is required for survey submission.	REQUIRED	14	FIX ERROR

Make sure to budget time to complete data validations! The quality of the survey data depends on your ability to properly address your validations.

Mercer Data Connector Order Tile



Use the Order Tile to select the *two products and one forum* associated with the Transportation, Logistics and Warehousing group.

Salary Surveys				
General Industry				
Industry Surveys				
Transportation, Logistics and Warehousing				
Transportation, Logistics and Warehousing Industry Survey	i	USD	<input type="radio"/>	6,250
Salary Surveys				
General Industry				
MBD / TRS (all modules)	i	USD	<input type="radio"/>	13,300
MBD / TRS (all modules except Manufacturing and Operations)	i	USD	<input type="radio"/>	12,100
MBD Corporate Services and Human Resources Module	i	USD	<input type="radio"/>	2,100
Forums				
Industry Forums				
North America Transportation, Logistics and Warehousing Industry Forum	i	USD	<input type="radio"/>	2,000

Mercer Data Connector

Where To Get Help

X

Mercer Resources Center
Survey resources, all in one place >

Announcements
What's new, alerts >

Custom resources
Job catalogues and other documents >

Contact us
Get help >

Feedback >

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



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

Navigating Validations

- 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.

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

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

Benefits Offerings

4



Appendix

Specializations in the Transportation, Logistics and Warehousing Survey

By Sub-family

Sub-family Title	Navigation Group Title	Specialization Code	Specialization Title
Air Transportation	Air Transportation Leadership	TNS.05.003	Head of Flight Operations (Air Transportation)
Air Transportation	Air Transportation Leadership	TNS.05.006	Head of In-flight/Onboard Services (Air Transportation)
Air Transportation	Air Transportation Leadership	TNS.05.009	Head of Airline Technical Operations (Air Transportation)
Air Transportation	General Air Transportation	TNS.05.012	Aviation & Flight Operations Management
Air Transportation	General Air Transportation	TNS.05.020	Air Charter Operations (Air Transportation)
Air Transportation	Air Transportation Planning/Scheduling	TNS.05.025	Head of Airline Planning (Air Transportation)
Air Transportation	Air Transportation Planning/Scheduling	TNS.05.028	System Operations Control (Air Transportation)
Air Transportation	Air Transportation Planning/Scheduling	TNS.05.029	Flight Scheduling/Planning (Air Transportation)
Air Transportation	Air Transportation Planning/Scheduling	TNS.05.030	Flight Dispatch (Air Transportation)
Air Transportation	Air Transportation Planning/Scheduling	TNS.05.031	Aircraft Routing (Air Transportation)
Air Transportation	Air Transportation Planning/Scheduling	TNS.05.035	Aircraft Records (Air Transportation)
Air Transportation	Air Transportation Planning/Scheduling	TNS.05.036	Aircraft Overhaul Planning/Scheduling (Air Transportation)
Air Transportation	Air Crew Operations	TNS.05.041	Crew Planning (Air Transportation)
Air Transportation	Air Crew Operations	TNS.05.042	Crew Scheduling/Tracking (Air Transportation)
Air Transportation	Air Crew Operations	TNS.05.045	Aircraft Pilot
Air Transportation	Air Crew Operations	TNS.05.048	Aircraft Flight Attendants
Air Transportation	Air Crew Operations	TNS.05.050	In-flight Administration (Air Transportation)
Air Transportation	Air Cargo Management	TNS.05.056	Cargo Programs (Air Transportation)
Air Transportation	Air Cargo Management	TNS.05.057	Cargo Claims Management (Air Transportation)
Air Transportation	Air Cargo Management	TNS.05.058	Central Baggage Service (Air Transportation)
Air Transportation	Airport Operations	TNS.05.077	Airport Station Management (Air Transportation)
Air Transportation	Airport Operations	TNS.05.079	Irregular Flight Operations Coordination (Air Transportation)
Air Transportation	Airport Operations	TNS.05.080	Tower/Traffic Control (Air Transportation)
Air Transportation	Airport Operations	TNS.05.081	Ramp/Sort Handling (Air Transportation)
Air Transportation	Air Transportation Training	TNS.05.101	Pilot Qualification Training (Air Transportation)
Air Transportation	Air Transportation Training	TNS.05.102	Pilot Ground School Training (Air Transportation)
Air Transportation	Air Transportation Training	TNS.05.103	Flight Simulation Training
Air Transportation	Air Transportation Training	TNS.05.104	In-flight Training (Air Transportation)
Air Transportation	Air Transportation Training	TNS.05.105	Crew Training Records (Air Transportation)
Air Transportation	Air Transportation Training	TNS.05.106	Aircraft Maintenance Training
Air Transportation	Air Transportation Training	TNS.05.107	Aircraft Maintenance Training Records (Air Transportation)
Air Transportation		TNS.05.999	Other Air Transportation

Specializations in the Transportation, Logistics and Warehousing Survey

By Sub-family

Sub-family Title	Navigation Group Title	Specialization Code	Specialization Title
Maritime Transportation	General Maritime Transportation	TNS.07.004	Barge Management (Maritime Shipping, Oil & Gas)
Maritime Transportation	General Maritime Transportation	TNS.07.006	Cargo Vessel Management (Maritime Shipping, Energy & Mining)
Maritime Transportation	General Maritime Transportation	TNS.07.010	Chartering (Maritime Shipping)
Maritime Transportation	General Maritime Transportation	TNS.07.011	Post Charter Operations (Maritime Shipping)
Maritime Transportation	General Maritime Transportation	TNS.07.012	Shipbroking (Maritime Shipping)
Maritime Transportation	General Maritime Transportation	TNS.07.015	Terminal Rate Negotiation (Maritime Shipping)
Maritime Transportation	General Maritime Transportation	TNS.07.020	Cargo Vessel Documentation (Maritime Shipping)
Maritime Transportation	Maritime Transportation Planning/Scheduling	TNS.07.031	Ship Newbuilding (Maritime Shipping)
Maritime Transportation	Maritime Transportation Planning/Scheduling	TNS.07.032	Cargo Vessel Performance Improvement (Maritime Shipping)
Maritime Transportation	Maritime Transportation Planning/Scheduling	TNS.07.033	Container Vessel Stowage Planning (Maritime Shipping)
Maritime Transportation	Maritime Transportation Planning/Scheduling	TNS.07.037	Equipment Management & Control (Maritime Shipping)
Maritime Transportation	Maritime Transportation Planning/Scheduling	TNS.07.038	Sea Freight Shipping Operations (Maritime Shipping)
Maritime Transportation	Maritime Transportation Planning/Scheduling	TNS.07.039	Trade Route Administration (Maritime Shipping)
Maritime Transportation	Maritime Crew Operations	TNS.07.050	Vessel Personnel Administration (Maritime Shipping)
Maritime Transportation	Maritime Crew Operations	TNS.07.055	Cargo Vessel Crew (Maritime Shipping, Energy & Mining)
Maritime Transportation	Maritime Crew Operations	TNS.07.056	Ballast Control Operations (Maritime Shipping)
Maritime Transportation	Maritime Crew Operations	TNS.07.057	Dynamic Positioning Operations (Maritime Shipping)
Maritime Transportation	Maritime Crew Operations	TNS.07.058	Radio Operations (Maritime Shipping, Oil & Gas)
Maritime Transportation	Maritime Cargo Management	TNS.07.065	Cargo Handling (Maritime Shipping)
Maritime Transportation	Maritime Port Operations	TNS.07.076	Harbor/Port Management (Maritime Shipping)
Maritime Transportation	Maritime Port Operations	TNS.07.077	In-Port Services Coordination (Maritime Shipping)
Maritime Transportation	Maritime Port Operations	TNS.07.078	Transshipping (Maritime Shipping)
Maritime Transportation	Maritime Port Operations	TNS.07.079	Port Operator (Maritime Shipping)
Maritime Transportation	Maritime Port Operations	TNS.07.080	Port Operations Support (Maritime Shipping)
Maritime Transportation	Maritime Port Operations	TNS.07.081	Shipping Agency (Maritime Shipping)
Maritime Transportation	Maritime Port Operations	TNS.07.082	Marine Operations (Maritime Shipping)
Maritime Transportation	Maritime Port Operations	TNS.07.083	Yard Operations (Maritime Shipping)
Maritime Transportation	Shipyards Operations	TNS.07.091	Shipyards Operations (Maritime Shipping)
Maritime Transportation	Shipyards Operations	TNS.07.092	Ship Repair & Maintenance (Maritime Shipping)
Maritime Transportation	Container Depot Operations	TNS.07.101	Container Depot Operations Management (Maritime Shipping)
Maritime Transportation	Container Depot Operations	TNS.07.102	Container Maintenance & Repair Management (Maritime Shipping)
Maritime Transportation		TNS.07.999	Other Maritime Transportation

Specializations in the Transportation, Logistics and Warehousing Survey

By Sub-family

Sub-family Title	Navigation Group Title	Specialization Code	Specialization Title
Warehousing & Distribution	Warehouse & Distribution Center Management	SCN.05.008	Warehouse & Air Terminal Management (Logistics)
Warehousing & Distribution	Warehouse & Distribution Center Operations	SCN.05.037	Airlines Stores Management (Air Transportation)
Warehousing & Distribution	Order Fulfillment	SCN.05.007	E-Commerce Fulfillment Center Management (Retail & Logistics)
Warehousing & Distribution	Express Services Operations	SCN.05.087	Express Operations
Warehousing & Distribution	Express Services Operations	SCN.05.088	Express Operations: Sorting (Retail & Logistics)
Freight Forwarding Services	Freight Forwarding Operations (Air)	SCN.07.001	Air Freight Forwarding Operations Management (Logistics)
Freight Forwarding Services	Freight Forwarding Operations (Air)	SCN.07.003	Air Freight Operations Control (Logistics)
Freight Forwarding Services	Freight Forwarding Operations (Sea)	SCN.07.024	Sea Freight Forwarding Operations Management (Logistics)
Freight Forwarding Services	Freight Forwarding Operations (Sea)	SCN.07.025	Sea Freight Operations Control (Logistics)
Freight Forwarding Services	Freight Forwarding Operations (Rail)	SCN.07.046	Rail Freight Operations Control (Logistics)
Freight Forwarding Services		SCN.07.999	Other Freight Forwarding Services
Repair & Maintenance Trades	Maritime Equipment Repair & Maintenance	PSK.05.122	Marine Engine Room Crew
Repair & Maintenance Trades	Aviation Installation, Repair & Maintenance	PSK.05.136	Aircraft Base Maintenance Management (Air Transportation)
Repair & Maintenance Trades	Aviation Installation, Repair & Maintenance	PSK.05.137	Aircraft Line Maintenance Management (Air Transportation)
Repair & Maintenance Trades	Aviation Installation, Repair & Maintenance	PSK.05.138	Aircraft Maintenance Control (Air Transportation)
Repair & Maintenance Trades	Aviation Installation, Repair & Maintenance	PSK.05.139	Aircraft Vendor Maintenance Management
Repair & Maintenance Trades	Aviation Installation, Repair & Maintenance	PSK.05.140	Avionics/Electrical Technician
Repair & Maintenance Trades	Aviation Installation, Repair & Maintenance	PSK.05.141	Flight Simulation Maintenance
Repair & Maintenance Trades	Rail Inspection, Maintenance & Repair	PSK.05.163	Rail Rolling Stock Maintenance Management (Rail Transportation)
Repair & Maintenance Trades	Rail Inspection, Maintenance & Repair	PSK.05.164	Rail Rolling Stock Maintenance (Rail Transportation)
Repair & Maintenance Trades	Rail Inspection, Maintenance & Repair	PSK.05.165	Train/Car Examiner (Rail Transportation)
Repair & Maintenance Trades	Rail Inspection, Maintenance & Repair	PSK.05.166	Rail Fitter (Rail Transportation)
Repair & Maintenance Trades	Rail Inspection, Maintenance & Repair	PSK.05.167	Rail Track Inspection (Rail Transportation)
Repair & Maintenance Trades	Rail Inspection, Maintenance & Repair	PSK.05.168	Rail/Track Maintenance (Rail Transportation)
Repair & Maintenance Trades	Rail Inspection, Maintenance & Repair	PSK.05.169	Rail Communications Technician (Rail Transportation)
Repair & Maintenance Trades	Rail Inspection, Maintenance & Repair	PSK.05.170	Rail Signal Technician (Rail Transportation)
Road Transportation	Messenger/Courier Services	TNS.03.027	Express Operations Courier (Retail & Logistics)
Rail Transportation	General Rail Transportation	TNS.04.005	Rail Operations Management (Rail Transportation)
Rail Transportation	General Rail Transportation	TNS.04.006	Rail Infrastructure Management (Rail Transportation)
Rail Transportation	General Rail Transportation	TNS.04.007	Rail Rolling Stock Operations Management (Rail Transportation)
Rail Transportation	General Rail Transportation	TNS.04.010	Train Control/Dispatch (Rail Transportation)
Rail Transportation	Rail Transportation Planning/Scheduling	TNS.04.021	Rail Scheduling (Rail Transportation)
Rail Transportation	Rail Transportation Planning/Scheduling	TNS.04.022	Rail Operation Logistics & Planning Coordination (Rail Transportation)
Rail Transportation	Rail Crew Operations	TNS.04.035	Roster Coordination (Rail Transportation)
Rail Transportation	Rail Crew Operations	TNS.04.036	Train Driver/Operator (Rail Transportation)
Rail Transportation		TNS.04.999	Other Rail Transportation

Specializations in the Transportation, Logistics and Warehousing Survey By Sub-family

Sub-family Title	Navigation Group Title	Specialization Code	Specialization Title
Manufacturing/Product Quality	Product Quality	QLT.03.038	Marine Surveying
Manufacturing/Product Quality	Product Quality	QLT.03.050	Aircraft Reliability Analysis
Manufacturing/Product Quality	Product Quality	QLT.03.051	Flight Safety & Inspection
Manufacturing/Product Quality	Product Quality	QLT.03.045	Aircraft Maintenance Quality Assurance (Air Transportation)
Manufacturing/Product Quality	Product Quality	QLT.03.046	Aircraft Maintenance Quality (Air Transportation)
Supplier Quality		QLT.04.007	Bunker Surveying (Maritime Shipping)
Supply Chain Planning & Operations		SCN.02.005	Supply Chain Planning & Engineering Management (Logistics)
Supply Chain Planning & Operations		SCN.02.007	Service Center Operations Management (Logistics)
Procurement	Energy Commodities Procurement	SCN.03.012	Vessel Fuel Procurement (Maritime Shipping)
Procurement	Energy Commodities Procurement	SCN.03.036	Air Fuel Procurement (Air Transportation)
Procurement	Logistics Procurement	SCN.03.011	Air Freight Forwarding Carrier Procurement (Logistics)
Import/Export & Customs Operations		SCN.06.003	Import Administration
Engineering	Equipment & Tools Engineering	ENS.03.183	Rail Signal Design Engineering (Rail Transportation)
Engineering	Equipment & Tools Engineering	ENS.03.184	Rolling Stock Engineering: Electrical (Rail Transportation)
Engineering	Equipment & Tools Engineering	ENS.03.185	Rolling Stock Engineering: Mechanical (Rail Transportation)
Engineering	Civil/Construction Engineering	ENS.03.299	Rail Engineering (Rail Transportation)
Engineering	Civil/Construction Engineering	ENS.03.313	Rail Track Engineering (Rail Transportation)
Engineering	Telecommunications Engineering	ENS.03.335	Rail Communications Engineering (Rail Transportation)
Engineering	Aerospace Engineering	ENS.03.456	Aircraft Support Engineering
Engineering	Aerospace Engineering	ENS.03.457	Flight Simulation Engineering
General Transportation Services		TNS.02.016	Cargo Claims Management (Logistics)
General Transportation Services		TNS.02.017	Freight/Cargo Handling (Logistics)
Banqueting/Conferencing/Catering Operations		HPY.02.006	Catering Relations
Non-Restaurant Food Service Provider Operations		HPY.03.006	In-flight Food & Beverage Planning (Air Transportation)
General Real Estate Management		REA.01.001	Real Estate Management
Real Estate Acquisition, Planning & Development	Real Estate Acquisitions/Dispositions	REA.03.032	Acquisitions/Dispositions Analysis

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By Sub-family

Sub-family Title	Navigation Group Title	Specialization Code	Specialization Title
Risk Management	General Risk Management	GMA.03.011	Insurance Risk Management
Finance Generalists		FIN.02.006	Revenue Management
Accounts Payable/Receivable		FIN.09.011	Demurrage Billing (Logistics)
Employee/Labor Relations & Diversity		HRM.07.008	Drug & Alcohol Program Management
Compliance	General Compliance	LCA.07.001	General Compliance
Compliance	Logistics Process Compliance	LCA.07.123	Air Freight Forwarding Systems & Process Control (Logistics)
Compliance	Logistics Process Compliance	LCA.07.124	Cargo Vessel Safety & Security (Logistics)
Administration & Secretarial	Administration & Support	AFS.01.051	Employee Pass Travel (Air Transportation)
Property, Facilities & Asset Security	Facilities Security & Safety	AFS.05.005	Airline Safety and Security (Air Transportation)
Sales & Marketing	Sales & Marketing Strategy	SMP.02.022	Alliance Partnerships Strategy & Planning
Sales & Marketing	Sales & Marketing Strategy	SMP.02.029	Pricing Research
Sales & Marketing	Sales & Marketing Strategy	SMP.02.041	Customer Loyalty Marketing
Sales & Marketing	Sales & Marketing Strategy	SMP.02.040	Cargo & Passenger Pricing (Air Transportation)
Field Sales & Account Management	Field Sales (Ultimate Purchaser or Channel Partner)	SMP.07.010	General Field Sales
Field Sales & Account Management	Industry-Specific Sales: Logistics & Transportation	SMP.07.227	Airline Passenger/Services Sales (Air Transportation)
Field Sales & Account Management	Industry-Specific Sales: Logistics & Transportation	SMP.07.228	Cargo Sales (Air Transportation)
Remote/Telesales & Account Management	Remote/Telesales	SMP.08.004	Airline Reservations
Account & Client Management	General Account Management	SMP.09.001	Account Management/Key Accounts
Sales Operations/Administration		SMP.11.001	General Sales Operations/Administration
Customer Service & Contact Center Operations Leadership		CSV.01.001	Head of Customer Service
Customer Service	General Customer Service	CSV.02.001	General Customer Service
Customer Service	General Business Order Administration & Customer Service	CSV.02.030	Customer Relationship Representatives (Logistics)
Customer Service	Contact Center/Online Customer Service	CSV.02.050	Contact Center Customer Service: Non-Technical
Customer Service	Transportation Customer Service	CSV.02.144	Head of Airport Operations/Customer Service (Air Transportation)
Customer Service	Transportation Customer Service	CSV.02.145	Customer Service Agent (Air Transportation)