

# MERCER



## Compensation management solutions

Consulting. Outsourcing. Investments.



## Why Mercer

**MERCER** stands apart owing to years of experience and a unique expertise in compensation and benefits consulting. We were the first HR compensation provider to offer a global technology solution.

Mercer has the most extensive implementation and delivery support of any compensation consulting firm. We have more than 70 people solely dedicated to software services and more than 40 people dedicated to compensation management co-sourcing.



## Why ePRISM®

**ePRISM** is Mercer's comprehensive compensation management and analysis solution. ePRISM allows you to evaluate data, plan strategies, and execute programs with complete assurance. Combining compensation-specific tools with powerful analytics, you will confidently implement programs aligned with your business objectives.



## Global Support

In addition to the 110 people dedicated to software services and compensation management, we provide embedded software help tools and online knowledge base accessible through our internet support site.

Throughout the year and open to any ePRISM client, Mercer offers national trainings, conducts an annual global user conference, and sponsors several regional user meetings. Additionally, supplemental assistance is available in regional and local Mercer consulting offices.

Post-implementation support consists of a global help desk based in three locations around the globe. Once your system is “live,” the implementation team meets with the help desk team to transition the client and database to our ongoing support staff. Mercer’s dedicated help desk provides support for functional questions as well as technical support for network or server type issues. You also benefit from the robust ePRISM KnowledgeBase that is part of a Mercer outreach program, providing educational and networking resources to clients globally.

Mercer performs all upgrades and enhancements through our hosting service. We are responsible for hardware, infrastructure, DBA support, and regular system upgrades/enhancements.



## Research & Development

While other firms invested in administration systems, Mercer moved beyond that by making keen investments in human capital and developing deep consulting expertise to supplement our industry-leading software. ePRISM R&D and product quality are high priorities at Mercer.

Mercer’s commitment to this process includes continually capturing client input via surveys, emails, personal meetings, client advisory board, and internal advisory board. This input is weighted for relevance and impact, ultimately resulting in new features for ePRISM. The process places clients at the epicenter of the product, with a clear sight line toward evolving needs.

Through this process we continue to design our products with a keen focus on client-centricity, organizing around how organizations think about their HR information needs. Mercer’s mission is to provide HR solutions through cutting-edge research, analytics, insights, and technology for organizations around the world.

## Market Analysis

- Compile a library of global survey providers
- Create benchmark positions
- Identify/rectify below-market, high-potential employee issues
- Integrate job evaluation results

**PRISM Pricing Tool**

Item: ACCOMPLISH - ENTRY (E) (2014/15/16)

Market	Market Name	Market Type	Market Size	Market Index	Market Rate	Market Rate (FC)	Market Rate (FC)	Market Rate (FC)	Market Rate (FC)
100-CLERICAL - E33	Assistant - Entry Level - All	Survey	1,000	100	42.00	42.00	42.00	42.00	42.00
100-PROFESSOR - A255	Professor - All Data	Survey	1,000	100	42.00	42.00	42.00	42.00	42.00
100-PROFESSOR - A255	Professor - All Data	Survey	1,000	100	42.00	42.00	42.00	42.00	42.00

MARKET BUY COMPENSATION  
MARKET BUY COMPENSATION

## Reporting and Analysis

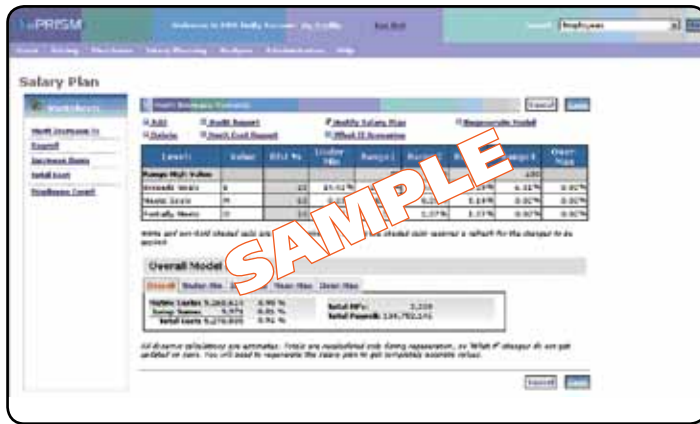
- View competitive position, pay spend, and performance graphically
- Share reports with concise charts and diagrams
- Export data to use with internal report tools
- Generate quality reports through integrated report wizard

**Employee by Job Market Comparison**  
ABC Company

Job Identification	Avg Rate Pay	1st Mkt Rate (Base)	Mkt Index (Base)	Overall Mkt Position (Base)	Avg FC	1st Mkt Rate (FC)	Mkt Index (FC)	Overall Mkt Position (FC)
Accountant - Entry (E) (2014/15/16)	40,000	40,000	100.0	A - (Competitive)	40,000	40,000	100.0	A - (Competitive)
<b>Employee Identification</b>								
Accountant - Entry (E) (2014/15/16)	40,000	40,000	100.0	A - (Competitive)	40,000	40,000	100.0	A - (Competitive)
Accountant - Entry (E) (2014/15/16)	40,000	40,000	100.0	A - (Competitive)	40,000	40,000	100.0	A - (Competitive)
Accountant - Entry (E) (2014/15/16)	40,000	40,000	100.0	A - (Competitive)	40,000	40,000	100.0	A - (Competitive)
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Accountant - Entry (E) (2014/15/16)	40,000	40,000	100.0	A - (Competitive)	40,000	40,000	100.0	A - (Competitive)
Average	40,000	40,000	100.0	A - (Competitive)	40,000	40,000	100.0	A - (Competitive)
FCM	40,000	40,000	100.0	A - (Competitive)	40,000	40,000	100.0	A - (Competitive)

## Salary Planning

- Respond to pay plan alterations rapidly
- Deploy impact of budget changes and market place movement
- Model the effects of structure modifications
- Segment and analyze employees by geography, business, or level



## Pay Structures

- Design and develop multiple-entity structures
- Evaluate pay philosophies against pay practices
- Assess impact of current and proposed structures
- Calculate salary and range adjustments for business planning





## Scalable, flexible

As your compensation programs change, ePRISM is flexible enough to change without requiring Mercer assistance. Our systems are designed to permit you to change the format at any point in the future.

It is not necessary to integrate with other systems for your organization to reap the benefits of ePRISM's rich capability and functionality. As a powerful web-based solution, ePRISM creates a solid technological foundation for your compensation function. While ePRISM is designed to operate independently, the system can directly import flat data files from your HRIS vendor and other potential data sources. Files can be uploaded/downloaded through ePRISM over https transmissions, or they can be uploaded via a secure FTP process within ePRISM.



## Your seat with the executive committee

Mercer has extensive experience implementing and supporting global organizations. As you evaluate potential compensation technology providers, it's important to note their ability to support your organization through various changes. Consider the following scenarios:

### Case #1

**ePRISM is the cornerstone of a solution that transformed an electronic retailer's compensation function into a strategic business partner rather than reactive administrator.**

### Case #2

**ePRISM helped a financial services firm facing a merger to successfully integrate two compensation structures while maintaining internal equity and external competitiveness.**

### Case #3

**ePRISM is a key component of a compensation management solution to achieve global consistency and enable mobility among employees of a global manufacturer in 60+ countries.**



## Get the ePRISM advantage

Today's organizations struggle with the ever-changing requirements of their compensation function. Compensation teams are under pressure to reduce costs, maintain a competitive market position, and have the right programs to retain high-potential employees and attract bright, new talent. Gain a competitive advantage with award winning compensation strategies. Contact Mercer today for an ePRISM demonstration.



[imercer.com/software](http://imercer.com/software)

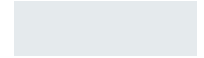
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