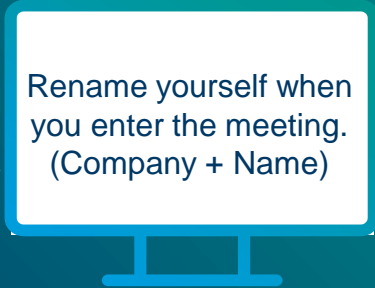


- **Welcome to US MTCS Participation 101**
- **We will start promptly at 1:00 pm ET.**
- **While you are waiting, please familiarize yourself with the black icon tool bar.**



#### **Let us know who joined**

Change your name to “**Your Organization-Your name**” so we can easily tell what organization is commenting. Ex: “**Mercer-Todd Atcher**”. Go to the **Participants Panel** and hover over your name, click more and rename – see illustration.

#### **Q&A**

Please feel free to submit questions via the **chat** box throughout the webinar. We will address as many of these questions as possible at intervals during the webinar.

#### **How do I hear the audio?**

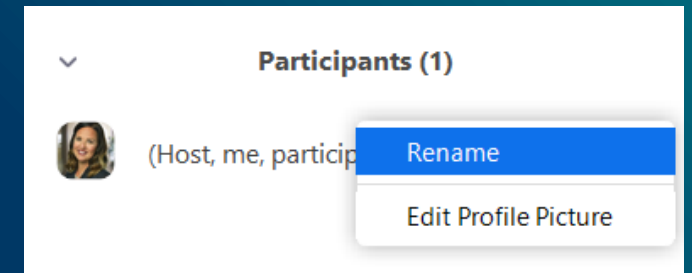
This event will be broadcast to your computer via streaming audio. Please ensure the sound/volume is enabled on your computer prior to the start of the event.

#### **What if I need a phone dial in?**

As an alternative, you can click on the Join Audio icon on the toolbar and you will see the “Phone call” details .

#### **I need assistance**

If you require assistance at any time please email dulce.habibulah@mercer.com or type a question to **Dulce Habibulah (host)** from the **Chat Panel** for a response.





2022 US MTCS

# Participation 101 and Job Matching

March 3, 2022

**Todd Atcher**  
Louisville, KY

**Karen Rutledge**  
Dallas, TX

welcome to brighter



# Biographies



**Todd Atcher**  
Product Manager

- Todd Atcher is a Product Manager for Career Products at Mercer. He works closely with the Energy and Mining industries to collect and publish compensation data to help clients develop and maintain competitive pay structures through benchmarking and data analysis exercises. He also plans product strategy to align with industry needs and ensure Mercer continues as the premier source of compensation survey data.
- Todd served as a compensation analyst at a Fortune 50 company before returning to Mercer as a Product Manager for numerous industries in North America, including Financial Services, Retail, and Pharmacy.
- When not working, Todd spends his free time chasing his 18-month old daughter, Ella and 4 year-old golden retriever, Hank.



**Karen Rutledge**  
Commercial Strategist

- Karen is a Commercial Industry Strategist for Career Products at Mercer. She works closely with clients in the Energy and Retail industries to gain prospective on how to enhance future career products to align with each industry needs. She also partners with internal colleagues to plan career product strategy to align with industry needs, drive value for clients, and bring a Mercer Point of Voice with market research and data analysis.
- Before joining Mercer, Karen served as a Insurance and Risk Manager for a Fortune 50 oil and gas company and a Client Relationship Manager for Fortune 250 insurance company and broker working closely with energy and retail clients in addressing all aspects of their insurance, risk, employee, and technology needs.

# Agenda

- Survey and Industry Overview
- Mercer Data Connector
  - Employee Data Template
  - MTCS-Specific Data
- Mercer Job Library and Job Matching Booklet
  - Job Matching Booklet
  - Executive Job Matching
  - Additional Match Notes
    - Engineers, Technicians and Technologists, Field and Hourly

**Survey and Industry Overview**





# Top HR Priorities for 2022 in the Energy industry

1

Putting sustainability/ESG at the heart of our transformation agenda

2

Investing in workforce upskilling/reskilling

3

Improving workforce planning to better inform buy/build/borrow talent strategies

4

Evolving the flexible working culture

5

Designing talent processes around skills (hiring, learning, succession)

6

Investing in health and risk protection programs (e.g., new lines of coverage)





# Top HR Priorities for 2022 in the Chemicals industry

1

Evolving the flexible working culture

2

Improving our Total Reward packages

3

Rethinking compensation plans

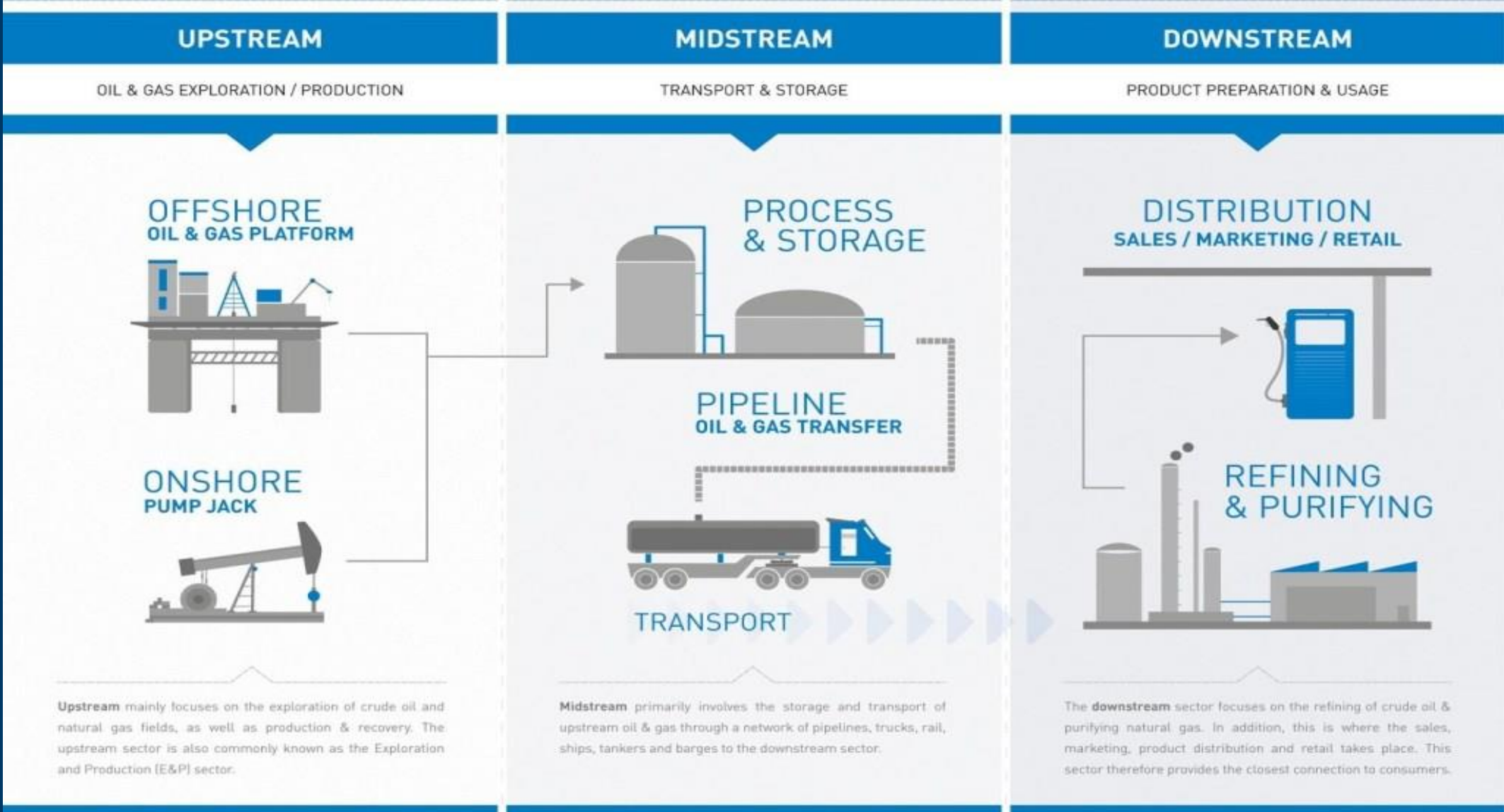
4

Improving workforce to better inform buy/build/borrow talent strategies

5

Redesigning work to improve agility

# Energy: Upstream/Midstream/Downstream

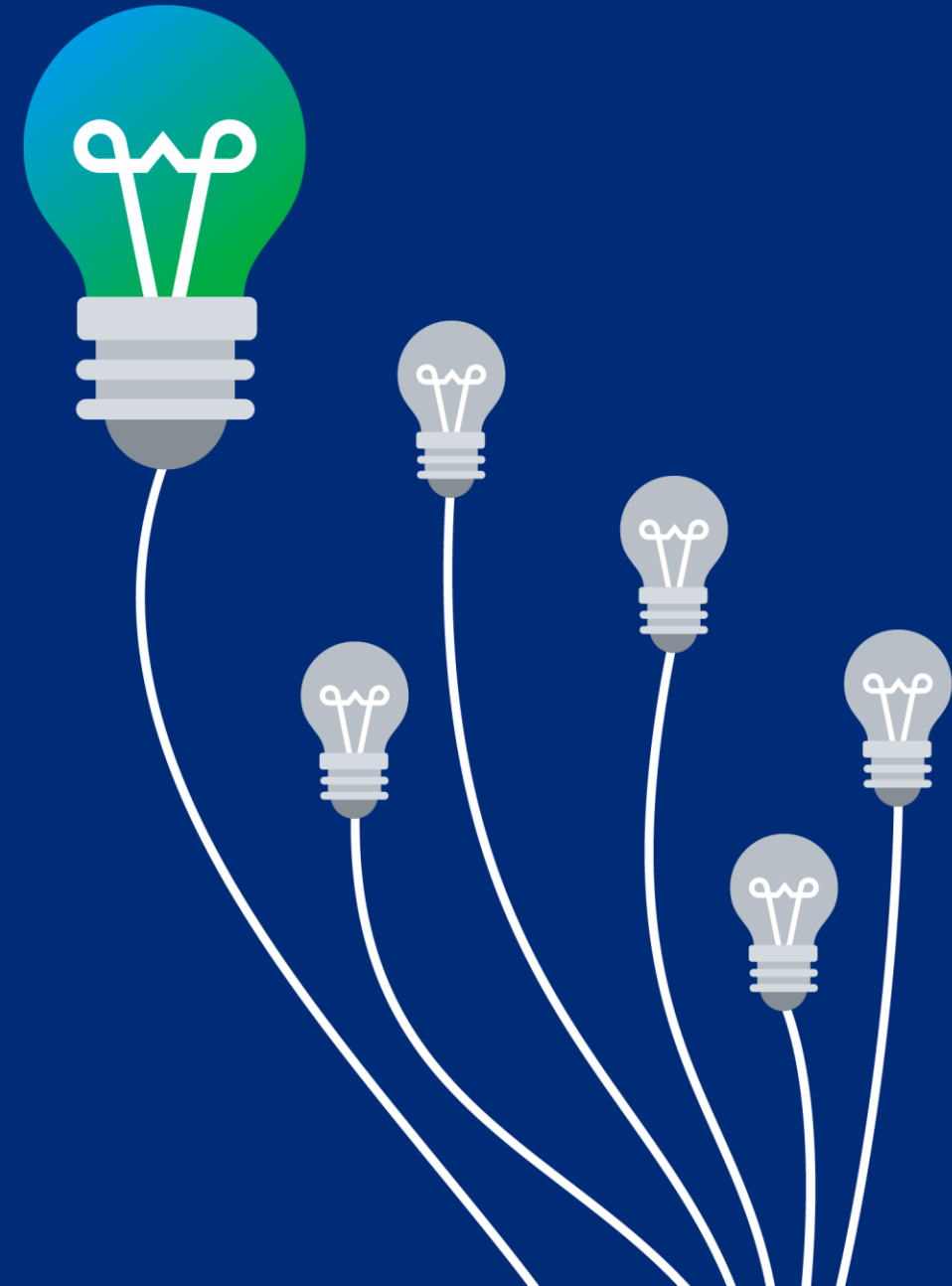





# Segment Cuts

## The Importance of Collection

- Upstream and Midstream
- Downstream and Oilfield
- Field and Hourly
- Utilities
- Renewables
- LNG
- Energy Trading
- Cross Segment
- Chemical

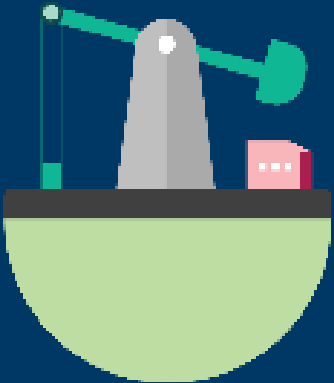
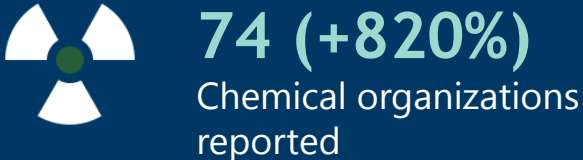
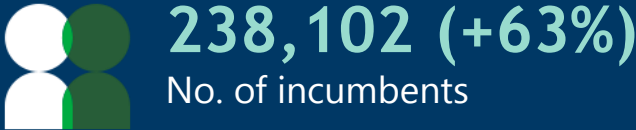
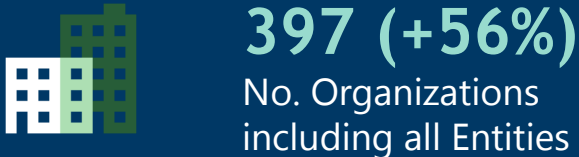
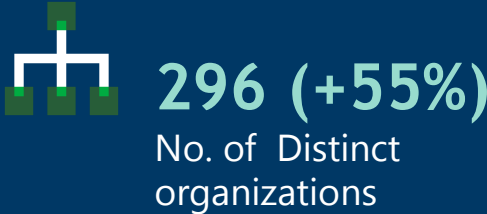


## Data

- Compensation
    - Executive data
    - Short-term incentives
      - Sign on bonuses
      - Retention bonuses
    - Long –term incentives
    - Shift Premiums
      - Turnaround premium pay
      - Hazardous pay
    - Shale pay premiums
  - Policy and Practice
    - Comp Planning
    - Turnover
    - Flex-working
    - Benefits eligibility
    - Holiday/Vacation/PTO pay
- 

# Survey Overview

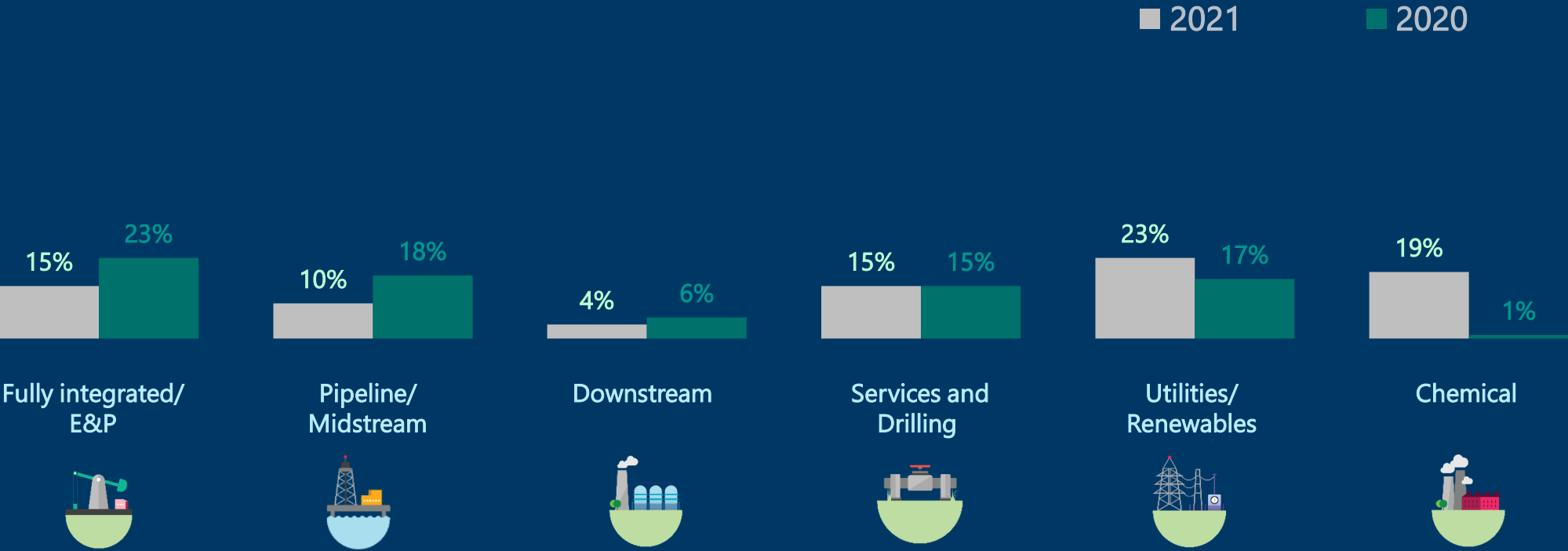
## 2021 US MTCS Demographics



177 entities (45%) of participants are the same as the previous year

# Survey Overview

## 2021 US MTCS Industry Representation





# US MTCS

## Module Overview

- **Cross Segment** – This module includes core jobs in upstream, midstream, downstream, and utilities environments such as engineers, joint ventures representatives, health, safety, and environmental positions, and technicians and technologist roles.
- **Upstream and Midstream** – Includes the exploration, production, and transportation of oil and gas materials prior to the refining process. Examples of the jobs in this module include geologist and geophysicists, and exploration and production managers and executives.
- **Downstream and Oilfield Services** – Includes executive, management, and professional roles specific to the downstream sector, and oilfield services roles. Also covers the technical and non-technical sales roles that are common in both segments. Examples of jobs include refinery managers, product plus category managers and field service supervisors.
- **Utilities** – Roles specific to the utilities sector including rate analysts, service dispatchers, and transmissions and distribution roles. **Includes renewables.**
- **Field/Hourly** – Non-management positions in non-corporate and office environments (oil fields, plants, refineries, along pipelines). Examples include maintenance/trades positions, plant operators, field operators, and lab and chemical technicians.
- **Energy Trading** – Key functions and sub-functions in energy trading including settlement and reconciliations, origination, risk management, and quantitative analysis. The focus is on trading positions with specific data elements to capture trading bonus. An energy trading policy tab supplements the comp data with additional insights on incentive program management.
- **Chemical** – Contains jobs unique to Chemical manufacturing. Examples include chemical engineers, lab analysts, and lab techs.

# Survey Overview

## Job Families – Year over Year

### General Management (GMA)

- 275 organizations in total
  - 162 New Organizations Participating
  - 51 Lost Organizations
  - 113 Same Organizations from Previous Year

### IT, Telecom & Internet (ITC)

- 305 organizations in total
  - 171 New Organizations Participating
  - 54 Lost Organizations
  - 134 Same Organizations from Previous Year

### Production & Skilled Trades (PSK)

- 237 organizations in total
  - 137 New Organizations Participating
  - 40 Lost Organizations
  - 100 Same Organizations from Previous Year

### Quality Management (QLT)

- 148 organizations in total
  - 117 New Organizations Participating
  - 12 Lost Organizations
  - 31 Same Organizations from Previous Year

# Survey Overview

## Job Families

### Energy Generation & Supply (EGS)

	2021	2020
<b>Jobs Total</b>	<b>115</b>	<b>68</b>
Reportable <sup>1</sup>	27	13
Unreportable <sup>2</sup>	88	55
New	16	--
Lost	2	--
<b>Incumbents Total</b>	<b>4,792</b>	<b>4,379</b>
Incumbents (reportable <sup>1</sup> )	3,312	2,956
Incumbents (unreportable <sup>2</sup> )	1,480	1,423

### Supply Chain (SCN)

	2021	2020
<b>Jobs Total</b>	<b>117</b>	<b>107</b>
Reportable <sup>1</sup>	91	76
Unreportable <sup>2</sup>	26	31
New	15	--
Lost	0	--
<b>Incumbents Total</b>	<b>15,583</b>	<b>7,572</b>
Incumbents (reportable <sup>1</sup> )	15,451	7,353
Incumbents (unreportable <sup>2</sup> )	132	219

<sup>1</sup> Includes five or more Distinct Organizations

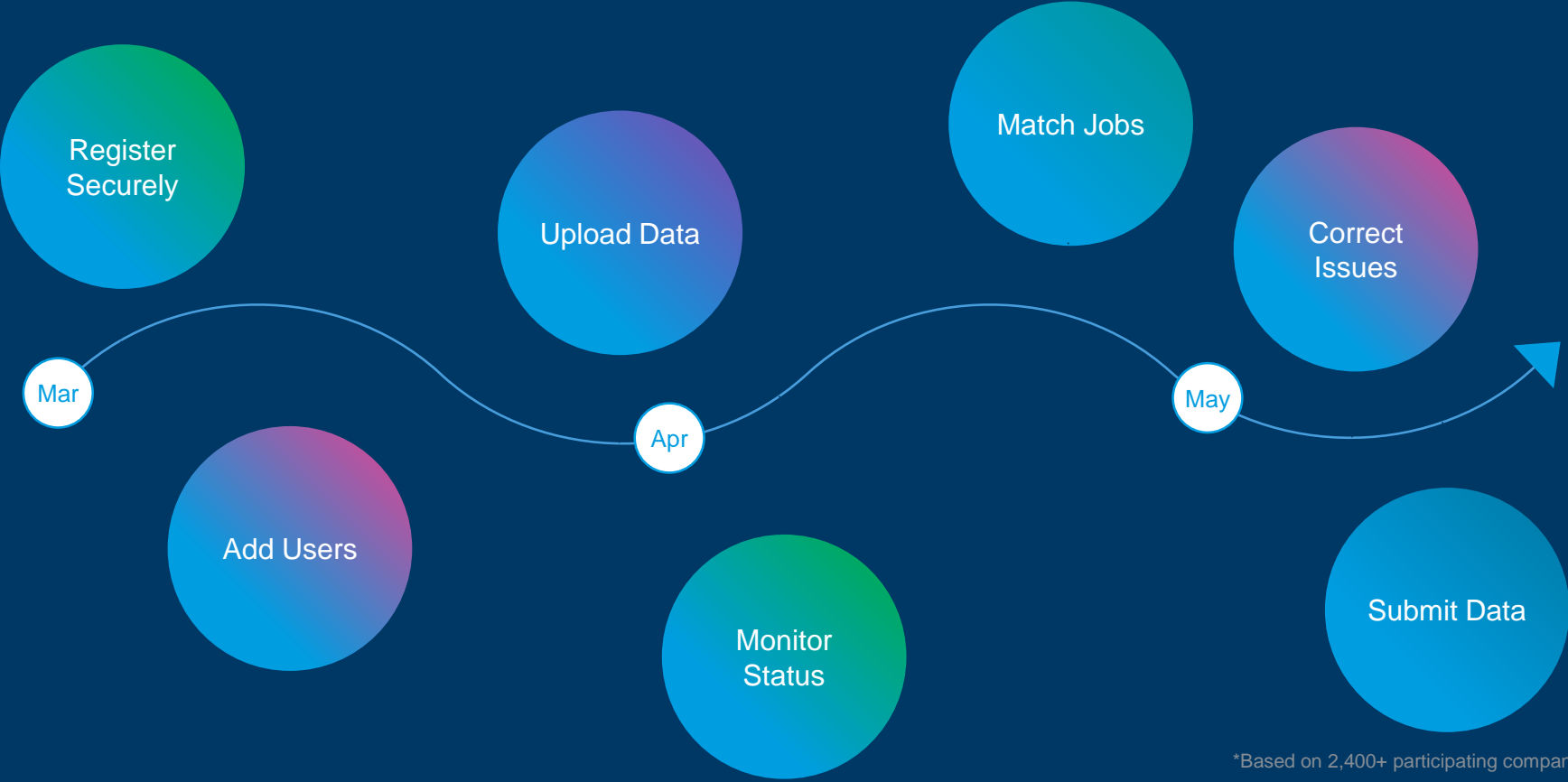
<sup>2</sup> Includes four or less Distinct Organizations

**Mercer Data Connector**





# Mercer Data Connector Getting started



Save Time! Average online participation time is two hours\*

\*Based on 2,400+ participating companies with avg 1k+ employee population

# Mercer Data Connector Account set up



## Are you a returning participant?

Your organization's profile should be set up in Mercer Data Connector with an assigned administrator.

If you submitted your organization's data previously, please log into [www.mercerdataconnector.com](http://www.mercerdataconnector.com)

- Enter your work email address.
- Enter your imercer.com password.
- If you do not know your password, click Forgot Password.

If a colleague submitted your organization's data previously, contact them directly and request to add you as an admin or delegate in Mercer Data Connector.



## Is your organization new to participation?

If your organization has not participated in the last two years, please fill out the form below:

[If you're a new participating organization click here](#)


If there's been a recent contact change, please complete the [contact change form](#).

For more information on [Mercer Data Connector - click here](#).

If you need any further assistance, please contact [surveys@mercer.com](mailto:surveys@mercer.com) or call 800-333-3070, we are happy to help.

# Mercer Data Connector

## Register securely - MSSO



Login with  
email and  
password

Welcome to  
**MERCER ACCOUNT CENTER**

The Mercer Account Center now allows you to have a single sign in solution across all participating Mercer applications.


**Log In**

  
  
  
[Forgot Password?](#)

**Create Account**

New to Mercer Account Center?

  
[Learn More](#)



Or create an  
account

# Mercer Data Connectors

## Adding users and assigning privileges

The screenshot shows the Mercer Data Connector interface. At the top, there's a navigation bar with 'MERCER DATACONNECTOR' and a user profile icon. Below it, a breadcrumb trail reads 'My Profile > User Access'. The main heading is 'User Access' under 'ORGANIZATION PROFILE SETTINGS'. A 'Manage Users' button is highlighted with a callout. A 'New User' modal is open, showing a form for user information and a table for assigning access. The table has columns for Country, Company, and All Sections. An 'ADD USER' button is also highlighted with a callout. A table of existing users is visible at the bottom, with edit and delete icons for each row.

**Manage Users**  
in one place

**Add new users with a click of a button**

**Edit or delete user**

Country	Company	All Sections
Hong Kong (2)	Marsh subsidiary of MMC	✓
	Mercer subsidiary of MMC	✓
United States (1)	Mercer subsidiary of MMC	⚠

Name	Email Address	Role	Phone
Test 201	test201@mercer.com		
Test 202	test202@mercer.com	Delegate	555 555 5555
Test 203	test203@mercer.com	Administrator	555 555 5555
Test LastName	testlastname@mercer.com	Administrator	555 555 5555



# Mercer Data Connector

## Keys to participation - homepage

The screenshot displays the Mercer Data Connector interface. At the top, there is a navigation bar with the logo, a breadcrumb trail for '2020 Demo Campaign', and utility icons for 'SUBMIT DATA', settings, notifications, and user profile. Below the navigation bar, the main content area is titled 'Your Participation Progress'. It includes a 'Download Your Data' link, 'View Deadlines', and a 'Submit Data' button. A filter section allows users to 'Apply Filter' with a 'Clear' option. The progress is visualized through a grid of cards, each representing a data category with a progress bar and a status indicator. The categories and their completion status are: Company Data (2 out of 2 Completed), Employee Data (0 out of 2 Completed), Long Term Incentive Plans (2 out of 2 Completed), Compensation Policies and Practices (1 out of 2 Completed), Retirement Benefits (0 out of 2 Completed), Insurance/Medical Benefits (0 out of 2 Completed), Company Cars (0 out of 2 Completed), Other Benefits (0 out of 2 Completed), and Submit Data to Mercer (1 out of 2 Submitted). Annotations on the left side of the image point to the 'Completed', 'Not started', and 'In progress' status labels. Annotations on the right side point to the filter and progress indicators.

Completed →

Not started →

In progress →

← Filter by company

← Use Your Participation Progress to view overall status and progress

# Mercer Data Connector Company Data

Click the Company Data tile

Tile Title	Status	Progress	Action
Company Data	NOT STARTED	0 out of 1 Completed	BEGIN >
Employee Data	NOT STARTED	0 out of 1 Completed	BEGIN >
Long Term Incentive Plans	NOT STARTED	0 out of 1 Completed	BEGIN >
Contact Center Location Details	NOT STARTED	0 out of 1 Completed	BEGIN >
Contact Center Policies	NOT STARTED	0 out of 1 Completed	BEGIN >
MTCS Policy	NOT STARTED	0 out of 1 Completed	BEGIN >
Mercer/Gartner IT Jobs and Skills Policy	NOT STARTED	0 out of 1 Completed	BEGIN >
Order Products	NOT STARTED		ORDER >

# Mercer Data Connector Company Data

36 Errors

- Organization type
- Organization size
- Organization's activities
- Job evaluation system
- Internal grading/leveling
- Employee Population
- Hiring intentions
- Staff turnover
- Hot jobs

Save & Validate

### Organization type

Type of organization \*

- Parent Company/Independent Com
- Subsidiary
- Multi-Profit Center (Group)
- Division
- Not applicable

### Parent organization ownership

- Publicly Traded
- Privately Owned Organization
- Not-for-Profit

- Validated and complete**  
No action needed before submitting data
- Contains errors**  
**Action Required:** Resolve flagged errors or omissions before submitting data
- Validated, with some skipped questions**  
**Action Optional:** Complete additional questions, or submit data as-is

### Operating budget for the most recent completed fiscal year (local entity) \*

Please complete if you have the data. [DISMISS](#)

### Full-time equivalents for the most recent completed fiscal year (local entity) \*

2,000.00

! Please complete this required field.

REAL-TIME VALIDATIONS

# Mercer Data Connector Company Data – Why it’s important!

*Company Data info pulled directly into Mercer WIN for custom analysis*

33 Errors

- ✔ Organization type
- ❗ Survey participation
- ✔ Organization size
- ✔ Organization’s activities
- ✔ Job evaluation system
- ✔ Internal grading/leveling
- ✔ Employee Population
- ✔ Hiring intentions
- ❗ Staff turnover
- Hot jobs

**Full-time equivalents for prior to the most recent completed fiscal year** ⓘ

---

24,000.00

**Full-time equivalents budgeted for the current fiscal year**

---

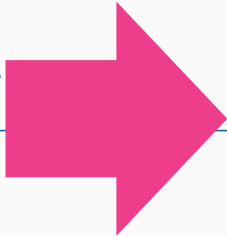
25,000.00

**What is the number of barrels of oil equivalent per day (BOEPD)?** ⓘ

---

100,000

\* Indicates required fields



**Market Refinements**

- ▼ Organization
- All Data
- Industry - Sub-Sector
- Industry - Sector
- Industry - Super Sector
- Primary Industry Segment - Participant
- Net Revenue (Annual) - Millions USD
- Net Revenue - Participant
- Number of Employees (Full Time Equivalent)
- Number of Employees (Full Time Equivalent) - Participant
- Average Barrel of Oil Equivalent (BOE)
- Average Barrel of Oil Equivalent (BOE) - Participant
- Parent Organization Ownership
- Organization Type
- Peer Group

# Mercer Data Connector Employee Data

DEMO DATA COLLECTION

## Employee Data



3 Steps

- Status
- File Upload
- Job Match
- Validation

Filter Applied | Countries: 0 Selected | Companies: 1 selected

Clear

### Companies (by country)

View

United States (US)

Submission Deadline:02/28/2023

Test Company TA

File Upload

NOT STARTED

BEGIN

Job Match

NOT STARTED

BEGIN

Validate

NOT STARTED

BEGIN

Start Here!

# Mercer Data Connector Employee Data

Choose your company(ies)

**Status**

- File Upload
- Job Match
- Validation

## File Upload

Filter: 1 Companies selected [CLEAR](#)

Choose Your Company

Test Company TA (US) x

**First select companies you want to upload from the drop down list on the right. When preparing your file choose one of below options:**

- I participated last year and want to review my pre-populated data.**

Click the "Download Template" button and Mercer Data Connector will generate an Excel file that contains your data from last year. If you have more than one company and country (or region) combination selected, they will be identified in the "Company Name" and "Country/Region Code" columns. This is the easiest way to update your employee data.
- I want to use a blank template.**

Click the "Download Template" button and Mercer Data Connector will generate an Excel file template. If you didn't participate last year, the template will be blank but if you did participate, data will be pre-populated – just delete it and copy and paste your data into the Excel file – don't modify the columns.
- I want to upload my HRIS file.**

Using an Excel (xlsx only) file, upload your file by clicking the "Upload" button. Once your file is uploaded, you will be able to map your file's column headings to Mercer's columns and identify the country (or region) combinations the data applies to.

**Are you uploading data for multiple countries (or regions) using the same file?**

During the file upload process, Mercer Data Connector will automatically skip data that is not applicable to your survey participation. Why do we do this? Mercer Data Connector automatically cleans and validates your data during the upload process. By removing responses that are not applicable, you won't have to review answers that are not needed for your survey participation.

[Download Template](#)

Download the template

# Mercer Data Connector Employee Data

For some participants the template has pre-populated data.

Job title within your organization	Job code within your organization	Job level within your organization	Job grade within your organization	Position title of the person to whom the employee reports	IPE Position Class (for licensed IPE clients or if provided through a Mercer consulting project)	Revenue for the business this role is in (in USD)	License required (Contact Center Survey participants only)	100% virtual agent (Contact Center Survey participants only)	Geographic scope of role
1	<b>Geographic scope of role</b>	REGION_RESP		Please indicate if the incumbent matched has responsibilities that encompass the following area: *Global: worldwide *Multi-Regional: Two or more Regions, e.g. EMEA, Americas, Latin America and APAC, APAC and Middle East *Regional: Commonly accepted Geo-political area or substantial number of countries, e.g. Europe, Latin America, North America, APAC, Africa, Middle East. *Multi-Country: 3 to 8 countries within a region, e.g. Western or Eastern Europe, ASEAN, North Asia *In-Country: One country only, e.g. Australia, Bangladesh, China, India, Indonesia, Malaysia, Singapore, etc. *District: Geographically significant area within a country; typically used in large geographically diverse countries, e.g. Beijing, Shanghai, Guangdong, Chengdu-Chongqing, Mumbai, New Delhi, East Java, West Java, etc. Go Back			US		10 - Global 20 - Multi Regional (2-5 Regions) 30 - Regional (e.g., Europe) 50 - Multi Country (3-8 Countries) 70 - In Country 80 - District/Zone/State/Locality (Part of the Country)

Interactive guide



# Mercer Data Connector Pre-populated Employee Data template

The screenshot displays an Excel spreadsheet with a pre-populated employee data template. The main spreadsheet is titled 'Company\_SG' and contains the following data:

Row	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)
2							
3		610.572.220	Purchasing Manager				
4		210.100.220	Finance Manager				
5		210.100.220	Finance Manager				
6		210.100.220	Finance Manager				
7		210.030.120	Head of Finance & Accounting - Tier 3				
8		210.100.220	Finance Manager				
9		310.100.210	Information Technology - Senior Manager				
10		610.100.350	Supply & Logistics Analyst - Experienced				
11		500.100.350	Research & Development (R&D) Engineer - Experienced				
12		510.415.360	Systems Engineer - Entry				
13		410.476.210	Product / Brand Marketing - Senior Manager - Group				
14		500.100.220	Research & Development (R&D) Manager				
15		110.209.130	Head of Public Relations Sub-Function				
16		500.100.210	Research & Development (R&D) - Senior Manager				
17		510.100.220	General Engineering Manager				
18		500.100.220	Research & Development (R&D) Manager				
19		510.100.220	General Engineering Manager				
20		500.100.210	Research & Development (R&D) - Senior Manager				
21		510.100.220	General Engineering Manager				
22		500.100.210	Research & Development (R&D) - Senior Manager				
23		510.100.220	General Engineering Manager				

An inset window titled 'Employee identifier' is open, showing a dropdown menu with the following options:

- Animal Health
- Biologics
- Cardiovascular
- Generics
- Medical Devices: Durable Goods
- Medical Devices: Implantable Devices
- Oncology
- OTC
- Vaccines
- Not applicable

The main spreadsheet also includes a 'Guide' tab and a status bar at the bottom showing 'Count: 0' and '80%' zoom.

# Mercer Data Connector

## Upload your file – drag and drop

The screenshot shows the 'File Upload' section of the Mercer Data Connector interface. On the left is a sidebar with navigation options: 'Status', 'File Upload' (highlighted), 'Job Match', and 'Validation'. The main area is titled 'File Upload' and includes a filter for '1 Companies selected' and a 'Choose Your Company' dropdown. A selected company 'Test Company TA (US)' is shown. Below this, there is a checkbox labeled 'I have agreed to the upload Terms & Conditions', which is checked. To the left of this checkbox is a pink annotation 'Agree to Terms and Conditions' with a blue arrow pointing to the checkbox. Below the checkbox are two dropdown menus for 'Select Date Format' (set to 'MM/DD/YYYY') and 'Select Numeric Format' (set to 'x,xxx,xxx.xx'). A red warning message states: 'Warning: Your existing submission is going to be replaced with the uploaded file!'. Below the warning is a large dashed box containing an upload instruction: 'Drop files here or click to upload, make sure to accept Terms & Conditions to activate' with an upward arrow icon. A pink annotation 'Save your file. Then drag and drop.' with a blue arrow points to this dashed box.

# Mercer Data Connector

## Changing or updating your data

DEMO DATA COLLECTION

### Employee Data

- Status
- File Upload**
- Job Match
- Validation

#### File Upload

Filter: 1 Companies selected [CLEAR](#)

Choose Your Company ▾

Test Company TA (US) ×

✔ Your data has been uploaded.

What would you like to do next?

Have you matched jobs?

- Click Job Match to start matching jobs
- OR -
- I want to **Append** my file (only data I've changed will be updated)
- I want to **Replace** my file (all of my data will be replaced)
- I want to Upload a file for a different company

[Download Template](#) > [Download Your Data](#) >

[Job Match](#)

#### File Info

File Name: Demo Data Collection\_Employee Data.xlsx  
File Size: 61538  
Format: application/vnd.openxmlformats-officedocument.spreadsheetml.sheet

Find a mistake?  
Update here!

# Mercer Data Connector Validations

The screenshot shows the Mercer Data Connector Validations interface. On the left is a navigation menu with items: Status, File Upload, Job Match, Validation, Data Submission Management, and Validations. The main area is titled 'Validations' and shows a filter for 'Test Company TA (US)'. Below this, there are filters for 'SELECT YOUR TYPE' with options: Job Match (0), Required (3), Optional (20), and Resolved (0). A red arrow points to the 'Required (3)' filter, and a yellow arrow points to the 'Optional (20)' filter. Below the filters, it says 'Results - You have 23 Items.' and provides instructions on how to dismiss multiple items. A table lists validation items with columns for Category, Error Description, Status, Number of Incumbents, and Action. A red arrow points to the 'Dismiss' button in the table header. A green circle highlights the checkbox for the 'Base Salary' row, and another green circle highlights the 'FIX ERROR' button for that row. A green line connects these two circles. A detailed modal window is shown on the right, displaying the error message 'Pay type is required for submission.' and a 'FIX ERROR' button. A green arrow points from the 'FIX ERROR' button in the modal to the 'FIX ERROR' button in the table.

**Validations**

Test Company TA (US) x

Mercer Data Connector gives you the ability to validate your data in real-time. Select your filters to view the results.

SELECT YOUR TYPE

Job Match (0)  Required (3)  Optional (20)  Resolved (0)

Results - You have 23 Items.

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

<input type="checkbox"/>	Category	Error Description	Status	Number of Incumbents	Action
<input checked="" type="checkbox"/>	Base Salary	Pay type is required for submission.	REQUIRED	1	FIX ERROR
<input type="checkbox"/>	Employee Information	Graduation year is required for submission.	REQUIRED	1	FIX ERROR
<input type="checkbox"/>	Employee Information	Highest level of education is required for submission.	REQUIRED	1	FIX ERROR
<input type="checkbox"/>	Company cars	Please complete Type of company car benefit if you have the data.	OPTIONAL	2	REVIEW
<input type="checkbox"/>	Employee Information	Please complete Home postal/ZIP code for employee's location (full-time remote employees only) if you have the data.	OPTIONAL	2	REVIEW

Pay type is required for submission.


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

DISMISS FIX ERROR

You know your data better than Mercer!

Answering the validations leads to more comprehensive, detailed, and accurate survey results.

# Mercer Data Connector Validations



## Fix Error

Please complete Home postal/ZIP code for employee's location (full-time remote employees only) have the data.

Adding optional data will ensure your data file submission is complete, please add your data.

< Previous Error
Next Error >

You can either save all changes or dismiss, update and exclude entries after selecting them in the table below.

Save | 
 Dismiss | 
 Bulk Update | 
 Exclude

Dismiss All | 
 Export .xlsx | 
 Import File

<input checked="" type="checkbox"/>	Job title within your organization	Employee identifier	Home postal/ZIP code for employee's location (full-time remote employees only)	Mercer benchmark code	Mercer position title	Quality of position match	Therapeutic area flag (selected Mercer Life Science jobs only)	M.D. specialty flag (selected Mercer Life Science jobs only)
<input checked="" type="checkbox"/>	Lineman Team Lead	12345		EGS.01.030.M20	Electric Transmission/Distribution Lines Installation & Maintenance (Utilities) - Team Leader (Professionals) (M2)	Equal Responsibility		
<input checked="" type="checkbox"/>	Data Science Manager	678910		DAW.02.001.M30	Data Science/Big Data Mining - Manager (M3)			

### Bulk Update

- Select the column where you want to apply the update.
 

Column  
 Home postal/ZIP code for employee's location (full-time remote employees only)
- Select the update you would like to apply.
  - Type in the update.
 

Update to:  
 40220
  - Swap data with another column.
 

Column to swap with:
- Select where you want to apply this update.
  - Apply this update to current (2) selections only.
  - Apply this update to ALL (2) rows in this column.

Cancel Update

# Mercer Data Connector

## Employee Data – why it’s important!

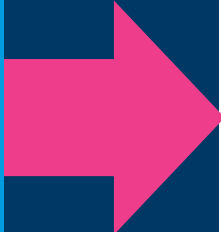
*Employee Data info pulled directly into Mercer WIN for custom analysis*

Site/workplace name	Workplace postal/ZIP code for employee's primary location	Home postal/ZIP code for employee's location (full-time remote employees only)
---------------------	---	--

Is this position unionized (with comp from collective bargaining agreement)?

Experience level (Applicable to specific energy jobs)

Overtime pay eligibility



Shale play

Guaranteed cash eligibility

Fair Labor Standards Act (FLSA) status

- ▼ Incumbent
- Employee Location - City (Non-MSA)
- Employee Location - City State/Province
- Employee Location - Region (in-country)
- Employee Location - State
- Geographic Scope of Role
- Position Class
- Family
- Sub-Family
- Specialization
- Career Stream
- Career Level
- Mercer Job Library Specialty Flags - Level 1
- Energy Experience Level
- Tenure in Organization
- Tenure in Current Position
- Working in Shale Formation
- Shale Site
- FLSA Status
- Union Status
- Other Guaranteed Cash Eligibility
- Overtime Pay Eligibility
- Short Term Incentive Eligibility
- Trading Bonus Eligibility

# Mercer Data Connector

## Why it's important – Guaranteed Allowances

Transportation allowance (annual)    Annual overtime pay amount    Annual overtime hours    Other guaranteed cash eligible    Annual location premium    Annual living allowance amount

**Please note:** Select data elements have changed since 2021. Please reference the Guide tab for additional information on updates, changes, and full descriptors of data elements.

Field pay (day rate) (required for oilfield services)    Field pay (annual job bonus) (required for oilfield services)    Number of days in the field (required for oilfield services)    Other non-guaranteed cash eligible    Other annual non-guaranteed cash amount    Other annual non-guaranteed cash description

### Available Mercer Market Data

#### ▼ Guaranteed Cash

- Other Guaranteed Cash Eligibility
- Transportation Allowance
- Transportation Allowance - Hourly
- Living Allowance
- Living Allowance - Hourly
- Location Premium
- Location Premium - Hourly
- Field Pay - Day Rate
- Annual Number of Days in the Field
- Field Allowance - Hourly
- Field Pay
- Offshore Allowance
- Shift Allowance
- Shift Allowance - Hourly
- Overtime Pay Eligibility
- Other Guaranteed Cash Amount



# Mercer Data Connector Allowance Types

## Car allowances

Type of company car benefit	Allowance paid in lieu of a company car (annual)	Vehicle replacement term (in years)	Vehicle purchase price (including VAT)	Lease/rent cost (annual, including VAT)	Percentage of fuel paid by the organization for private use
-----------------------------	--	-------------------------------------	--	---	---

## Guaranteed offshore allowance (annual)

- Annual amount of compensation for employees for working offshore

Guaranteed cash eligibility	Guaranteed offshore allowance (annual)	Shift allowance (annual)	Transportation allowance (annual)
-----------------------------	--	--------------------------	-----------------------------------

# Mercer Data Connector Employee Data

## Sales Incentives

– New columns for you to report sales incentives data if you have it

Sales incentive eligibility	Sales incentive (target) as percentage of base	Sales incentive amount (target) (annual)	Sales incentive amount (actual) (annual)	Sales incentive status for non-receivers
-----------------------------	--	--	--	--

– For energy trading data, please report in the energy trading columns.

Trading bonus eligibility	Trading bonus (target) as percentage of base	Trading bonus (maximum) as percentage of base	Trading bonus (actual)	Is the trading bonus capped?	Trading bonus cap amount
---------------------------	--	---	------------------------	------------------------------	--------------------------

# Mercer Data Connector Specialty Flags

▶ **Specialty flag:**  
A field used to "flag" additional areas of specialization. Consistent reporting of these flags is needed for availability of more granular compensation data.

- ▶ **Jobs:**  
DEX.03.007 Field Service Equipment/Tool Operations - Oilfield Services (Oil & Gas)  
ENS.10.087 Field Service Technician - Oilfield Services ( Oil & Gas)  
ENS.03.275 Field Service Engineering - Oilfield Services (Oil & Gas)  
▶ ENS.10.011 Engineering Technologist & Technicians Management (Energy & Mining)



Basic Chemicals  
Specialty Chemicals

**Associated specialty flags: (General specialty flag has been removed)**

Chemicals	Compression Services and Equipment	Directional Drilling	Drill Bits
Drilling	Drilling Equipment and Production Systems	Fluids	Other
Pumping /Completion Services	Subsea and Surface Systems	Wireline	

# Mercer Data Connector Specialty Flags

Specialization Code	Specialization Title	Specialty Flags /Therapeutic Area Flags
ENS.03.275	Field Service Engineering - Oilfield Services (Oil & Gas)	Specialty Flags: Chemicals; Compression Services and Equipment; Directional Drilling; Drill Bits;
ENS.10.011	Engineering Technologists & Technicians Management (Energy & Mining)	Specialty Flags: Asset Integrity; Chemicals; Civil Engineering; Compression & Controls; Control Systems;
ENS.10.087	Field Service Technician - Oilfield Services (Oil & Gas)	Specialty Flags: Chemicals; Compression Services and Equipment; Directional Drilling; Drill Bits;
DEX.03.007	Field Service Equipment/Tool Operations - Oilfield Services (Oil & Gas)	Specialty Flags: Chemicals; Compression Services and Equipment; Drill Bits; Drilling; Drilling
DEX.04.004	Pipeline Scheduling (Oil & Gas)	Specialty Flags: Crude Oil/Liquids; Gas
TRD.01.040	Energy Trading	Specialty Flags: Coal; Gas; Liquefied Natural Gas (LNG); Natural Gas Liquids (NGL); Oil Crude; Oil
TRD.01.041	Energy Trading: Freight & Chartering	Specialty Flags: Coal; Gas; Liquefied Natural Gas (LNG); Natural Gas Liquids (NGL); Oil Crude; Oil
TRD.01.042	Energy Trading: Portfolio & Proprietary	Specialty Flags: Coal; Gas; Liquefied Natural Gas (LNG); Natural Gas Liquids (NGL); Oil Crude; Oil
TRD.01.043	Energy Trading: Portfolio	Specialty Flags: Coal; Gas; Liquefied Natural Gas (LNG); Natural Gas Liquids (NGL); Oil Crude; Oil
TRD.01.044	Energy Trading: Proprietary	Specialty Flags: Coal; Gas; Liquefied Natural Gas (LNG); Natural Gas Liquids (NGL); Oil Crude; Oil
TRD.01.045	Energy Trading: Structured	Specialty Flags: Coal; Gas; Liquefied Natural Gas (LNG); Natural Gas Liquids (NGL); Oil Crude; Oil
TRD.01.046	Energy Trading: Shift	Specialty Flags: Coal; Gas; Liquefied Natural Gas (LNG); Natural Gas Liquids (NGL); Oil Crude; Oil
TRD.01.047	Energy Trading Marketing & Sales Programs	Specialty Flags: Coal; Gas; Liquefied Natural Gas (LNG); Natural Gas Liquids (NGL); Oil Crude; Oil

*This data is very important for key positions. The data flows directly to Mercer WIN and allows you to drill down further into the data.*

- Incumbent
- Employee Location - City (Non-MSA)
- Employee Location - City State/Province
- Employee Location - Region (in-country)
- Employee Location - State
- Geographic Scope of Role
- Position Class
- Family
- Sub-Family
- Specialization
- Career Stream
- Career Level
- Mercer Job Library Specialty Flags - Level 1**
- Energy Experience Level
- Tenure in Organization
- Tenure in Current Position
- Working in Shale Formation
- Shale Site

*Find the full list of Specialty Flags in the Job Matching Booklet. Access the MJL Specializations & Levels tab*

Introduction	<b>MJL Specializations &amp; Levels</b>	Job Catalogue	Career Streams & Levels	Family & Sub-Family Summary	Survey Descriptions
--------------	---	---------------	-------------------------	-----------------------------	---------------------

# Mercer Data Connector Experience Flags

## Experience level:

A field used to "flag" additional levels for a specialization. Consistent reporting is needed for availability of more granular compensation data.

## Associated levels available:

- Trainee
- Lead Hand
- Guru



▼ Job Information

- Position Class
- Geographic Scope of Role
- Energy Experience Level
- Chemical Specialization Flag

## Example jobs:

Power Plant Operations (Utilities & Renewables) - Entry Para-Professional (S1) - **Trainee**

Repair & Maintenance Electrical - Specialist Para-Professional (S4) – **Lead Hand**

Production Operations (Oil & Gas) - Specialist Para-Professional (S4) – **Lead Hand**

Exploration Geology (Oil & Gas, Mining) - Pre-eminent Professional (P6) - **Guru**

# Mercer Data Connector

## Important Data Elements

**Annual Field Pay Amounts** can be used by all segments of the industry but are required to ensure we are collecting appropriate allowances at **oilfield services organizations**.

### All 3 field pay data elements

Field pay (day rate) (required for oilfield services)	Field pay (annual job bonus) (required for oilfield services)	Number of days in the field (required for oilfield services)
--	--	---

### to the following field jobs:

- DEX.03.007 Field Service Equipment/Tool Operations - **Oilfield Services** (Oil & Gas)
- ENS.10.087 Field Service Technician - **Oilfield Services** ( Oil & Gas)
- ENS.03.275 Field Service Engineering **Oilfield Services** Oil & Gas)

# Mercer Data Connector

## Important Data Elements

### Employee Identifier

- Important for YOY analysis
- *Access the Year over Year Reports in Mercer WIN to see same incumbent analysis, same job analysis, and all organization analysis*

### Shale Plays



### Short-term Incentives

- Includes sign-on and retention bonus



# Mercer Data Connector

## Important Data Elements

- **Long-term Incentives is collected in two places:**
  - LTI section in Incumbents Tab
    - Data is collected individually for each incumbent. Data should be linked with LTI Plans with the proper Plan Identifier
  - LTI Plans section
    - Data is collected for each LTI plan provided. Data is used for both valuations and prevalence reports.

Long-Term Incentive eligibility	Long-Term Incentive status for non-receivers	Which Long-Term Incentive Plans are offered? For multiple plans, separate them with a comma, no spaces.	LTI plan award #1. Org LTI plan identifier (see identifiers in the LTI section)	LTI plan award #1. No. of options/shares/performance units or value of granted cash award
---------------------------------	--	---	---	---

### Long-Term Incentive Plans

If your organization does not offer any Long-Term Incentive plans, please dismiss the validations and leave this section blank.

Enter your organization's Internal code or name for each long-term Incentive award. ⓘ

---

What is the type of Long-Term Incentive award? ⓘ

- Stock/Share Options
- Share Appreciation Rights (SARs)
- Service-Based Restricted Shares/Share Units
- Performance-Based Shares/Share Units
- Performance Cash Units
- Long-Term Cash
- Not Applicable

# Mercer Data Connector Important Data Elements

- **Long-term Incentives – Critical information**
- **Incumbent Section**
  - LTI Plan Award identifier
  - # of options/shares/performance units/cash award
- **LTI Plan Section**
  - LTI plan identifier
  - LTI plan type – determines type of LTI grant
  - Grant currency – do not change to local currency
  - Grant date – no valuations will be performed without this
  - Market price per share on grant date

NOT STARTED

## Long Term Incentive Plans

0 out of 1 Completed [BEGIN](#)

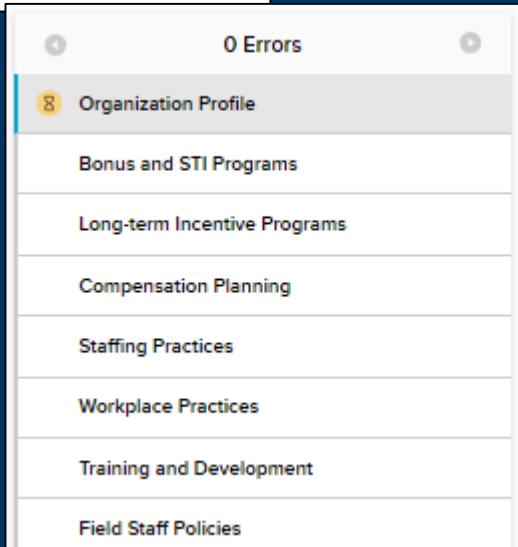
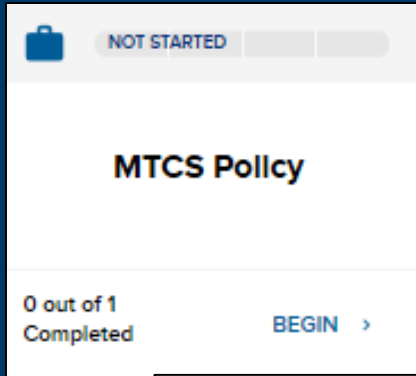
If your organization does not offer any Long-Term Incentive Plans, click here.

Enter your organization's Internal code or name for each long-term Incentive award. ⓘ

What is the type of Long-Term Incentive award? ⓘ

- Stock/Share Options
- Share Appreciation Rights (SARs)
- Service-Based Restricted Shares/Share Units
- Performance-Based Shares/Share Units
- Performance Cash Units
- Long-Term Cash
- Not Applicable

# Mercer Data Connector Policy



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# Mercer Data Connector Resource Center

Step by step instructions for completing tasks in Mercer WIN. Screenshots included?



## Mercer Data Connector

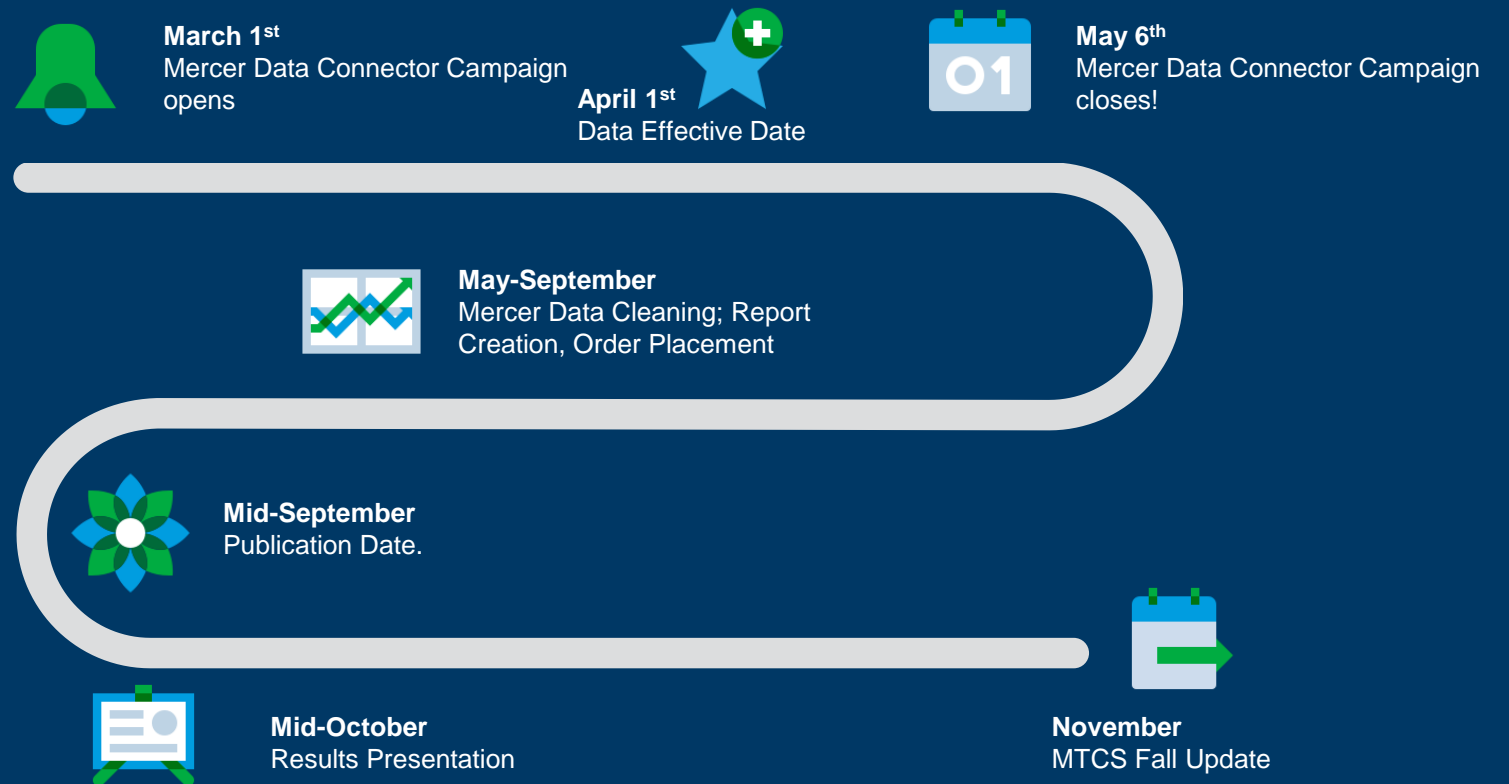
online data submission  
**made simple**

You have the flexibility to securely delegate access and responsibility for specific data sets, to control who can see sensitive data.

by region — by country — by business unit

# Key Dates

- Mercer Data Connector Trainings: **March 8<sup>th</sup>** and **March 29<sup>th</sup>**
- Job Matching and Data Element Fundamentals for Surveys in Mercer Data Connector: **March 15<sup>th</sup>**
- **US Compensation Planning Survey**
  - Free results for participants
  - Energy-specific data cuts
  - 3 versions: March, August, and November



**Mercer Job Library and Job Matching Booklet**  
Job Matching and Updates in 2022



# Mercer Job Library Job Matching Guidelines

## Matching Your Positions

- Confirm your understanding of your organization's jobs. Discuss matches with line managers, peers, and Mercer.
- Match each incumbent to one Library job only.
- Match on content, not: Job title or Individual in the job

## A Good Match

- Incumbent may not perform all functions from survey description.
- Good match represents 80%-120% of Library job.
- If one or more main responsibilities from survey description are not part of your position, another match may be more appropriate.

## Hybrid Jobs

- Some jobs are too unique to match (e.g. incumbent working 50% in marketing and 50% in IT).
- Exclude such job if it covers less than 60% of survey's job content



# Job Matching

## Search by Industry

STEP 1

Select relevant Industries

STEP 2

Determine relevant Specialization

STEP 3

Determine Career Stream & Level



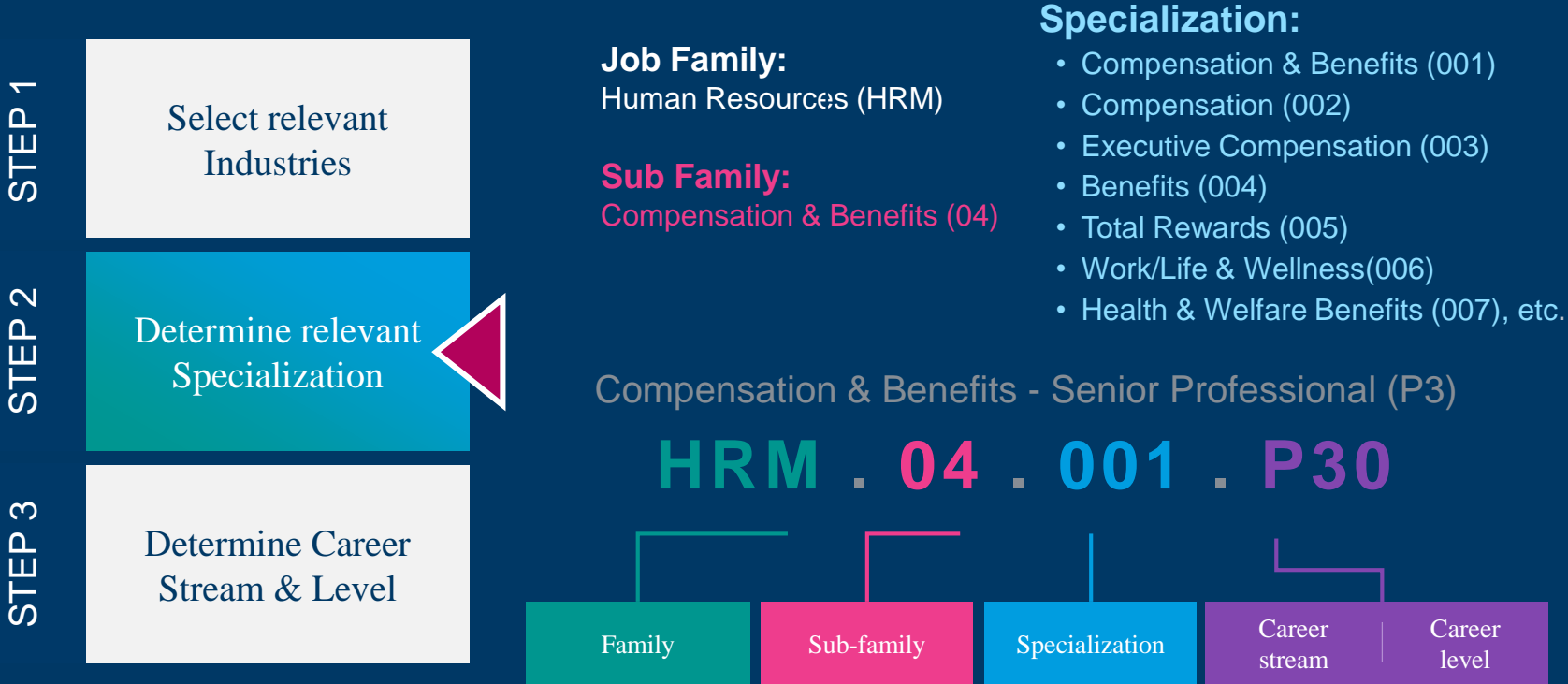
Search for cross industry or industry-specific jobs from the full Mercer Job Library!

To strengthen our existing products and to allow the creation of new industry-specific products to meet your needs, Mercer follows a **product agnostic approach** for job matching and data submission.

		Agriculture	Automotive
Construction	Cross Industry (TRS)	Education	Energy & Mining
Financial Services	Healthcare	High Tech	Hospitality
Insurance	<b>Life Sciences</b>	Logistics & Transportation	Media & Entertainment
Outsourcing & Global Capability Centers		Professional Services	Public Sector/Not-for-Profit
Real Estate	Retail		

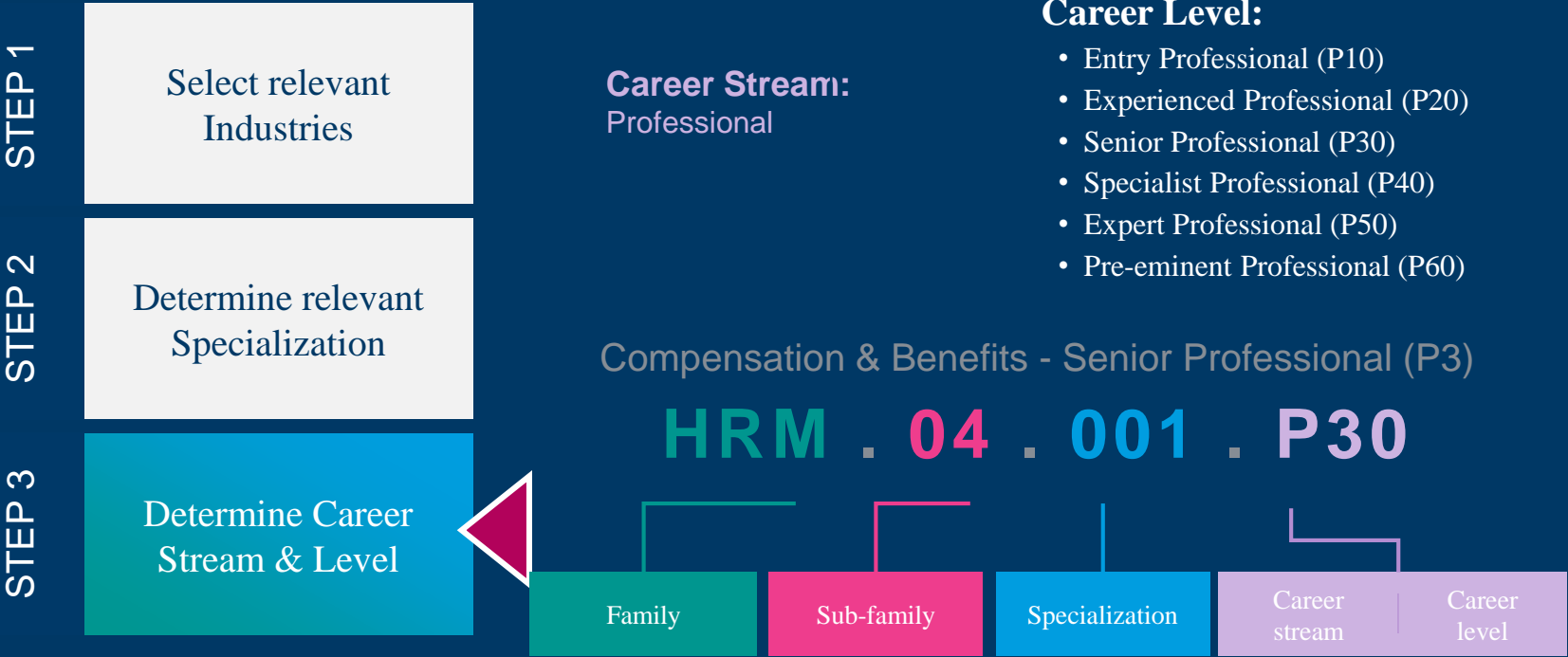
# Job Matching

## Match to the Most Relevant Specialization



# Job Matching

## Match to the Most Specific Level



# Mercer Job Library Important Materials

The screenshot shows the Mercer website interface. At the top, the 'All products' dropdown menu is open, with '2022 Survey Participation' selected. Below this, the '2022 Survey Participation' page is displayed, featuring a 'Data Submission Tools' section with a 'Participate Online' button highlighted. The page also includes sections for 'Product Details', 'Pricing / Buy Now', 'Participating Companies', and 'Position list & sample report'. A 'What's new in the 2022 survey?' section lists updates such as policy questions and data collection through Mercer Data Connector. The 'Top sellers' section is also visible at the bottom.

### 2022 Survey Participation

**Data Submission Tools**

- [Participate Online](#)
- [Job matching booklet](#)

Participation is open March 1 to May 6 with results available in September. All organizations with matching jobs are invited to participate using the links above.

**What's new in the 2022 survey?**

- Policy questions are now included giving you a more holistic view of the total rewards package.
- Data will be collected through Mercer Data Connector, an online platform for easy data importing, real-time data validation, and more.

- Accessible on the 2022 Participation Station.
- Or, email us at [surveys@mercer.com](mailto:surveys@mercer.com).
- NOTE: Energy-specific version will be available soon

# Mercer Job Library Job Matching Booklet



## 2022 United States Mercer Job Library Job Matching Booklet

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The Job Matching Booklet assists you with matching your company's jobs to the Mercer Job Library. The following instructions will help you navigate the booklet.

Click and follow the *Job Matching Instructions* and the *Executive Levels Matching Instructions* icons to properly match your jobs.

Click other icons to learn more about the topics covered.



**Job Matching  
Instructions**



**Executive Levels  
Matching**



**Career Streams  
& Levels**



**Family &  
Sub-family**



**Year over Year Job  
Changes**



**Help**

This link reflects all year over year changes in the full Mercer Job Library and is not limited to the positions in scope for US surveys in Mercer Data Connector in 2022

# Mercer Job Library Job Matching Booklet

Tap the icon to view a separate excel file outlining Revisions and changes to Mercer Job Library in 2022. OR, see changes on the Job Catalogue and/or MJL Specializations & Levels tabs.

The screenshot shows the Mercer Job Library interface. At the top, it says "Mercer 2022 United States Mercer Job Library". Below this, there is a copyright notice: "Copyright © 2022 Mercer LLC. All rights reserved." The main content area contains text explaining the Job Matching Booklet and instructions on how to use it. A table is displayed, showing job changes for 2022. The table has three columns: "Job Year over Year Change Status", "Job Code", and "Job Title". The table lists three new jobs with specializations. Below the table, there are six navigation icons: "Job Matching Instructions", "Executive Levels Matching", "Career Streams & Levels", "Family & Sub-family", "Year over Year Job Changes", and "Help". A pink arrow points from the "Year over Year Job Changes" icon to a navigation bar at the bottom of the page.

Job Year over Year Change Status	Job Code	Job Title
NEW JOB (NEW SPECIALIZATION)	LCA.09.051.M30	Carbon Capture/Offset Management (Oil & Gas) - Manager (M3)
NEW JOB (NEW SPECIALIZATION)	LCA.09.051.M20	Carbon Capture/Offset Management (Oil & Gas) - Team Leader (Professionals) (M2)
NEW JOB (NEW SPECIALIZATION)	LCA.09.051.P50	Carbon Capture/Offset Management (Oil & Gas) - Expert Professional (P5)

The Job Matching Booklet assists you with matching your company's jobs to the Mercer Job Library. The following information is provided to help you understand the changes and how to use the booklet.

Click and follow the *Job Matching Instructions* and the *Executive Levels Matching Instructions* icons to provide additional information.

Click other icons to learn more about the topics covered.

- Job Matching Instructions
- Executive Levels Matching
- Career Streams & Levels
- Family & Sub-family
- Year over Year Job Changes
- Help

This link reflects all year over year changes in the full Mercer Job Library and is not limited to the positions in scope for US surveys in Mercer Data Connector in 2022

- Inactivated Jobs**
- Jobs & Specializations
- Typical Titles
- Families, Sub-families & UNGs
- Specialty Flags

# Job Matching Booklet

The entire job library is available to you, but the MTCS positions begin in column AV of the job catalogue tab in the Job Matching Booklet.

Click on the “+” at the top to expand and see all modules as shown on the next slide.

A	B	C	D	E	AV	BE
<p><b>Please note that columns have been hidden to allow you to easily view the list of Specializations and/or Jobs and their alignment to our various survey products. Please expand and collapse the hidden rows as necessary to view additional details regarding the Specializations and/or Jobs.</b></p>					MTCS	MIN
Industry	Broad-Based/General Specialization	Job Year over Year Change Status	Job Code	Job Title	Mercer Total Compensation Survey for the Energy Sector - All Modules (Click at the plus button to see detailed product information)	Mining - All Modules (Click at the plus button to see detailed product information)
Energy & Mining		NEW JOB (NEW SPECIALIZATION)	PSK.03.009.M30	Production & Maintenance Operations Coordination (Oil & Gas) - Manager (M3)	•	
Energy & Mining		NEW JOB (NEW SPECIALIZATION)	PSK.03.009.M20	Production & Maintenance Operations Coordination (Oil & Gas) - Team Leader (Professionals) (M2)	•	
Energy & Mining		NEW JOB (NEW SPECIALIZATION)	PSK.03.009.P60	Production & Maintenance Operations Coordination (Oil & Gas) - Pre-eminent Professional (P6)	•	
Energy & Mining		NEW JOB (NEW SPECIALIZATION)	PSK.03.009.P50	Production & Maintenance Operations Coordination (Oil & Gas) - Expert Professional (P5)	•	
Energy & Mining		NEW JOB (NEW SPECIALIZATION)	PSK.03.009.P40	Production & Maintenance Operations Coordination (Oil & Gas) - Specialist Professional (P4)	•	
Energy & Mining		NEW JOB (NEW SPECIALIZATION)	PSK.03.009.P30	Production & Maintenance Operations Coordination (Oil & Gas) - Senior Professional (P3)	•	

# Job Matching Booklet

Please note that columns have been hidden to allow you to easily view the list of Specializations and/or Jobs and their alignment to our various survey products. Please expand and collapse the hidden rows as necessary to view additional details regarding the Specializations and/or Jobs.

Industry	Broad-Based/General Specialization	Job Year over Year Change Status	Job Code	Job Title	MTCS									
					Mercer Total Compensation Survey for the Energy Sector - All Modules (Click at the plus button to see detailed product information)	MTCS - Upstream/Midstream	MTCS - Downstream and Oilfield Service	MTCS - Utilities	MTCS - Field/Hourly	MTCS - Energy Trading	MTCS - General Benchmark	MTCS - Cross-Segment	MTCS - Chemical	
Energy & Mining			ENS.03.172.M40	Completions Engineering (Oil & Gas) - Senior Manager (M4)	•								•	
Energy & Mining			ENS.03.172.M30	Completions Engineering (Oil & Gas) - Manager (M3)	•								•	
Energy & Mining			ENS.03.172.M20	Completions Engineering (Oil & Gas) - Team Leader (Professionals) (M2)	•								•	
Energy & Mining			ENS.03.172.M10	Completions Engineering (Oil & Gas) - Team Leader (Para-Professionals) (M1)	•								•	
Energy & Mining			ENS.03.172.P60	Completions Engineering (Oil & Gas) - Pre-eminent Professional (P6)	•								•	
Energy & Mining			ENS.03.172.P50	Completions Engineering (Oil & Gas) - Expert Professional (P5)	•								•	
Energy & Mining			ENS.03.172.P40	Completions Engineering (Oil & Gas) - Specialist Professional (P4)	•								•	
Energy & Mining			ENS.03.172.P30	Completions Engineering (Oil & Gas) - Senior Professional (P3)	•								•	
Energy & Mining			ENS.03.172.P20	Completions Engineering (Oil & Gas) - Experienced Professional (P2)	•								•	
Energy & Mining			ENS.03.172.P10	Completions Engineering (Oil & Gas) - Entry Professional (P1)	•								•	
Energy & Mining			ENS.03.173.E30	Gas Operations Engineering (Oil & Gas) - Sub-function Executive 3 (E3)	•								•	
Energy & Mining			ENS.03.173.E20	Gas Operations Engineering (Oil & Gas) - Sub-function Executive 2 (E2)	•								•	
Energy & Mining			ENS.03.173.E10	Gas Operations Engineering (Oil & Gas) - Sub-function Executive 1 (E1)	•								•	
Energy & Mining			ENS.03.173.M50	Gas Operations Engineering (Oil & Gas) - Senior Manager II (M5)	•								•	
Energy & Mining			ENS.03.173.M40	Gas Operations Engineering (Oil & Gas) - Senior Manager (M4)	•								•	
Energy & Mining			ENS.03.173.M30	Gas Operations Engineering (Oil & Gas) - Manager										



**Executive Job Matching**



# Mercer Job Library Executive Career Stream



**MERCER**

## 2021 United States Mercer Job Library Job Matching Booklet

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The Job Matching Booklet assists you with matching your company's jobs to the Mercer Job Library. The following instructions will help you navigate the booklet.

Click and follow the Job Matching Instructions and the Executive Levels Matching Instructions icons to properly match your jobs.

Click other icons to learn more about the topics covered.



**Job  
Matching  
Instruction**



**Executive Levels  
Matching  
Instructions**



**Career Streams  
& Levels**



**Family &  
Sub-family**



**Year over Year Job  
Changes**

This link reflects all year over year changes in the full Mercer Job Library and is not limited to the positions in scope for US surveys in Mercer Data Connector in 2021



**Help**

# Mercer Job Library Recap of Changes

2020

2022

1



### Type of Executive Role

- Organization Head
- Function Head
- Sub-function Head

No change

2



### Organization Type

- Parent/Independent → • Parent/**Corporate**
- Subsidiary → • **No change**
- Multi-Profit Center/Group → • Division(s)
- Division

3



### Geographic Responsibility

- Global
- Regional (Multi-Country)
- Country

No change

# Start with your CEO!

1

**What type of executive are you matching?**

- A. Organization Head
- B. Function Head
- C. Sub-function Head (follows simplified method)

2

**Which specialization describes the nature of the role that the incumbent holds? There are three CEO**

**Specializations in the MTCS:**

- A. Chairman of the Board (Non CEO)
- B. Chairman of the Board and CEO
- C. Head of Organization (CEO)

3

**Determine the organization type that the incumbent works for**

- A. Parent/Corporate
- B. Subsidiary
- C. Division(s)

4

**Determine the job's geographic responsibility**

- A. Global (multi-region)
- B. Regional (multi-country) i.e. North America, APAC
- C. Country (single country)

5

**Match your incumbent to the correlating E level/code**

Each CEO specialization has four levels (E5, E4, E3, E2) but 12 E codes to choose from that identify the geo scope and org type.



# Mercer Job Library Matching Executive Jobs

- “Parent/Independent” label is renamed to “Parent/Corporate”
- “Multi-Profit Center/Group” and “Division” job types are merged into “Division(s)”.

HEAD OF ORGANIZATION				
GEOGRAPHIC SCOPE OF ROLE	ORGANIZATION TYPE			
	Parent/ <b>Corporate</b>	Subsidiary	Multi-Profit Center/Group	Division(s)
Global	E5A	E4S	E4M	E4D
Regional (Multi-Country)	E4A	E3S	E3M	E3D
Country	E3A	E2S	E2M	E2D

- For Head of Organization and Head of Function executive roles the new “Division(s)” jobs will inherit codes from the old “Division”.

HEAD OF FUNCTION				
GEOGRAPHIC SCOPE OF ROLE	ORGANIZATION TYPE			
	Parent/ <b>Corporate</b>	Subsidiary	Multi-Profit Center/Group	Division(s)
Global	E41	E34	E33	E32
Regional (Multi-Country)	E31	E24	E23	E22
Country	E21	E14	E13	E12

- Jobs matched in 2020 to legacy “Multi-Profit Center/Group” jobs will be re-mapped to “Division(s)” jobs.

HEAD OF SUB-FUNCTION		
GEOGRAPHIC SCOPE OF ROLE	ORGANIZATION TYPE	
	Parent/ <b>Corporate</b>	Subsidiary, Multi-Profit Center/Group, Division(s)
Global	E30	E20
Regional (Multi-Country)	E20	E10
Country	E10/M50	M50

- The simplification reduces the number of jobs for Head of Organization and Head of Function type of roles.
- The number of jobs for the Head of Sub-function specializations does not change.

## Additional Matching Notes



# Job Matching Notes

## ENS - Engineers

### Matching Notes

1. Independent Contributors map to P levels.
  2. Engineers who oversee teams map to M level.
- If the incumbent holds an engineering degree and is performing an engineering function match them to an engineering job.
  - Incumbent must have an engineering degree to match to an engineering job, but they do not require a P.Eng.
    - Tell us in the incumbent questionnaire if the engineer holds a P.Eng or an advance degree.
  - If an incumbent with an engineering degree is in a job that is not performing an engineering function, match them to the job that best describes their role. Do not match to an ENS job based on degree alone. Match based on the job that best describes what they are doing.
  - Enter the education and accreditation of the incumbent. This data element was added to the questionnaire in 2019, and allows you to refine by engineers who hold P.Eng, Masters, PhD. etc. vs. those who do not.

### Engineer Professional Levels

P1 = Level A, Graduate could be an Engineer in Training (EIT) 1 – 2 years.

P2 = Level B, Graduate could be an Engineer in Training (EIT) 2 – 4 years.

P3 = Level C, This is typically the fully qualified level / when an engineer achieves P.Eng. However, P.Eng is not “required” to progress to level C.

This is because not all engineering jobs are as reliant on P.Eng to perform the role as others. Consider a Software Engineer vs. Civil Engineer.

P4 = Level D, A subject matter expert based on work experience. This person could progress from P4 to and M level.

P5 = Level E, An expert level could have advanced education and would be a master in their discipline.

P6 = Level F, Use level F sparingly. This level is viewed to be an authority who communicates with executives on strategic matters.

# Job Matching Notes

## ENS.10 - Technicians and Technologists

### Matching Notes

1. Technicians map to S levels.
  - Technicians may hold a certificate, but could have no formal education at all.
  - Technicians can perform technical administrative duties, such as filing technical information.
2. Technologists map to P levels
  - Technologists typically have formal education and may have a technical degree or certificate. They could also hold a technical accreditation.
3. **NEW** Map Managers to ENS.10.011 Engineering Technologist and Technician Management . (M1,M2,M3)
  - M1-Incumbents who lead Technicians.
  - M2-Incumbents who lead Technologists or both Technicians and Technologists.
  - M3-Senior Managers.

### Guidelines for Mapping Managers:

- Map Managers to ENS.10.011 Engineering Technologist and Technician Management (M1,M2,M3).
- Add a Specialty Flag to ENS.10.011 Engineering Technologist and Technician Management .
  - Chemicals, Drilling, Electrical, Mechanical, Asset Integrity, Data Management/Seismic Data, Geotechnical/Geophysical, Exploration, Instrumentation, Laboratory, Mine, Maintenance, Pipeline, Production, Pumping & Completions, Quality Assurance, Reservoir, Services & Equipment, Solar, Wind
- This approach helps us avoid splitting data while still allowing us to see variation in compensation as the data strengthens.
- Enter the education and accreditation of the incumbent. This data element was added to the questionnaire in 2019. This allows you to refine data by those who hold accreditations vs. those who do not.



# Field and Hourly Leveling Notes

## Management

Not every organization will have all three levels. Some may have only M1 and M3, or M2 and M3.

Foreman = M1

Sr. Foreman = M2

Superintendent = M3

Most of the PSK jobs only have the M1 Level.

If you have additional M levels that you would like to match for your trades use PSK.05.999 Other Repair & Maintenance Trades. This job offers M1, M2, M3, M4.

### Examples:

M3 - Superintendent - may report to M3 or higher in Corporate Structure, may be supervisor to Foreman and/or Sr Foreman Levels and oversees site based operations.

M2 - Senior Foreman - likely to report to M3 Superintendent, may have direct reports of hourly operators and input into site based operations.

M1 - Foreman - likely to report to M3 Superintendent, may have direct reports of hourly operators.



## Para-Professional – Hourly Support

Many organizations have more levels than provided only match directly comparable levels, this means some levels may be omitted.

S4 + Lead Hand Flag – Add Experience Level Flag “Lead Hand”. Use for your vacancy based top operator that is considered a Lead. Not all will have this level.

S4 - Top Hourly Operator - Align this to your top of progression. May represent top level of structure if not Lead Hand.

S3 - This is your Fully Qualified Operator. In Trades this would represent the Journeyman Level. For plant operations, individuals are likely to have 3rd class or higher.

S2 - This is for your operators with experience. They have working experience gained through progression. In Trades, this would be an Apprentice III, Plant Operators are likely to have 4th class steam and be working on their 3rd class.

S1 - This is for your entry-level operators and likely, the start of your true progression matrix, there may be a general laborer below them. Trades would be Apprentice I and Plant Operators may be working on their first level of Steam.

S1 + Trainee Flag- this flag should only be used for apprentices who are starting out in their trade.

# I don't know my Incumbent's Specialization

I have many engineers and I don't know the details of what they do. What do I do? We don't track it.

In the past we used the "OTHER Specializations (999 Jobs)  
THIS YEAR UPDATE your "999" job to the appropriate GENERAL Job Code.

## Don't Forget!

When using the data the data from the General jobs will show in the data roll up in a CORE JOB which brings together all of the jobs in the same sub family.

Industry	Broad-Based/General Specialization	Specialization Year over Year Change Status	Specialization Code	Specialization Title
Cross Industry	X	NEW	ENS.03.009	General Engineering
High Tech			ENS.03.065	General Integrated Circuit (IC) Design Engineering (High Tech)
Cross Industry	X		ENS.03.108	General Project Engineering
Cross Industry	X		ENS.03.203	General Product Test Engineering
Cross Industry	X		ENS.03.229	General Repair & Maintenance Engineering
Construction			ENS.03.301	General Municipal Engineering (Construction & Civil Infrastructure)
Cross Industry	X	NEW	ENS.10.004	General Engineering Technologists & Technicians
Cross Industry	X		ENS.07.021	General Product/Process Research Science

Some companies do not track the detail of their engineers and techs specialization in their HRIS systems. Uncovering this detail could be a task that requires meeting with managers and department heads.

We encourage you to take this step this year, but if it's impossible, matching into the GENERAL jobs.

# Questions?

Visit our events page

<http://www.imercer.com/us-events>

Contact our Customer Service Team

P: 1 800 333 3070

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# Appendix

# Mercer Job Library Methodology

A reminder of how the MJL is structured.

## Mercer Job Library Methodology

### 1. DEFINITION OF JOB

In the Mercer Job Library, a **Job** (e.g. *Electronics Product Design Engineering - Senior Professional*) is defined by two elements:

- **Nature of Work**, in our example: *Electronics Product Design Engineering*
- **Hierarchy of Work**, in our example: *Senior Professional*



# Mercer Job Library Methodology

## a) Nature of Work

in the Library is arranged in a tiered manner: Family > Sub-family > Specialization

Family	Sub-family	Specialization
Engineering &	Engineering (03)	Electronics Product Design Engineering

For a summary of the Job Families & Sub-families available across Mercer Job Library, refer to the [Family & Sub-family](#) tab

To review the Specializations available across Mercer Job Library, refer to the [MJL Specializations & Levels](#) tab.

## b) Hierarchy of Work

in the Library is broken down into two parts:

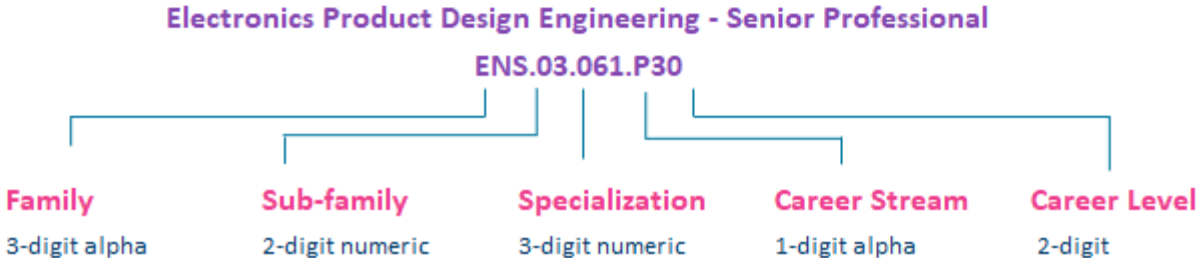
Career Stream	Career Level
Professional	Senior Professional (P3)

For a summary of the Career Streams & Levels available across Mercer Job Library, refer to the [Career Streams & Levels](#) tab.

## 2. JOB CODE

The Mercer Job Library **Job Codes** consist of:

- 3 digit Family - alpha
- 2 digit Sub-family - numeric
- 3 digit Specialization - numeric
- 1 digit Career Stream - alpha
- 2 digit Career Level



# Mercer Job Library Changes in MTCS

Specialization Code	Specialization Title	Change Status
CCA.04.014	Environmental, Social & Governance (ESG)	NEW
LCA.09.051	Carbon Capture/Offset Management (Oil & Gas)	NEW
ENS.07.054	Product Development Chemistry	NEW
ENS.07.108	Geochemistry (Oil & Gas, Mining, Construction)	NEW
ENS.07.109	Groundwater Modeling (Oil & Gas, Mining, Construction)	NEW
PSK.03.009	Production & Maintenance Operations Coordination (Oil & Gas)	NEW
ITC.02.007	IT Training	MOVED (NEW CODE)
DEX.02.018	Site Logistics, Accommodations & Transportation (Oil & Gas)	NEW

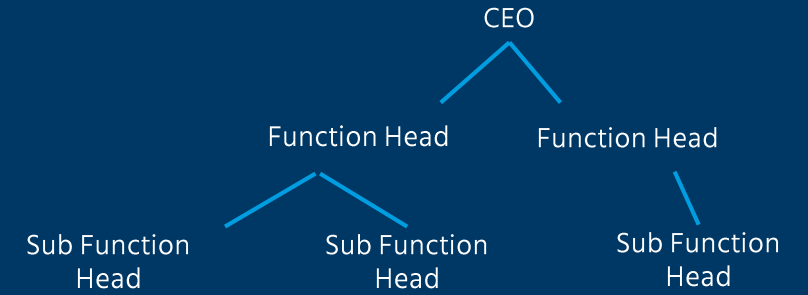
Old: ITC.06.069 – Training: IT Support Function ←

# Executive-Level Jobs

CEO

Function Head

Sub Function Head



1. Choose the specialization
2. Select the executive level code. Ex based on:
  - a) The organization type.
    - i. Parent/Subsidiary/Division
  - b) The incumbent's geographic scope of responsibility.
    - i. Global/Regional/Country

GEOGRAPHIC SCOPE OF ROLE	ORGANIZATION TYPE		
	Parent/ <b>Corporate</b>	Subsidiary	Division(s)
Global	E5A	E4S	E4D
Regional (Multi-Country)	E4A	E3S	E3D
Country	E3A	E2S	E2D

GEOGRAPHIC SCOPE OF ROLE	ORGANIZATION TYPE		
	Parent/ <b>Corporate</b>	Subsidiary	Division(s)
Global	E41	E34	E32
Regional (Multi-Country)	E31	E24	E22
Country	E21	E14	E12

GEOGRAPHIC SCOPE OF ROLE	ORGANIZATION TYPE	
	Parent/ <b>Corporate</b>	Subsidiary, Division(s)
Global	E30	E20
Regional (Multi-Country)	E20	E10
Country	E10/M50	M50



# Pricing and Participation

	# of Orgs	# of Distinct Orgs	# of Incumbents	# of Positions
2019	290	211	150,986	3,572
2020	255	191	144,766	3,865
<b>2021</b>	<b>397</b>	<b>296</b>	<b>238,102</b>	<b>4,062</b>

	2022	
Report Name	Par Rate	Non-Par Rate
All Modules	\$11,500	\$34,500
General Benchmark	\$1,775	\$5,325
Cross-Segment	\$1,775	\$5,325
Upstream and Midstream	\$1,350	\$4,050
Downstream and Oilfield Services	\$1,350	\$4,050
Utilities/Renewables	\$1,350	\$4,050
Field and Hourly	\$1,350	\$4,050
Energy Trading	\$1,350	\$4,050
Policy	\$1,350	\$4,050
Chemicals	\$1,350	\$4,050

# Mercer Resources Center

## Mercer Data Connector

Online survey participation made simple

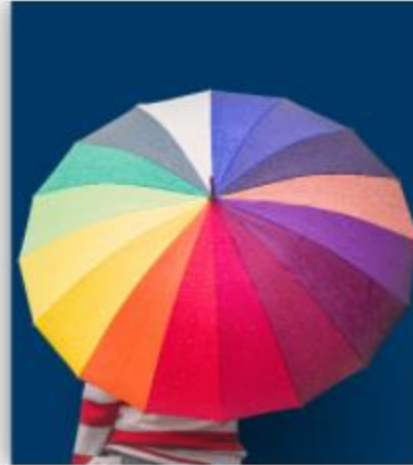
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One global job catalog and job analysis approach

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