



**Your comprehensive solution
for compensation management**



Compensation-specific tools meet powerful analytics



Compensation functions are continually trying to balance the ever-changing requirements of their organization and the pressure to reduce costs with the need to maintain a competitive market position in order to retain and attract the right talent.

Mercer WIN | ePRISM™ can simplify many of the compensation team's processes, providing more time to focus on more important objectives. This powerful, web-based compensation management and analysis solution puts all of your compensation-related information in one place, which allows you to evaluate data, plan strategies and execute programs with complete efficiency and flexibility.

Simplify your day-to-day activities

Home | Market Pricing | Survey Management | Structure Management | Compensation Planning | Analysis

Pricing Analysis [Set Default Search](#)

My Saved Searches: [Benchmarked and Slotted Jobs](#)

Report | Export | Show Summary

Job Title	Job Code	Country...	Curren...	Total Emplo...	Match Status	Avg Base Pay
ACCOUNT MANAGEMENT MANAGER	90554	DEU	EUR	4		65,311
ACCOUNT MANAGEMENT MANAGER	90554	GBR	GBP	5		42,085
ACCOUNT MANAGER	90554	JPN	JPY	7		10,176,686
ACCOUNT MANAGER - CHEMICAL	90671	JPN	JPY	6		6,504,200
ACCOUNT MANAGER - EXPERIENCED	91555	DEU	EUR	3		\$2,719

Market Analysis

- Manage your multi-vendor survey library (purchased by you, updated by Mercer)
- Create and manage benchmark positions
- Identify/rectify below-market, high-potential employee issues
- Integrate job evaluation results
- Easily participate in any compensation survey

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Salary Plan

Merit Increase Percent

Levels	Value	Dist %	Under-Min	Range1	Range2	Range3	Range
Range High Value				25	50	75	
Exceeds Goals	E	30	5.00%	4.50%	3.50%	3.00%	
Meets Goals	H	50	3.50%	2.50%	2.00%	1.50%	
Partially Meets	D	20	1.50%	1.50%	1.00%	0.50%	

Overall Model Results

Overall	Under-Min	In-Range	Over-Max	Over-Max
Merit Costs: 3,839,261	2.99 %			
Lump Sums: 41,623	0.03 %			2,242
Total Cost: 3,900,884	3.02 %			Total Payout: 131,786,989

Salary Planning

- Model various salary increase scenarios
- Respond to pay plan alterations rapidly
- Deploy impact of budget changes and marketplace movement
- Segment and analyze employees by geography, business or level

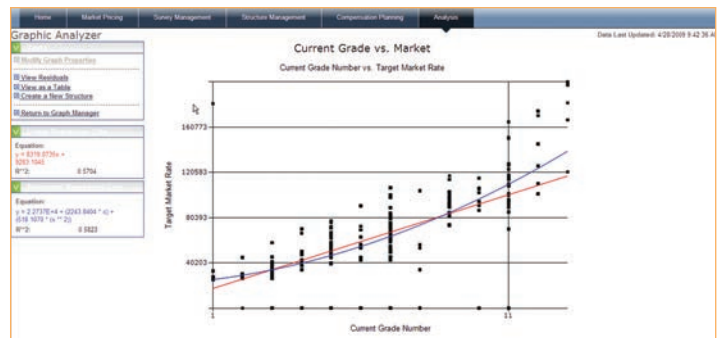
Employee Compensation Listing By Job
ABC Company 4/5/2012

ACCOUNTANT - ENTRY (91208/USA/USD)

Employee Name	Base Pay	Bonus	Total Cash Compensation	LTI	Total Direct Compensation
Barnett, Bernard	47,124	800	47,724	1,000	48,724
Capelier, Maria	37,987	800	38,587	1,000	39,587
Parker, Yolanda	39,964	1,000	40,964	0	40,964
Rose, Kirk	43,758	800	44,558	0	44,558
Ruz, Rick	51,941	800	51,941	1,000	52,941
Summit, James	44,268	1,000	45,268	0	45,268
Scott, Eric	43,248	1,200	44,448	0	44,448
Simmons, Francisco	50,977	1,800	52,577	0	52,577
Troxen, Barbara	37,626	700	37,726	0	37,726
Average	43,910	944	44,855	1,000	45,189

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 an integrated report wizard

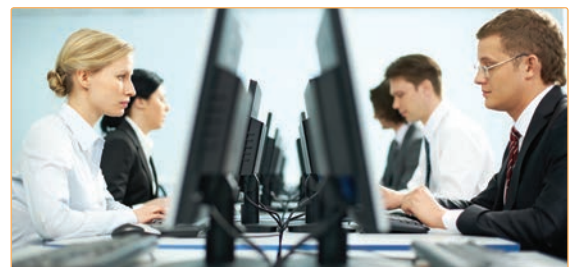


Pay Structures

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

Constant support for our clients

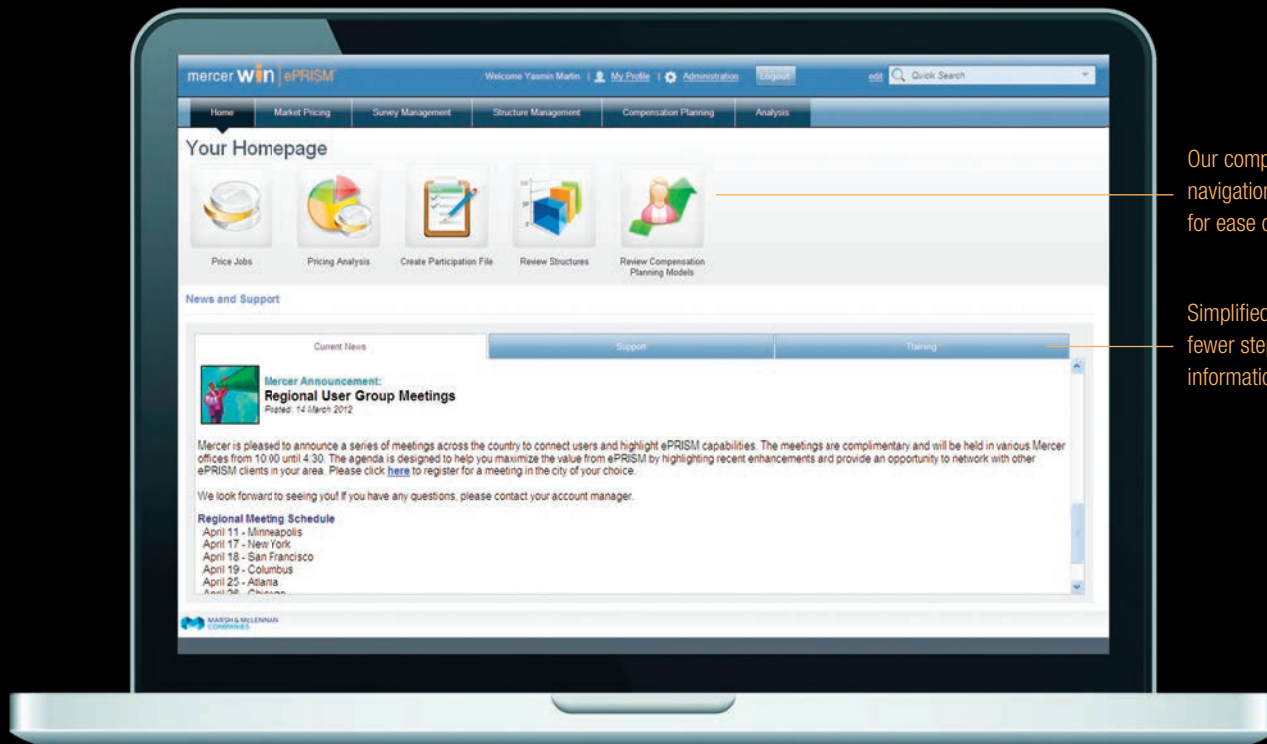
Our solution includes a full spectrum of support resources to ensure Mercer WIN | ePRISM™ meets your evolving compensation management needs. With more than 100 people dedicated to software services and support, our team understands and can address both your technical and compensation-related issues. Our software help desk and dedicated account management team are supplemented by on-demand training and online support tools.



Easy integration with other internal systems

Mercer WIN | ePRISM™ can easily share information with other internal HR systems. The tool can regularly import job and employee information from your HRIS as well as other systems. Files can be uploaded/downloaded over https transmissions or via a secure FTP process within the platform.

See what's new from Mercer WIN | ePRISM



Our completely redesigned navigation includes more icons for ease of use.

Simplified procedures mean fewer steps to get the information you need.

Contact your Mercer representative today at 800 333 3070 to learn more about Mercer WIN | ePRISM, or visit imercer.com/ePRISM.



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compensation management to the highest power