

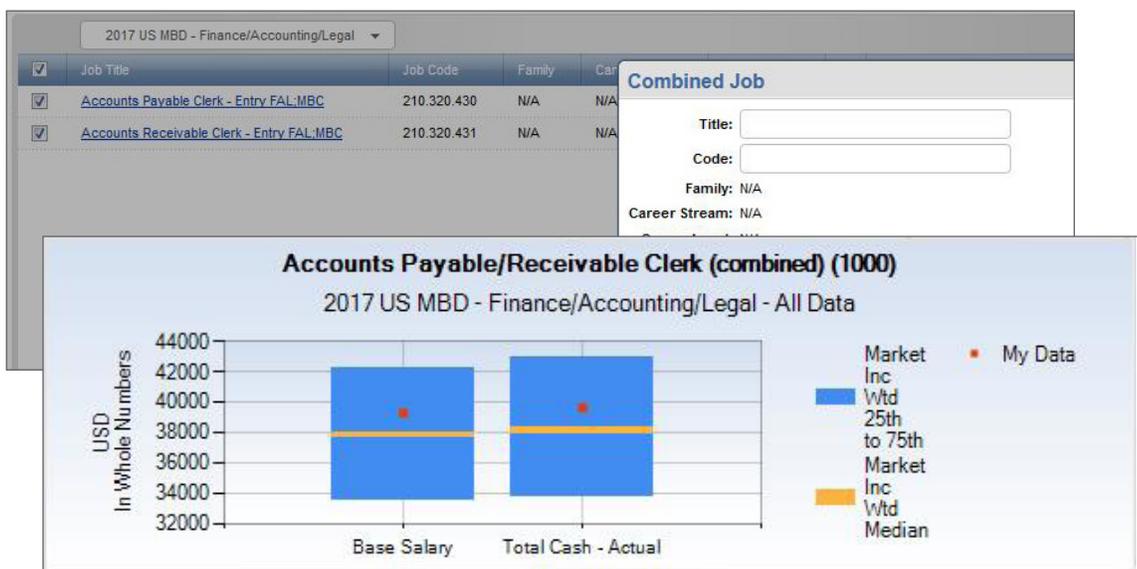
# 5 WAYS TO ELEVATE YOUR COMPENSATION ANALYSIS WITH MERCER WIN®

Mercer WIN® is more than a salary survey delivery platform – it's an online tool that allows you to simplify your data analysis while also maximizing your reporting capabilities. Here are five ways Mercer WIN helps you manage your data analysis that many clients are surprised to discover are just a click or two away!

## 1

### COMPENSATION PLANNING FOR HYBRID JOBS

Every organization has them; those jobs that are hard to benchmark to the market because the work these employees perform spans several areas. Rather than spending lots of time figuring out how to allocate the work across job A and job B, to then figure out appropriate salary ranges across the two positions, do it all quickly, systemically, and with greater accuracy using Mercer WIN. Using the Combine Jobs functionality, select your positions (two or more!) that align to the work performed, hit submit, and then start evaluating. Ensure you have accurate payroll budgeting in place, for even your toughest matches, with this built-in functionality.



# 2

## CUSTOM COMPARISONS TO YOUR COMPETITORS

While it is important to keep up with overall and industry compensation trends, sometimes you need to dig in further to understand how your compensation strategy compares to a specific set of peers or competitors. By defining your peer group within Mercer WIN, quickly identify where you might be overpaying or underpaying employees relative to your unique competitor set. And, this comparison is available on demand so simply select the 10+ organizations you want to compare against and get started. You can set up multiple peer groups in order to evaluate your strategy from every angle too. This functionality is available using the Refine Market button and is a custom feature for survey participants.

# 3

## METRICS EXACTLY AS YOU WANT THEM

Survey results should give you the data you need to make strategic decisions based on your corporate compensation strategy, not preset or rigid data points. If your compensation philosophy is to pay employees at the 67<sup>th</sup> percentile, no big deal! It's easy to add reporting metrics within Mercer WIN to show custom percentages (or other modifiers). And you don't have to remember to change the view for every survey you use or each time you login; save your custom view to use across sessions or surveys. With the ability to tailor your view using the Edit button, account for things like:

- Position scopes including net revenue, gross premiums, total operating budget, and number of employees.
- Base salary metrics including hourly rate, incentive eligibility, and standard work week.
- Short- and long-term incentive data reflecting target vs. actual, incentive eligibility, percent of base, and percent receiving.

The screenshot displays the Mercer Market Data Results interface. At the top, it shows 'Mercer Market Data Results' with a 'Rename' link and a 'My Saved Results' dropdown. Below this, there are navigation icons and buttons for 'Modify Search' and 'Add More Data'. The main content area is divided into several sections:

- Job Title:** Accounts Payable Clerk - Entry FAL;MBC (210.320.430)
- Job Code:** 210.320.430
- Market View:** 2017 US MBD - All MBD Modules
- Family:** N/A, **Sub-family:** N/A
- Local Job Description:** Under direct supervision, performs duties necessary for preparing bills, invoices, statements, and vouchers for payment. Ensures timely and accurate processing of invoices. Reconciles bills, checks balances, follows up on discrepancies, and maintains vendor files. May prepare checks for signature and communicate to vendors.

Below these sections is a table with the following data:

Mercer Market Data	Num Orgs	Num Obs	Inc Wtd 25th %ile	Inc Wtd Mean	Inc Wtd Median	Inc Wtd 67th %ile	Inc Wtd 75th %ile
Base Salary	431	2,645	35,199	39,850	38,908	41,533	43,066
Total Cash - Actual	431	2,645	35,376	40,358	39,337	42,032	43,917

At the bottom of the interface, there are several action buttons: 'Manage Market Views', 'Refine Market', 'Combine Jobs', 'Combine PCs', 'Compare My Data', 'Normalize Data', 'Age Data', and 'Set Banding'.

# 4

## BENCHMARK OFF-CYCLE

Salaries in the market, as well as in your own organization, rapidly change due to the development of new positions, employee departures, and new hires. You may find that you need to answer the question, “Where are we now, in terms of pay competitiveness?” To answer this question, you need to age the data from the surveys (using the effective dates of the data) to the current date and then compare the results to your own current salaries. It sounds complicated, but the good news is that this process doesn’t have to be complicated with Mercer WIN.

You already know the effective date of your survey and have likely determined the point in time to which your data should be aged; you just need to determine the percentage to use in approximating competitive salary movement during that time period. Numerous sources can be used to identify actual and projected salary movement, including Mercer’s Compensation Planning Survey which shows past, present, and projected pay and structure increases by industry, employee group, and geographic region. Once you determine the salary movement percentage you want to use, enter your dates and percentage into Mercer WIN and it does the rest. The tool will age the data and then apply it to your survey results.

**Age Data** ⓘ

Age Market Data  On  Off    Age My Data  On  Off    Age To:

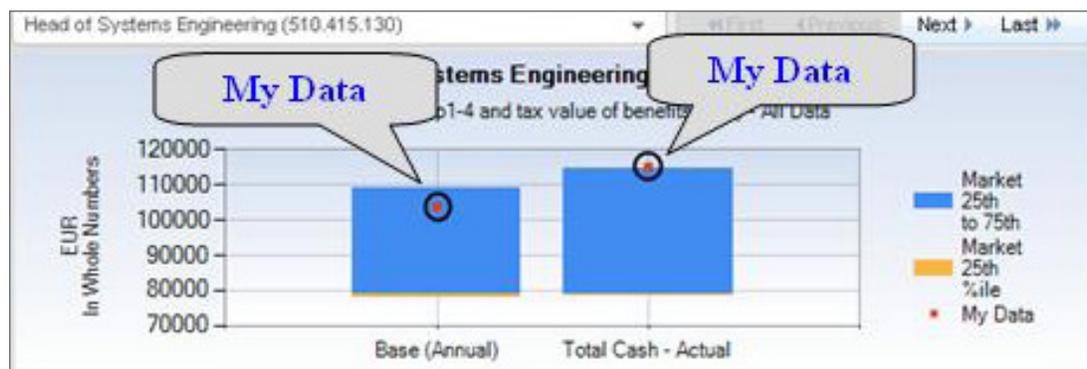
Market View	Effective Date	Publication Year	Next Year(s)	Aging Factor
2017 US MBD - Finance/Accounting/Legal	01 Mar 2017	<input type="text"/>	<input type="text"/>	

Example: For annualized adjustment of 2.5%, enter 2.5. For non-aging enter a 0.

# 5

## SYSTEMATICALLY CHART YOUR EMPLOYEE DATA SIDE-BY-SIDE WITH THE MARKET

One added perk of being a survey participant is the ability to quickly gauge your competitiveness relative to the market. Since your organization's data is factored into the survey results, view your organization's participation data in the same view as the overall market data to determine where you're overpaying or underpaying at a quick glance. Access this feature using the Compare my data functionality.



On the flip side, you can also exclude your participation data if you want to see the results without your employee salaries skewing the viewpoint. Access this feature using the Refine Market button.

To learn more about how Mercer WIN can help your organization maximize your data analysis capabilities with customizable, integrated reports and data, watch the [Mercer WIN video](#).