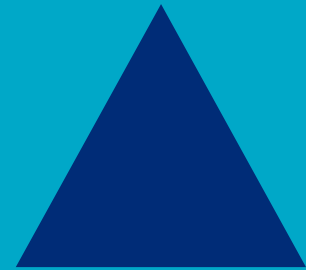


Mercer WIN<sup>®</sup>

# ACCESSING ADDITIONAL DATA POINTS



# MERCER WIN®

## ACCESSING ADDITIONAL DATA POINTS

The screenshot displays the Mercer Market Data Results interface. The top navigation bar includes 'Home', 'Mercer Market Data', 'Mercer Market Data Results', and 'Progress Center'. Below the navigation, there is a search bar and a 'My Saved Results' dropdown. The main content area shows a table of job data with columns for Job Title, Job Type, Job Code, Typical Title, Base Salary, Num Orgs, Num Obs, Inc Wtd 25th %ile, 50th %ile, and 75th %ile. A blue circle with the number '7' highlights the 'Edit View' button in the top right corner of the table. A dialog box is open over the 'Edit View' button, containing the text 'Edit View' and 'Make this my default view'. The bottom of the interface features a toolbar with various analysis tools: Manage Market Views, Refine Market, Combine Jobs, Combine PCs, Compare My Data (highlighted with 'ON'), Normalize Data, Age Data, Set Banding, and Send to My Library. On the far right, it shows '91 total results' and 'Save As' and 'Save' buttons.

Job Title	Job Type	Job Code	Typical Title	Base Salary	Num Orgs	Num Obs	Inc Wtd 25th %ile	50th %ile	75th %ile
Cost Accounting - Senior Professional (P3)	Job	FIN.05.003.P30	Cost Accountant		8	8	55,604		
Budget Accounting - Senior Professional (P3)	Job	FIN.05.004.P30	Budget Accountant, Budget Analysis		*	9	60,797		
Cost Accounting - Experienced Professional (P2)	Job	FIN.05.003.P20	Cost Accountant		11	13	48,099	61,802	58,526
Budget Accounting - Experienced Professional (P2)	Job	FIN.05.004.P20	Budget Accountant, Budget Analysis		8	29	50,648	59,371	57,525
Cost Accounting - Entry Professional (P1)	Job	FIN.05.003.P10	Cost Accountant		**	1	--	--	--
Accounting - Executive Level 3 (E3)	Job	FIN.06.001.E30	Head of Accounting, Accounting Ex		**	2	--	--	--
Accounting - Executive Level 2 (E2)	Job	FIN.06.001.E20	Head of Accounting, Accounting Ex		**	2	--	--	--
Accounting - Executive Level 1 (E1)	Job	FIN.06.001.E10	Head of Accounting, Accounting Ex		*	6	155,527	175,089	172,409
Accounting - Senior Manager II (MS)	Job	FIN.06.001.M50	Accounting Director, Accounting Sr		*	4	152,415	182,484	--

The market results by default show data based on **Base Salary** and **Total Cash (Actual)**, and on **25<sup>th</sup>**, **50<sup>th</sup>**, **75<sup>th</sup>** percentiles along with **mean**. In order to add, remove, or change remuneration elements and additional statistics, click on **Edit View (7)**.

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## ACCESSING ADDITIONAL DATA POINTS

Home Mercer Market Data Mercer Market Data Results Edit View Progress Center

Edit View: Job

**8** Available Mercer Market Data

- Standard
- Job Information
- Employee Information
- Position Scope
- Base Salary
- Guaranteed Cash
- Short-term Incentives
- Long-term Incentives
- Benefits

**9** Selected (13) Clear All

- View By Job
- Job Title
- Job Type
- Job Code
- Typical Title
- Market View
- Base Salary
- Total Cash Compensation (Actual)
- Num Orgs
- Num Obs
- 25th %ile
- Mean
- Median

Cancel Save As Save Done

There is already some data pre-selected: Mercer Market Data, Statistics, and View By, which will appear under the **Selected** section (9). However this can be tailored to your needs and updated accordingly. Simply hit the arrows from the **Available Mercer Market Data** menu to expand the available options per category (8).

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## ACCESSING ADDITIONAL DATA POINTS

Home > Mercer Market Data > Mercer Market Data Results > Edit View Progress Center

Edit View: ✔ Job i

**Options** 10

Mercer Market Data

**Statistics**

View By

**Available Statistics** 12

▶ **Count Statistics**

▼ **Weighted Statistics**

10th %ile

25th %ile

Mean

Median

75th %ile

90th %ile

Custom

▶ **Frequency Statistics**

11 ↓

%ile

**Selected (13)** Clear All

View By Job ✕

Job Title ✕

Job Type ✕

Job Code ✕

Typical Title ✕

Market View ✕

Base Salary ↓ ✕

Total Cash Compensation (Actual) ↑ ✕

Num Orgs ✕

Num Obs ✕

25th %ile ✕

Mean ✕

Median ✕

Hit **Statistics (10)** under the **Options** window pane on the left-hand side. By clicking on **Count/Weighted Statistics**, you will get to see all the available options and be able to select accordingly. Please note customized percentiles are only applicable for actual data **(11)**. All items selected will appear under the **Selected** section **(12)**.

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## ACCESSING ADDITIONAL DATA POINTS

Home Mercer Market Data Mercer Market Data Results Edit View Progress Center

Edit View: Job

Options	Available Statistics	Selected (13)
Mercer Market Data	<b>Count Statistics</b>	View By Job
<b>Statistics</b>	<b>Weighted Statistics</b>	Job Title
View By	<input type="checkbox"/> 10th %ile	Job Type
	<input checked="" type="checkbox"/> 25th %ile	Job Code
	<input checked="" type="checkbox"/> Mean	Typical Title
	<input type="checkbox"/> Median	Market View
	<input checked="" type="checkbox"/> 75th %ile	Base Salary
	<input type="checkbox"/> 90th %ile	Total Cash Compensation (Actual)
	Custom <input type="text"/> %ile <input type="button" value="Add"/>	Num Orgs
	<b>Frequency Statistics</b>	Num Obs
		25th %ile
		Mean
		Median

13 Cancel 14 Save As Save 15 Done

If you are not pleased with your selection, you can cancel, hitting the **Cancel** button (13). Or you can click on **Done** to update your changes (15). If you have not saved your own view yet, select **Save As** (14).

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## ACCESSING ADDITIONAL DATA POINTS

Home Mercer Market Data Mercer Market Data Results Edit View Progress Center

Edit View: Job

Options Available Statistics Selected (13) Clear All

Mercer Market Data

Statistics

View By

Count Statistics

View By Job

What would you like to name this view?

Name: Job

Make this my default view

Cancel Save

Frequency Statistics

Num Obs

25th %ile

Mean

Median

Cancel Save As Save Done

Provide the name for the created view (16). Press **Save** (17). Now your search should appear in a table with your selected remuneration components and statistics. You can use the saved view as a template. It can be found on the upper section when you expand the view Menu.

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## ACCESSING ADDITIONAL DATA POINTS

Home Mercer Market Data Mercer Market Data Results Progress Center

Mercer Market Data Results: Library My Saved Results

View: **18** Inc Org Job Edit

Job Title	Job Type	Job Code	Typical Title	Base Salary	Num Orgs	Num Obs	Inc Wtd 25th %ile	Inc Wtd Mean	Inc Wtd Median	Inc Wtd 75th %ile	My Data
Cost Accounting - Senior Professional (P3)	Job	FIN.05.003.P30	Cost Accountant		8	8	55,604	77,654	68,608	82,339	
Budget Accounting - Senior Professional (P3)	Job	FIN.05.004.P30	Budget Accountant, Budget Analyst		*	9	60,797	73,515	74,092	80,210	
Cost Accounting - Experienced Professional (P2)	Job	FIN.05.003.P20	Cost Accountant			11	48,099	61,802	58,526	74,516	
Budget Accounting - Experienced Professional (P2)	Job	FIN.05.004.P20	Budget Accountant, Budget Analyst			8	50,648	59,371	57,525	67,028	
Cost Accounting - Entry Professional (P1)	Job	FIN.05.003.P10	Cost Accountant		**	1	--	--	--	--	
Accounting - Executive Level 3 (E3)	Job	FIN.06.001.E30	Head of Accounting, Accounting Ex		**	2	--	--	--	--	
Accounting - Executive Level 2 (E2)	Job	FIN.06.001.E20	Head of Accounting, Accounting Ex		**	2	--	--	--	--	
Accounting - Executive Level 1 (E1)	Job	FIN.06.001.E10	Head of Accounting, Accounting Ex		*	6	155,527	175,089	172,409	198,303	
Accounting - Senior Manager II (MS)	Job	FIN.06.001.M50	Accounting Director, Accounting Sr		*	4	--	152,415	182,484	--	

Manage Market Views Refine Market Combine Jobs Combine PCs Compare My Data ON Normalize Data Age Data Set Banding Send to My Library

91 total results Save As Save

The results can be viewed as either Incumbent Weighted or Organization Weighted (18). Incumbent weighted equally weights each incumbent, which may lead to comparator dominance in the market. Organization weighted method gives equal weight to each organization to eliminate dominance and outliers.

MERCER WIN®  
THANK YOU



If you have any questions please contact  
[Surveys@mercer.com](mailto:Surveys@mercer.com)



**MAKE**  **MERCER**  
**TOMORROW,**  
**TODAY**