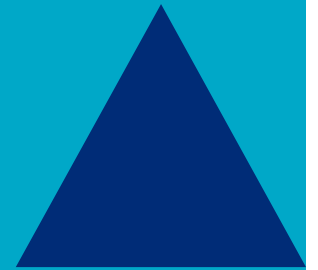


Mercer WIN<sup>®</sup>

# CREATE A PEER GROUP

PARTICIPATING ORGANIZATIONS ONLY



# MERCER WIN® CREATE A PEER GROUP

Home Mercer Market Data Mercer Market Data Results Progress Center

Mercer Market Data Results: Library My Saved Results

View: 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 (E3)	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 (M5)	Job	FIN.06.001.M50	Accounting Director, Accounting Sr		*	4	--	152,415	182,484	--	

1 Manage Market Views Refine Market Combine Jobs Combine PCs Compare My Data ON Normalize Data Age Data Set Banding Send to My Library Save As Save 91 total results

If you would like to compare your own company to a defined list of competitors, you can create a **peer group (1)**.

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## CREATE A PEER GROUP

The screenshot displays the 'Refine Market' interface with three main panes:

- Market Refinements:** A list of filters including Organization, Industry, Revenue, Budget, Employees, Ownership, Organization type, Peer Group, Incumbent, Geographic Scope of Role, Position Class, Career Stream, Age, Tenure in Organization, Gender, Short Term Incentive Eligibility, Sales Incentive Eligibility, STI Target Received, STI Actual Received, Sales Incentive Target Received, and Sales Incentive Actual Received. The 'Peer Group' option is highlighted with a blue box and a circled '2'.
- Peer Group:** Shows a selected group: '2016 Global Demo TRS (Mercer Job Library)'. A 'New' button is highlighted with a blue box and a circled '3'.
- Selections (0):** An empty list with a 'Clear All' button. At the bottom, there are buttons for 'Combine', 'Check for Data', and an 'Exclude My Data' checkbox.

At the bottom right of the interface, there are 'Cancel' and 'Done' buttons.

Peer Groups can be created by clicking on the option under **Market Refinements** (2) and then by clicking **New** in the middle pane (3).

# MERCER WIN® CREATE A PEER GROUP

The screenshot displays the Mercer Win interface for creating a peer group. It is divided into three main sections:

- Step 4: Sector** - A dropdown menu on the left containing a list of industry sectors such as Aerospace & Defense, Alternative & Renewable Energy, and Automobile Manufacturing.
- Step 5: Organizations** - A central list of companies with checkboxes. Selected organizations include 3M Gulf, Abbott Laboratories, Abbvie, AC Nielsen, Alcatel-Lucent, Alcon, Alderley, Algorithm, and American Bureau of Shipping.
- Step 6: Summary and Action** - A right-hand panel titled 'Organizations(10)' and 'Distinct Organizations(10)' with a 'Clear All' button. At the bottom right, there are 'Cancel' and 'Save' buttons, with the 'Save' button highlighted by a blue box.

Once done, you will be prompted to a new window that will allow you to create a peer group based on an industry sector (4) or by selecting individual companies (5). Click **Save** once you have made your selections to save the Peer Group and name it (6).

# MERCER WIN® CREATE A PEER GROUP

The screenshot displays the Mercer Win interface for creating a peer group. On the left, a 'Sector' list includes categories like Aerospace & Defense, Alternative & Renewable Energy, and Automobile Components Manufacturing. The 'Organizations' list on the right includes 3M Gulf, AB Mauri ME, Abbott Laboratories, AbbVie, and Abdul Latif Jameel (ALJ). A 'Save Peer Group' dialog box is centered, with a blue circle '7' highlighting the 'Name' field (containing 'Demo Peer Group') and a blue circle '8' highlighting the 'Save' button. The dialog also features a 'Description' field and 'Cancel' and 'Save' buttons. At the bottom right of the interface, there are 'Cancel' and 'Save' buttons for the main window.

Name your Peer Group and give it a brief description if you wish (7) and then click **Save** (8).

# MERCER WIN® CREATE A PEER GROUP

## RULES TO REMEMBER WHILE CREATING PEER GROUPS

1. Once a Peer Group is created, it **cannot be edited or deleted.**
  2. A minimum of 10 organizations are required to make a peer group out of which **8** have to be **distinct organizations.**
  3. While comparing 2 peer groups, they have to differ by at least **4 distinct organizations.**
- Distinct organization means companies belonging to different group companies. For example, if you select Mercer and Marsh then they will be counted as one company as they fall under the Marsh and McLennan Companies group.

MERCER WIN®  
THANK YOU



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

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