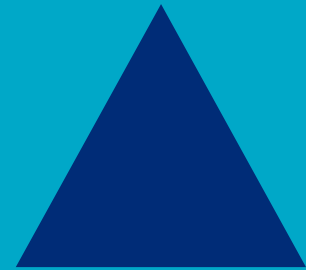


Mercer WIN<sup>®</sup>

**REFINE MARKET -  
GENERATE SCOPE CUTS &  
CREATE CUSTOM DATA SETS**



# MERCER WIN® ADJUSTMENT OF RESULTS

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 (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 (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

91 total results Save As Save

Mercer Win allows to **adjust the results** from various angles, by refining the data, combining the jobs or position classes, comparing own data to competitors, normalizing data, or ageing data (1).

# MERCER WIN<sup>®</sup>

## ADJUSTMENT OF RESULTS



**Manage selected surveys and adjustments**



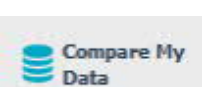
**Adjustment of comparison market-** set-up of comparison by headcount, region industry or peer groups,



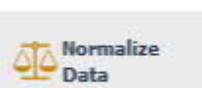
**Combination of standard benchmark jobs into hybrid position-** combination of two or more position into specific benchmark job. **BE AWARE** that the value of the combined position are averages of each individual benchmarks.



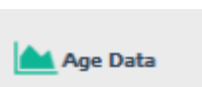
**Combination of several position classes into a PC range.** In this way you can compare values for your specific internal job grades.



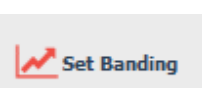
**Compares data of your organization, provided into the survey.** Allows comparison by standard or customised percentile for average values (one job) or for individuals (based on ID numbers).



**Change currency of results/align different currencies of several surveys into single one.** Mercer WIN allows to work with up to 5 surveys at once and this feature allows you to set single currency for all results.



**Data aging** – model development of market or your own data by increasing them by customized percent.



**Banding – methodological set up of data calculation.** Calculates data for all data (no banding) or separates data for calculation between individual contributors and managers (banding).

# MERCER WIN<sup>®</sup> REFINE MARKET

Home Mercer Market Data Mercer Market Data Results Progress Center

Mercer Market Data Results: Library My Saved Results Edit

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
<a href="#">Cost Accounting - Senior Professional (E3)</a>	Job	FIN.05.003.P30	Cost Accountant		8	8	55,604	77,654	68,608	82,339	
<a href="#">Budget Accounting - Senior Professional (P3)</a>	Job	FIN.05.004.P30	Budget Accountant, Budget Analyst		*	9	60,797	73,515	74,092	80,210	
<a href="#">Cost Accounting - Experienced Professional (P2)</a>	Job	FIN.05.003.P20	Cost Accountant			11	48,099	61,802	58,526	74,516	
<a href="#">Budget Accounting - Experienced Professional (P2)</a>	Job	FIN.05.004.P20	Budget Accountant, Budget Analyst			8	50,648	59,371	57,525	67,028	
<a href="#">Cost Accounting - Entry Professional (P1)</a>	Job	FIN.05.003.P10	Cost Accountant		**	1	--	--	--	--	
<a href="#">Accounting - Executive Level 3 (E3)</a>	Job	FIN.06.001.E30	Head of Accounting, Accounting Ex		**	2	--	--	--	--	
<a href="#">Accounting - Executive Level 2 (E2)</a>	Job	FIN.06.001.E20	Head of Accounting, Accounting Ex		**	2	--	--	--	--	
<a href="#">Accounting - Executive Level 1 (E1)</a>	Job	FIN.06.001.E10	Head of Accounting, Accounting Ex		*	6	155,527	175,089	172,409	198,303	
<a href="#">Accounting - Senior Manager II (M5)</a>	Job	FIN.06.001.M50	Accounting Director, Accounting Sr		*	4	--	152,415	182,484	--	

2 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 **Refine Market** option allows you to create different scope cuts - data sets can be narrowed by various factors such as Net Revenue, Peer Groups, Employee Location, among others (2).

# MERCER WIN® REFINE MARKET

Refine Market **i**

**Market Refinements**

- Organization
- All Data
- Industry - Sub-Sector
- Industry - Sector
- Industry - Super Sector
- Net Revenue (Annual) - Millions
- Total Operating Budget (Annual) - Millions
- Number of Employees (Full Time Equivalent)
- Ownership
- Organization Type
- 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
- Sales Incentive Actual Received

**All Data**

- 2016 Global Demo TRS (Mercer Job Library)
  - All Data

**Selections (0)** Clear All

Combine Check for Data

Exclude My Data

Cancel Done →

The refinements can be applied from two levels, i.e. organization (pertaining to profiles of participating companies) or employees (referring to employees submitted into a salary survey) **(3)**.

# MERCER WIN<sup>®</sup>

## REFINE MARKET

The screenshot displays the Mercer Win Refine Market interface, which is divided into three main columns. The top navigation bar includes links for Home, Mercer Market Data, Mercer Market Data Results, and Refine Market.

- Column 4 (Market Refinements):** A list of categories for refining the market. The 'Net Revenue (Annual) - Millions' category is highlighted.
- Column 5 (Net Revenue (Annual) - Millions):** A configuration panel for the selected category. It shows a dropdown menu set to 'More Than', a text input field containing '250', and a 'or more' label with a plus sign.
- Column 6 (Selections (6)):** A list of selected filters. The '2016 Global Demo TRS (Mercer Job Library)' is expanded, showing several checked filters: 'Net Revenue (Annual) - Millions: 250 or m...', 'Industry - Super Sector: Consumer Goods', 'Tenure in Organization: 3 to less than 5', 'Gender: Male', 'Gender: Female', and 'Short Term Incentive Eligibility: Yes'. There are also 'Combine', 'Check for Data', and 'Exclude My Data' options at the bottom.

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

From the **Market Refinements** menu, use the arrows to select the desired category(ies) **(4)**. They will appear in the middle column for you to adjust checking the relevant box(es) **(5)**. Final selection can be found in the third column: **Selections (6)**.

# MERCER WIN<sup>®</sup>

## REFINE MARKET

The screenshot displays the 'Refine Market' interface with the following components:

- Market Refinements:** A list of filters including Organization (All Data, Industry - Sub-Sector, Industry - Sector, Industry - Super Sector, Net Revenue (Annual) - Millions, Total Operating Budget (Annual) - Millions, Number of Employees (Full Time Equivalent), Ownership, Organization Type, Peer Group), Incumbent (Geographic Scope of Role, Position Class, Career Stream, Age, Tenure in Organization, Gender), Short Term Incentive Eligibility (highlighted), Sales Incentive Eligibility, STI Target Received, STI Actual Received, Sales Incentive Target Received, and Sales Incentive Actual Received.
- Short Term Incentive Eligibility:** A section for '2016 Global Demo TRS (Mercer Job Library)' with radio buttons for 'No' and 'Yes' (selected).
- Selections (6):** A list of selected filters for '2016 Global Demo TRS (Mercer Job Library)'. The selected items are: Net Revenue (Annual) - Millions: 250 or m..., Industry - Super Sector: Consumer Goods, and Tenure in Organization: 3 to less than 5. Unselected items are Gender: Male, Gender: Female, and Short Term Incentive Eligibility: Yes.
- Buttons:** 'Combine' (circled in red with a blue '8'), 'Check for Data', 'Exclude My Data', 'Cancel', and 'Done' (with a right arrow).
- Annotations:** A blue circle with the number '7' is placed near the 'Short Term Incentive Eligibility' section, and another blue circle with the number '8' is placed near the 'Combine' button.

You can **combine market refinements** if you would like to see the results for a combination of selections. This option can be used to combine 2 or more data sets from the above list **(7)**. Tick your selections and click **Combine (8)**.

# MERCER WIN<sup>®</sup>

## REFINE MARKET

The screenshot displays the Mercer Win 'Refine Market' interface. A 'Combine Markets' pop-up window is centered on the screen, overlaid on the 'Sales Incentive Eligibility' section. The pop-up window has a title bar 'Combine Markets' and a text input field for 'Name' containing 'Combined Refinement'. Below the input field are two radio button options: 'Create a new market' (which is selected) and 'Replace existing markets'. A preview section below the options states 'Combination will consist of: Net Revenue (Annual) - Millions: 250 or more US Dollar In Millions, Industry - Super Sector: Consumer Goods'. At the bottom of the pop-up are 'Cancel' and 'Apply' buttons. A blue circle with the number '9' is positioned to the left of the pop-up, and another blue circle with the number '10' is positioned to the right of the 'Apply' button. The background interface shows a left-hand navigation menu with 'Sales Incentive Eligibility' selected, and a right-hand 'Selections (6)' panel with several criteria checked, including 'Net Revenue (Annual) - Millions: 250 or more' and 'Industry - Super Sector: Consumer Goods'. At the bottom of the interface are 'Combine', 'Check for Data', and 'Exclude My Data' buttons, along with 'Cancel' and 'Done' buttons at the very bottom right.

A pop-up window will appear asking you to provide a name to this combined refinement. Make sure **Create a new market** is checked (9). Hit **Apply** (10).



# MERCER WIN® REFINE MARKET

Home Mercer Market Data Mercer Market Data Results Refine Market

## Refine Market ⓘ

### Market Refinements

- Organization
  - All Data
  - Industry - Sub-Sector
  - Industry - Sector
  - Industry - Super Sector
  - Net Revenue (Annual) - Millions
  - Total Operating Budget (Annual) - Millions
  - Number of Employees (Full Time Equivalent)
  - 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
  - Sales Incentive Actual Received

### Sales Incentive Eligibility

- 2016 Global Demo TRS (Mercer Job Library)
  - No
  - Yes

### Selections (7) Clear All

- 2016 Global Demo TRS (Mercer Job Library)
  - Net Revenue (Annual) - Millions: 250 or m...
  - Industry - Super Sector: Consumer Goods
  - Tenure in Organization: 3 to less than 5
  - Gender: Female
  - Gender: Male
  - Sales Incentive Eligibility: Yes
  - Combined Refinement**

Combine Check for Data

Exclude My Data

Cancel Done →

**11**

Your selection has now been combined, two interlocked circles should appear **(11)**.

# MERCER WIN<sup>®</sup>

## REFINE MARKET

The screenshot shows the 'Refine Market' interface. On the left is a 'Market Refinements' sidebar with categories like Organization, Incumbent, and various filters. The main area shows 'All Data' for '2016 Global Demo TRS (Mercer Job Library)'. On the right is a 'Selections (6)' panel with a list of filters, each with a small bar graph icon. Callout 12 points to a 'Check for Data' button at the bottom right. Callout 13 points to the bar graph icons next to the selection items.

**13** Green Three Bar Graph indicates that the tool has ample data to do an analysis.

**13** Yellow Two Bar Graph indicates that the tool has sufficient data to do an analysis.

**13** Red One Bar Graph indicates that the tool does not have enough to do an analysis.

**12** Check for Data

Once you have selected all of the data set variables by which you would like to view the market, it is a good practice to check the **availability of data (12)**. Next to each data set a small bar graph will appear. This smart color-coding graph will indicate the amount of data available within the tool **(13)**.

# MERCER WIN® REFINE MARKET

Home Mercer Market Data Mercer Market Data Results Refine Market

### Refine Market ⓘ

#### Market Refinements

- Organization
  - All Data
  - Industry - Sub-Sector
  - Industry - Sector
  - Industry - Super Sector
  - Net Revenue (Annual) - Millions
  - Total Operating Budget (Annual) - Millions
  - Number of Employees (Full Time Equivalent)
  - 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
  - Sales Incentive Actual Received

#### All Data

- 2016 Global Demo TRS (Mercer Job Library)
  - All Data

#### Selections (6) Clear All

- 2016 Global Demo TRS (Mercer Job Library)
  - Net Revenue (Annual) - Millions: 250 or m
  - Industry - Super Sector: Consumer Goods
  - Tenure in Organization: 3 to less than 5
  - Gender: Female
  - Short Term Incentive Eligibility: Yes
  - Age: 85 or more

14 Exclude My Data

15 Done →

You can tick the option to **exclude your data** from the market results (participation in the survey(s) is required) (14). Once you have selected all of your refinements, click **done** (15).

# MERCER WIN<sup>®</sup> REFINE MARKET

Home Mercer Market Data Mercer Market Data Results Progress Center

Mercer Market Data Results: Library My Saved Results

View: Inc Org  Job Edit

Modify Search Add More Data Resize Columns

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
Budget Accounting - Senior Professional (P3)	Job	FIN.05.004.P30	Budget Accountant, Budget Analyst		0	0	--	--	--	--	
Age: 85 or more in whole numbers Gender: Female Industry - Super Sector: Consumer Goods Net Revenue (Annual) - Millions: 250 or more US Dollar in Millions Short Term Incentive Eligibility: Yes Tenure in Organization: 3 to less than 5 in whole numbers					*	8	24	67,405	76,527	76,650	82,498
					0	0	--	--	--	--	
					**	1	1	--	--	--	--
					*	8	33	59,780	72,373	73,824	78,787
					**	4	6	--	72,865	74,794	--
Cost Accountant	Job	FIN.05.003.P20	Cost Accountant		0	0	--	--	--	--	
Age: 85 or more in whole numbers Gender: Female Industry - Super Sector: Consumer Goods Net Revenue (Annual) - Millions: 250 or more US Dollar in Millions Short Term Incentive Eligibility: Yes Tenure in Organization: 3 to less than 5 in whole numbers					9	10	52,358	65,405	60,216	77,412	
					0	0	--	--	--	--	
					**	3	4	--	54,217	--	--
					7	8	42,867	51,780	51,415	60,856	
					**	2	2	--	--	--	--
Budget Accounting - Experienced Professional (P2)	Job	FIN.05.004.P20	Budget Accountant, Budget Analyst		0	0	--	--	--	--	
Age: 85 or more in whole numbers Gender: Female					*	7	21	51,889	61,800	60,281	69,329

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

198 total results Save As Save

All of the selected refinements will appear on the results page and the market statistics will be re-calculated automatically (16).

MERCER WIN®  
THANK YOU



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

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