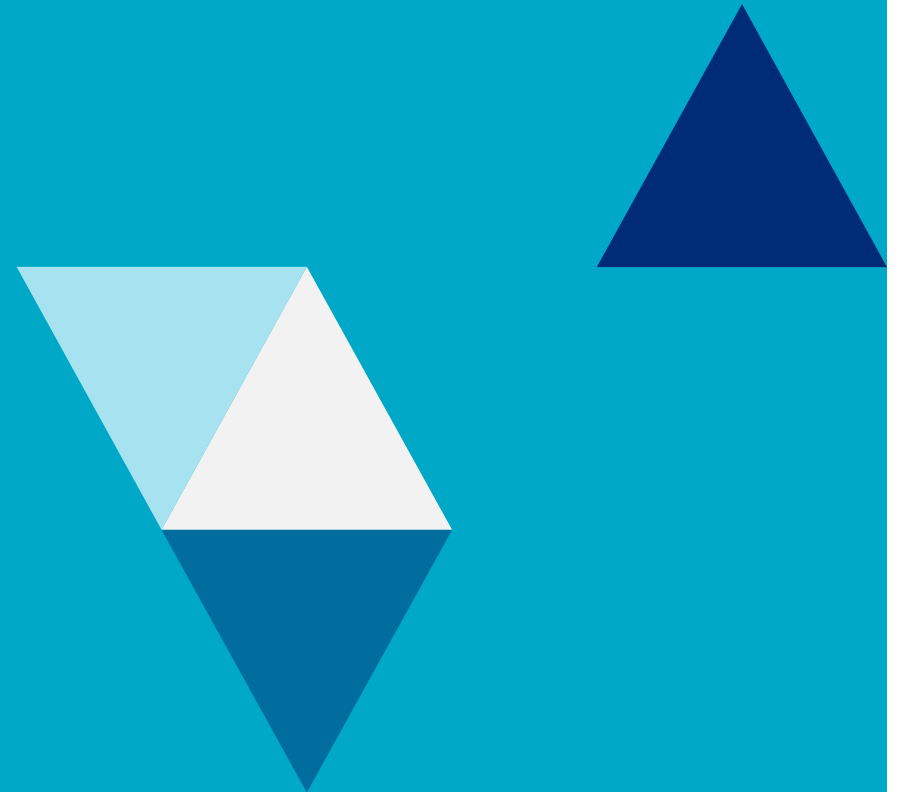


Mercer WIN[®]

SELECT RESULTS' CRITERIA



MERCER WIN®

SELECT RESULTS CRITERIA

My Homepage ⓘ

Mercer Market Data Diagnostic Report My Jobs My Employees My Library

My Dashboard

I Want To...

[Download a Mercer survey report](#)
[Edit My Profile](#)
[View Mercer Market data by Job](#)
[View Mercer Market data by Position Class](#)

My Market Views

2018 Slovakia

Enter Keywords... Search

| Market View | Country | Effective ... |
|-----------------------------|----------|---------------|
| 2018 SK TRS | Slovakia | 1 Apr 2018 |

Mercer News

Mercer News is currently unavailable

Mercer Win allows you to generate detailed custom reports according to your business needs **(1)**. To start off, click on the **View Mercer Market data by Job** hyperlink under “I Want To...” section or **Mercer Market Data** red folder to be prompted to the search window.

MERCER WIN[®] SELECT RESULTS CRITERIA – SURVEYS UNDERPINNED BY MUPC

The screenshot displays the Mercer Market Data interface. At the top, there is a navigation bar with a home icon, 'Mercer Market Data', and a 'Progress Center' dropdown. Below this, the main heading reads 'Mercer Market Data for Year: 2015' with a 'Change year' button (5) and a 'My Saved Results' dropdown. The 'Mercer Job Library' section features three tabs: 'Global' (2), 'High Tech' (3), and 'All' (4). A search bar is present with a 'Search' button. Below the search bar, there are several filter categories: 'Geography/Market View', 'Family/Sub-Family', 'Career Stream/Level', and 'Position Class', each with an 'Add' button and a 'Clear' button. A dropdown menu for 'Available years' is open, showing options for 'All', '2015', '2016', '2017', and '2018'. The 'Search Results' section is currently empty, displaying the message 'Click search and search results will be displayed here.' At the bottom, there is a 'Compare' button and a note: 'You can only compare between 2 and 5 items.' A 'Continue' button is located at the bottom right of the interface.

Surveys from prior years or those still underpinned by **Mercer Universal Position Coding System (MUPCS[®]) methodology** are published under the **Global** tab (2) at the top of the page. The **High Tech** tab will show the high tech products, if they are part of your subscription (3). Under the **All** tab, all of the surveys you are authorized to view will be visible (4). Select **Change year** (5) at the top of the page if you need to view data from previous years.

MERCER WIN® SELECT RESULTS CRITERIA - SURVEYS UNDERPINNED BY JOB LIBRARY

The screenshot displays the Mercer Job Library interface. At the top, there is a navigation bar with 'Home', 'Mercer Market Data', and 'Progress Center'. Below this, the main header shows 'Mercer Job Library for Year: 2018' with a 'Change year' dropdown menu. A blue circle with the number '6' highlights the 'Mercer Job Library' tab, and another blue circle with the number '7' highlights the 'Change year' dropdown menu. The interface includes a search bar with the placeholder text 'Search for job title, job code, or typical title' and a 'Search' button. Below the search bar, there are several filter categories: 'Market View', 'Job Industry', 'Family', 'Function', 'Career Level', 'Job Type', and 'Position Class'. Each category has a dropdown menu and a 'Clear' button. A 'Limit to My Jobs' checkbox is also present. At the bottom of the search options, there is a 'View:' dropdown menu set to 'Job' and an 'Edit' button. The search results area is currently empty, displaying the message 'Click search and search results will be displayed here.' At the bottom left, there is a 'Compare' button and a note: 'You can only compare between 2 and 5 items.' At the bottom right, there is a 'Continue' button with a right-pointing arrow.

Surveys underpinned by **Mercer Job Library methodology** are published under **Mercer Job Library** tab (6). Make sure to select 2018 in order to analyze the most up-to-date data or select 2016 if wish to check out the beta version of the tool's capabilities (7).

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The screenshot displays the Mercer Job Library interface for the year 2018. The main navigation bar includes 'Home', 'Mercer Market Data', and 'Progress Center'. The page title is 'Mercer Job Library for Year: 2018' with a 'Change year' link. Below the title, there are tabs for 'Global', 'High Tech', and 'All'. The 'Search Options' section is highlighted with a blue box and a circled '8'. It includes a search input field and several filter categories: 'Hide', 'Job Industry', 'Family', 'Function', 'Career Level', 'Job Type', and 'Position Class'. A modal window is open, showing a list of regions and countries with checkboxes. The regions listed are Asia, EMEA (highlighted), and Latin America. The countries listed are Slovakia, Uganda, Zambia, and Zimbabwe, each with a list of survey options (e.g., '2018 SK TRS', '2018 UG All Data/All Industry', etc.). The modal window has 'Cancel' and 'Apply' buttons at the bottom right, with the 'Apply' button highlighted by a blue box and a circled '9'.

Choose the region(s) you are interested in, as well as country(ies) and the survey(s) **(8)** – multiple regions and/or surveys can be selected at the same time. Hit the **Apply** button **(9)**.

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SELECT RESULTS CRITERIA

The screenshot displays the Mercer Job Library interface. At the top, there are navigation links for Home, Mercer Market Data, and Progress Center. The main heading is "Mercer Job Library for Year: 2018" with a "Change year" dropdown set to "All 2016 2018". Below this, there are tabs for "Global", "High Tech", and "All". A search bar is present with the text "Search for job title, job code, or typical title". To the right of the search bar is a "Limit to My Jobs" checkbox (highlighted with a blue box and a circled "10") and a "Search" button. Below the search bar, there are several filter categories: "Market View", "Job Industry", "Family", "Function", "Career Level", "Job Type", and "Position Class", each with an "Add" button and a "Clear" button. The "Search Results" section is below, showing a table with columns for "Job Title", "Job Type", "Job Code", "Typical Title", and "Market View". A message states "Click search and search results will be displayed here". A "Compare" button is visible with the text "You can only compare between 2 and 5 items." On the right side of the search results, there is a "View:" dropdown menu (highlighted with a blue box and a circled "11") set to "Job". The dropdown menu shows a tree structure: "My Views", "Job Views" (expanded), "Job" (checked), "Family, Job", "Family, Sub-family, Job", "Position Class Views" (expanded), "Position Class", and "Position Class by 2". A "Continue" button is at the bottom right.

Limit To My Jobs can be selected when you want to view market data only for the jobs which you have submitted into a survey (10). This option is only available for participating companies. If you would like to see the market results using pre-defined views (for example, Job; Family/Job; Family/Sub-Family/Job etc.), simply click on the arrow next to **View** and choose from the drop-down menu (11).

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SELECT RESULTS CRITERIA

The screenshot displays the Mercer Job Library interface. At the top, there is a navigation bar with 'Home', 'Mercer Market Data', and 'Progress Center'. Below this, the main header shows 'Mercer Job Library for Year: 2018' with a 'Change year' dropdown set to 'All 2016 2018'. A 'My Saved Results' dropdown is also visible. The 'Search Options' section (12) includes a search input field and a list of filters: Market View, Job Industry, Family, Function, Career Level, Job Type, and Position Class. To the right of these filters are 'Clear' buttons. A 'Search' button (13) is located at the bottom right of the search options. Below the search options, the 'Search Results' section shows a 'View' dropdown set to 'Job' and an 'Edit' button. The search results area is currently empty, displaying the message 'Click search and search results will be displayed here.' At the bottom, there is a 'Compare' button with the text 'You can only compare between 2 and 5 items.' and a 'Continue' button.

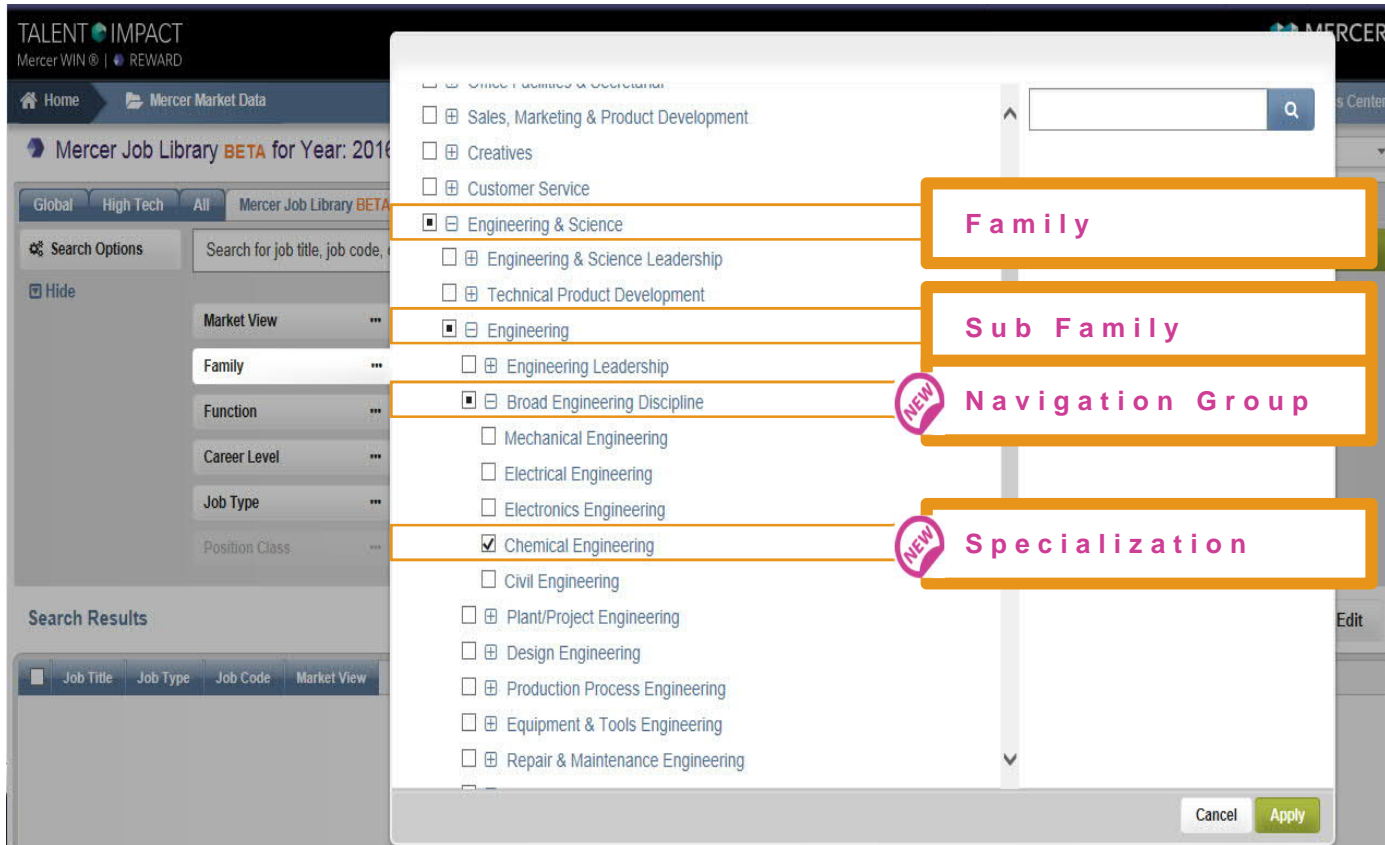
Depending on your view selection, you may want to precise your **Search Options (12)** and filter by Job Title or Job Code; Job Industry; Family/Sub-family or Function; Career Stream/Level; Job Type and/or Position Class range(s) before hitting **Search (13)**.

MERCER WIN® SELECT RESULTS CRITERIA

The screenshot displays the Mercer Job Library interface. On the left, the 'Search Options' panel includes filters for 'Market View', 'Job Industry', 'Family', 'Function', 'Career Level', 'Job Type', and 'Position Class'. A blue circle with the number '14' highlights the 'Family' filter. The main area shows a tree view of job families, with 'Engineering & Science' expanded to show 'Engineering', which is further expanded to show 'General Engineering', 'Mechanical Engineering', 'Chemical Engineering' (checked), 'Electrical Engineering', 'Electronics Engineering', 'Engineering Operations Management', and 'Multiple Engineering Specializations'. A blue circle with the number '15' highlights the search box containing the word 'chemical'. The search results on the right list various job titles, including 'Chemical Engineering Specialization', 'Manufacturing Chemical Process Engineering Specialization', 'Manufacturing Chemical Process Technician Specialization', 'Manufacturing Chemical Process Operations Specialization', and 'General Field Sales: Agricultural/Chemical & Seeds (Agriculture)'. The interface also includes a 'Cancel' button and an 'Apply' button.

The **Family filter**, set up as a Browser Tree, is populated with all Families, Sub-families, Universal Navigation Group, and Specializations. The plus signs allow to expand and contract the view based on the selections. By clicking the checkbox, you can add either the full set of jobs or drill down all the way to the specialization (14). To quickly locate what you need on the Family tree, type in a **keyword** in the search box (15).

MERCER WIN® SELECT RESULTS CRITERIA NATURE OF WORK



Quickly find data using the multi-layered nature of **work filters**:

- **Family:** Jobs performing similar work, requiring similar training, skills, knowledge, etc.
- **Sub-Family:** Jobs performing a segment of work by overall Job Family.
- **Navigation Group:** Search specializations, breaking into natural groups of work within a Sub-Family.
- **Specialization:** Specific type of work within a Sub-Family; combined with Career Level it becomes a Job which an individual performs.

Job Family Tree works well for typical support Jobs (e.g., HR, Finance, Information Technology) with common skill sets grouped across industries into one comprehensive job catalog.

MERCER WIN® SELECT RESULTS CRITERIA

The screenshot displays the Mercer Job Library interface for the year 2016. The left sidebar contains search options, with the 'Function' filter selected. A blue circle with the number '16' highlights the 'Function' filter. The main content area shows a dropdown menu for the 'Function' filter, listing various job categories such as Academic Operations, Administrative Services, and Banking Operations. A 'Collapse All' button is visible at the top of the dropdown. The interface also includes a search bar and a 'Search Results' section.

Note: to utilize the Function filter to search the Mercer Job Library, be sure to include Jobs in the Job Type field; this filter does not return results for Core Jobs or Mercer Combined Jobs.

Search for Functions or Departments

- Collapse All
- Function – Department
- Academic Operations
- Administrative Services
- Advertising Agency Services & Operations
- Agriculture Field Production
- Asset/Investment Management
- Automotive Operations
- Aviation Services
- Banking Operations
- Business Planning & Risk Management
- Claims
- Communications & Corporate Affairs
- Compliance & Regulatory Affairs
- Consulting Services
- Contact/Call Center
- Customer Service
- Engineering
- Equipment, Repair & Maintenance
- External Software Product Engineering
- Facilities Management
- Film & Television Production

Cancel Apply

The **Function** option provides an additional lens to search across the Library jobs and is organized around Function and Department. When selections are made in the Family filter, the Function filter is disabled (16). By clicking the checkbox, you can add either the full set of jobs or particular positions.

MERCER WIN® SELECT RESULTS CRITERIA ORGANIZATION OF WORK

The screenshot shows the Mercer WIN interface with the following elements:

- Header:** TALENT IMPACT, Mercer WIN @ | REWARD
- Navigation:** Home, Mercer Market Data
- Search Options:** Search for job title, job code, or
- Filters:** Market View, Family, Function, Career Level, Job Type, Position Class
- Search Results:** Job Title, Job Type, Job Code, Market View
- Function and Department List:**
 - Game Development
 - Manufacturing
 - Marketing
 - Merchant Development
 - Research & Development
 - Retail
 - Sales
 - Engineering Design
 - Top Management
 - Cloud Services Development
 - IT Consulting
 - Software Development
 - Mobile Applications
 - Programming
 - Functional Management
 - Architecture
 - Systems Software
 - Web Applications
 - Release Testing & Configuration

Callout boxes highlight the 'Function and Department' filter and the 'Software Development' and 'Mobile Applications' items in the list.

Search in Mercer WIN using the **alternative lens** of function and department

- **Function:** Major segment grouping jobs by typical organization structure, reflecting hierarchies, decision making power.
- **Department:** A division within a function dealing with a specific area of activity.

Organization Structure within an industry defines how activities (e.g. task allocation, coordination, supervision) are directed toward the achievement of organizational goals.

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SELECT RESULTS CRITERIA

The screenshot displays the Mercer Job Library interface for the year 2018. A modal window is open, showing the 'Career Level' filter options. The filter is currently set to 'All EXECUTIVE Career Levels'. The options are:

| Category | Option |
|-------------------|---|
| EXECUTIVE | <input checked="" type="checkbox"/> All EXECUTIVE Career Levels |
| MANAGEMENT | <input type="checkbox"/> Executive Level 5 (E5) |
| PROFESSIONAL | <input type="checkbox"/> Executive Level 4 (E4) |
| PARA-PROFESSIONAL | <input type="checkbox"/> Executive Level 3 (E3) |
| | <input type="checkbox"/> Executive Level 2 (E2) |
| | <input type="checkbox"/> Executive Level 1 (E1) |

The 'Career Level' filter is highlighted with a blue box and a red circle containing the number 17. The search results area below shows 0 results and a message: 'Please consider changing your view and/or modifying your search criteria to get results.'

The **Career Level** filter allows you to narrow down the Library jobs to the various career streams and levels using the checkboxes (17).

MERCER WIN®

SELECT RESULTS CRITERIA

The screenshot displays the Mercer Job Library interface for the year 2018. The 'Job Type' filter is selected in the left-hand menu, and a dropdown menu is open, showing three options: 'Core Jobs', 'Mercer Combined Jobs', and 'Jobs'. A blue circle with the number '18' is positioned above the dropdown menu. The search results area shows '0 results' and a message: 'Please consider changing your view and/or modifying your search criteria to get results.' The interface includes a search bar, filters for Market View, Job Industry, Family, Function, Career Level, and Position Class, and a 'View' dropdown set to 'Job'.

The **Job Type** filter is another new way in the system that allows to search for either Jobs, Core Jobs, Mercer Combined Jobs or all. If no selection is made here, a job level will be set up by default **(18)**.

MERCER WIN[®]

SELECT RESULTS CRITERIA

Home Mercer Market Data Progress Center

Mercer Job Library for Year: 2018 [Change year](#) My Saved Results

Mercer Job Library Global High Tech All

Search Options 19 Search for job title, job code, or typical title Limit to My Jobs

Hide

- Market View ... Add a Market View
- Job Industry ... Add a Job Industry
- Family ... Add a Family
- Function ... Add a Function
- Career Level ... Add a Career Level
- Job Type ... Jobs
- Position Class ... Add a Position Class range

Search Results View: Job

| Job Title | Job Type | Job Code | Typical Title | Market View |
|---|----------|----------|---------------|-------------|
| Click search and search results will be displayed here. | | | | |

You can only compare between 2 and 5 items.

You can refine your search by job title or job code using the **keyword** field (19). For **exact phrases** - use double quotes (“”); for **multiple jobs** - use semicolon (;); for **partial title** - include an asterisk (*); for **partial code** - include a decimal point separator and an asterisk (. *). You can also use advanced search techniques to look for combinations of keywords (**AND**) or either of the keywords (**OR**).

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SELECT RESULTS CRITERIA

The screenshot displays the Mercer Job Library interface. At the top, there is a navigation bar with 'Home', 'Mercer Market Data', and 'Progress Center'. Below this, the main header reads 'Mercer Job Library for Year: 2018' with a 'Change year' link and a 'My Saved Results' dropdown menu. A blue circle with the number '20' is positioned to the left of the 'Search Options' dialog box. The dialog box, titled 'Search Options', contains the following settings:

| Option | Radio Button | Checkbox |
|----------------|--------------------|---|
| Keyword | Default (selected) | <input type="checkbox"/> Search job description |
| Market View | Default | |
| Job Industry | Default | |
| Family | Default | |
| Function | Default | |
| Career Level | Default | |
| Job Type | Default | |
| Position Class | Default | |

At the bottom of the dialog box are 'Cancel' and 'Save' buttons. The background interface shows a 'Search Results' section with a 'Compare' button (with a message: 'You can only compare between 2 and 5 items.') and a 'Continue' button. A 'Search' button is also visible in the top right of the main interface.

You can **adjust the search options** according to your preference; either by adding, removing or setting as default the relevant options (20).

MERCER WIN[®]

SELECT RESULTS CRITERIA

Home Mercer Market Data Progress Center

Mercer Job Library for Year: 2018 [Change year](#) My Saved Results

Mercer Job Library Global High Tech All

21 Search Options Search for job title, job code, or typical title Limit to My Jobs

Hide

| | | | |
|----------------|-----|----------------------------|--|
| Market View | ... | Add a Market View | <input type="button" value="x Clear"/> |
| Job Industry | ... | Add a Job Industry | <input type="button" value="x Clear"/> |
| Family | ... | Add a Family | <input type="button" value="x Clear"/> |
| Function | ... | Add a Function | <input type="button" value="x Clear"/> |
| Career Level | ... | Add a Career Level | <input type="button" value="x Clear"/> |
| Job Type | ... | Jobs | <input type="button" value="x Clear"/> |
| Position Class | ... | Add a Position Class range | <input type="button" value="x Clear"/> |

22 Search Results 34 results View Job

| <input type="checkbox"/> | Job Title | Job Type | Job Code | Typical Title | Market View |
|--------------------------|---|----------|----------------|--------------------------------------|---|
| <input type="checkbox"/> | Legal Counsel, General Business - Manager (M2) | Job | LCA.03.011.M30 | Legal Counsel Manager, Legal Manager | 2018 Global Demo TRS (Mercer Job Library) |
| <input type="checkbox"/> | Legal Counsel, General Business - Experienced P | Job | LCA.03.011.P20 | Lawyer, Legal Counsel, Attorney | 2018 Global Demo TRS (Mercer Job Library) |
| <input type="checkbox"/> | Legal Counsel, General Business - Specialist Prof | Job | LCA.03.011.P40 | Lawyer, Legal Counsel, Attorney | 2018 Global Demo TRS (Mercer Job Library) |
| <input type="checkbox"/> | Legal Counsel, General Business - Senior Manag | Job | LCA.03.011.M40 | Legal Counsel Manager, Legal Manager | 2018 Global Demo TRS (Mercer Job Library) |
| <input type="checkbox"/> | Legal Counsel, General Business - Expert Profes | Job | LCA.03.011.P50 | Lawyer, Legal Counsel, Attorney | 2018 Global Demo TRS (Mercer Job Library) |
| <input type="checkbox"/> | Legal Counsel, General Business - Senior Profes | Job | LCA.03.011.P30 | Lawyer, Legal Counsel, Attorney | 2018 Global Demo TRS (Mercer Job Library) |
| <input type="checkbox"/> | Legal Counsel, General Business - Entry Profes | Job | LCA.03.011.P10 | Lawyer, Legal Counsel, Attorney | 2018 Global Demo TRS (Mercer Job Library) |

23 Compare You can only compare between 2 and 5 items.

24

Based on your search criteria, once you hit the **search** button (21), the relevant results will appear at the bottom of the screen. You can select individual jobs or the whole group by clicking on the tick boxes (22). To verify the job descriptions and compare between 2 and 5 roles, click the **compare** button (23). Click **continue** to proceed to the results page (24).

MERCER WIN®
THANK YOU



If you have any questions please contact
Surveys@mercer.com

MAKE  **MERCER**
TOMORROW,
TODAY