



US Pharmacy Job Match Meeting

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CEO, JobRx

welcome to brighter



Agenda

- Survey Overview
 - Data Collected
 - General Information
- Industry Overview
 - Kevin Mero, JobRx
- Mercer Data Connector
- Matching Your Jobs



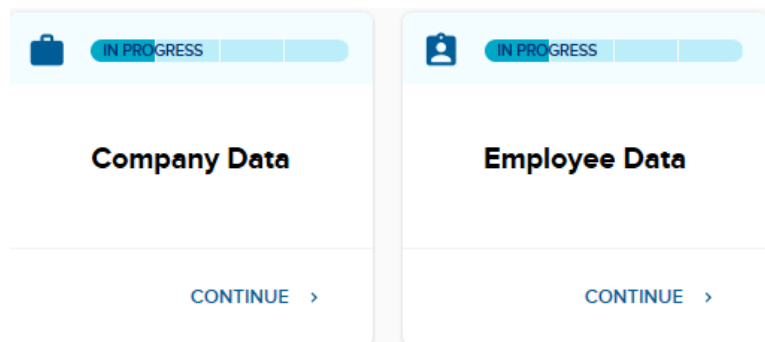
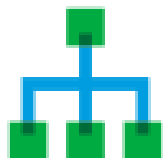
Survey Overview

Survey Overview

Data Collected

Company Data

- Industry Sector and Subsector
- FTEs
- Ownership
- Script Volume
- Number of Pharmacies
- Revenue



Incumbent Data

- Base Salary
- Salary Range
- Short-term Incentives
- Location
- Technician Certified
- Union Status
- FLSA Status



****NEW FOR 2021!*** Pharmacy Policies & Practices sections of the survey have been added to Mercer Data Connector for data collection.

Survey Overview

Data Collected – Pay & HR Practices and Benefits

2020 US Pharmacy Compensation Survey

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57 Participants List

Compensation Practices – Retail Organizations Only





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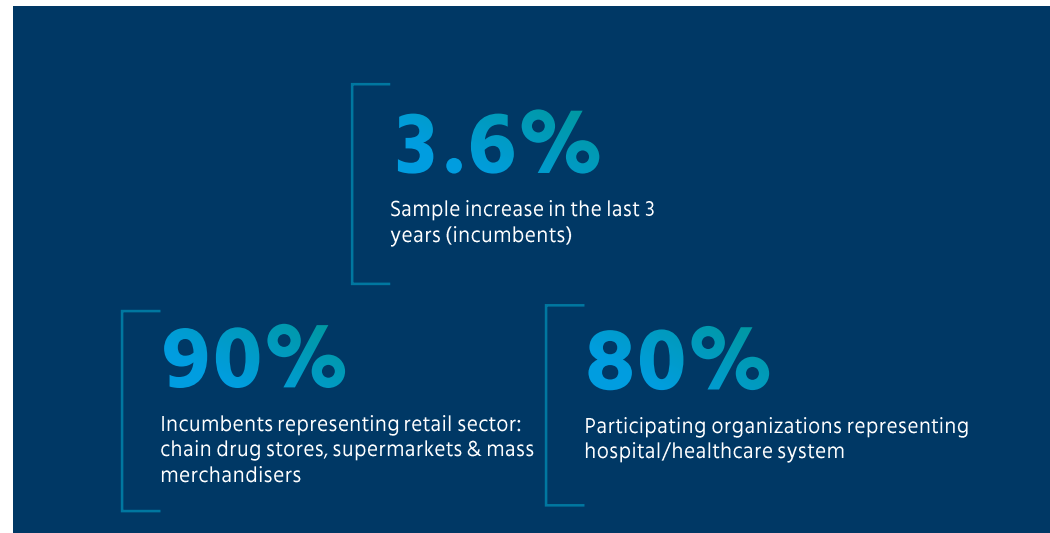


Note: This report is included in the price for the 2021 US Pharmacy Survey

Survey Overview

2020 Survey Statistics

	No. of organizations 186 (-30%)
	No. of incumbents 330K (+2%)
	No. of Matched Jobs 126 (+24%)
	No. of Core Based Statistical Areas 929



21 PAY, HUMAN RESOURCES, & BENEFITS POLICY TOPICS

**Including: Pay Increases, Pay Differentials, Holiday Pay,
Sign-on Bonuses, and Market Pricing Philosophy**

Survey Overview

2020 Participant Snapshot

Industry Sector

Industry Specialization	# of Organizations	% of Organizations	# of Incumbents	% of Incumbents
Retail	18	10%	298,553	90%
Hospital/Healthcare System	148	80%	20,058	6%
Mail Order / PBM	5	3%	5,488	2%
Specialty Svcs to Long-term Care Facilities	2	1%	233	0%
Managed Care / Health Plan	7	4%	4,851	1%
Other	6	3%	1,305	0%
	186	100%	330,488	100%

Retail Industry Sector is made up of Chain Drug Stores, Supermarkets, and Mass Merchandisers.

Survey Overview

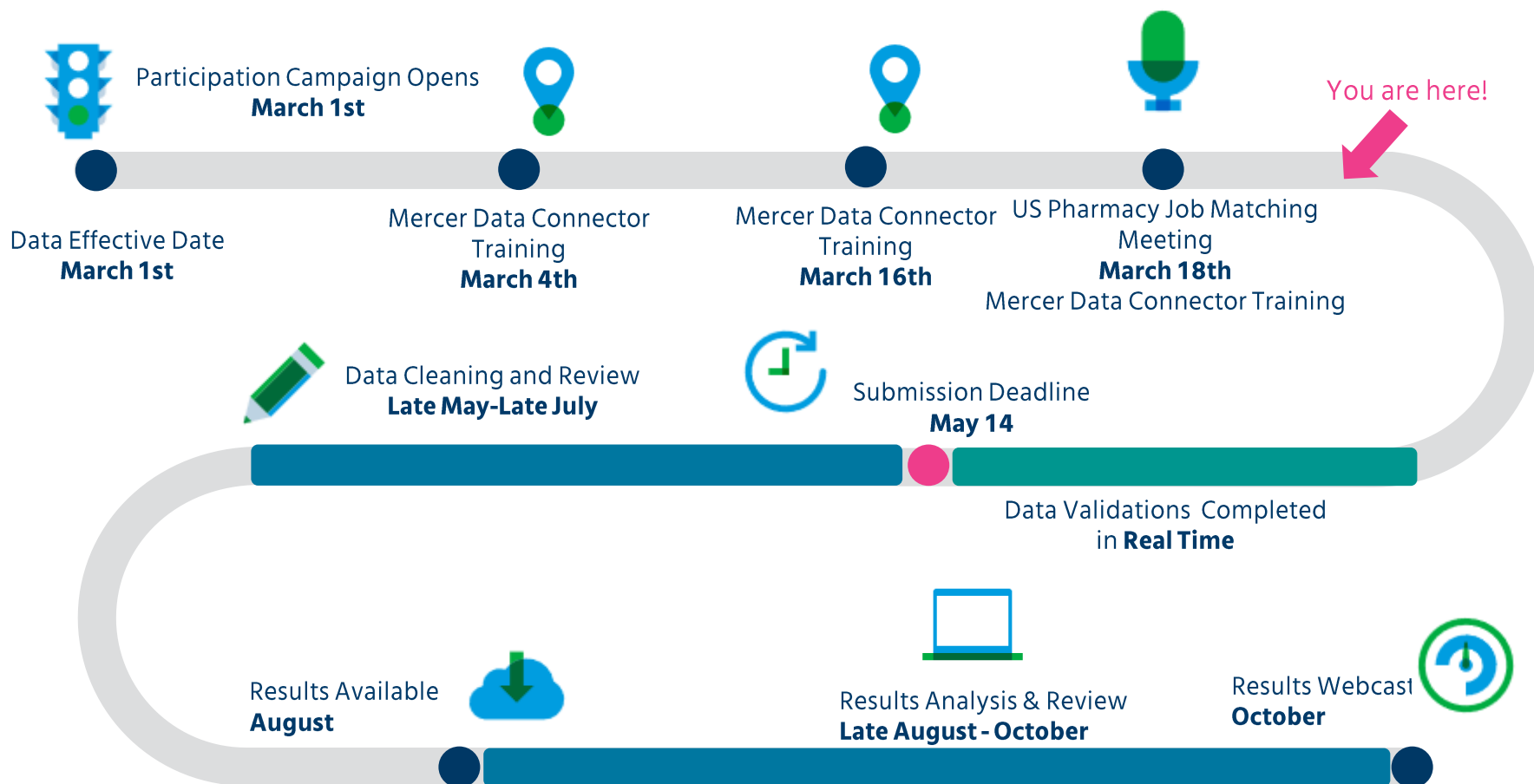
2021 General Info

- Effective date is **March 1**. Avoids Q1 timing challenges and aligns with other surveys at Mercer, such as IHN, IHP and Retail.
- Year 2: **Mercer Data Connector**.
- Submission deadline is May 14th. ***No extensions will be accepted.***
- Updated pricing:

	2021 US Pharmacy Compensation Survey Price
Single State Location – Participant	\$1,800
Multi State Location & Specialty Operations – Participant	\$3,000
Single State Location – Non Participant	\$5,400
Multi State Location & Specialty Operations – Non Participant	\$9,000

Survey Overview

Key Dates



A bit more about surveys



Salary surveys are designed using the most accurate and up-to-date HR metrics and market data practices.



Data is collected from HR professionals at participating organizations and is never employee self-reported.



Data is analyzed for validity, thoroughness, and market representation based on the organization's size, structure, geographic region, or any combination of these factors.



Data elements are only reported when a minimum number of incumbents, organizations, and distinct organizations are met.



Data is suppressed if minimums are not met ensuring the highest level of data confidentiality.

Industry Overview

Kevin Mero, JobRx

Pharmacist Demand Index

2.96

Commercial Setting

(independent, chain, supermarket, mass merchandisers)

2.60

Institutional

(pharmacies affiliated with hospitals and healthcare systems)

Categories

1 = Demand is much less than pharmacist supply available

2 = **Demand is less than the pharmacist supply available**

3 = Demand is balance with supply

4 = Moderate demand, some difficulty filling open positions

5 = High demand; difficult to fill open positions

Pharmacist Demand Indicator (PDI):

National pharmacist demand by practice setting: Quarter 4, 2018

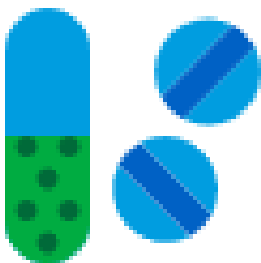
Pharmacist Supply

American Association of Colleges of Pharmacy 2019 Profile

Faculty/Enrollment	Applications	Pharmacy Degrees	PharmD Degrees	Other Degrees
<ul style="list-style-type: none"> • Number of Schools - Up <ul style="list-style-type: none"> – 6,700 faculty – 61,000 students enrolled in professional programs – 6,000 graduate students • Enrolment - Down <ul style="list-style-type: none"> – 60,594 enrolled in Doctor of Pharmacy – 5.5% decrease from Fall 2018 	<ul style="list-style-type: none"> • Applications Down <ul style="list-style-type: none"> – 50,842 applications – 112,000 applications submitted in 2011 – 2 additional schools since 2018 – 15.32% decrease since 2018 	<ul style="list-style-type: none"> • Conferred Degrees = 14,800 <ul style="list-style-type: none"> – 0.705% decrease – 145 accredited US colleges and pharmacy – 144 submitted data (Full – 132 Candidate Status – 8 Probation – 3 Pre-candidate status – 2) • Attrition rate: 12.6% or .05% increase compared to 2018 and increasing from near zero in early 2000's 	<ul style="list-style-type: none"> • Conferred Degrees for pharmacy baccalaureates = 312 <ul style="list-style-type: none"> – 52.5% increase from 2018 – 622 enrolled in post baccalaureate PharmD – 18.6% decrease from 2018 and decreasing over last 9 years 	<ul style="list-style-type: none"> • M.S. Degrees = 1128 <ul style="list-style-type: none"> – 7.7% increase from 2018 • Ph.D. Degrees = 600 <ul style="list-style-type: none"> – Flat enrollment compared to 2018 <div>Demographics</div> <ul style="list-style-type: none"> • 62.0% women • 37.3% Men • .06% Unknown/other gender

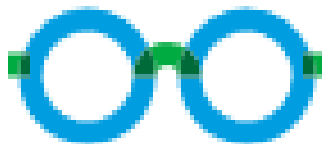
BLS Pharmacist Projection

Years 2019 - 2029



Pharmacist jobs

2019 – 321,700
2018 – 314,300
2016 – 312,500
2014 – 297,100



Job Outlook

2019 – 2029 – 3% decline
2018 – 2028 – 0% growth
2016 – 2026 – 6% growth
2014 – 2024 – 3% growth



Employment Changes

2019 – 2029 – (10,500)
(projected numeric change in employment)
2018 – 2028 – (100)
2016 – 2026 – 17,400 (1,740/yr.)
2014 – 2024 -- 9,100 (910/yr.)
Average Number of Annual Openings – 14,100 (all sources)

Pharmacist Exam Passing Rates

- North American Pharmacist Licensure Examination Passing Rates for 2017-2019 Graduates Per Pharmacy School (NAPLEX):

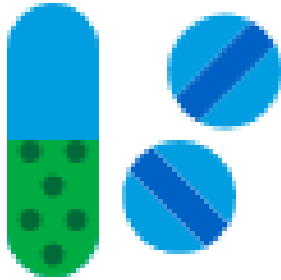
School Name	2017 Graduates				2018 Graduates				2019 Graduates			
	All Attempts	Pass Rate	First-time Attempts	Pass Rate	All Attempts	Pass Rate	First-time Attempts	Pass Rate	All Attempts	Pass Rate	First-time Attempts	Pass Rate
Xavier University of Louisiana	162	77%	142	76%	175	73%	152	75%	133	79%	1117	88%
All Graduates from ACPE Accredited Program	15,379	86%	14,087	88%	15,234	88%	14,103	89%	15,056	87%	13,869	88%
All NAPLEX Administrations	18,189	81%			18,012	83%			17,970	82%		

The number of students taking the exam, (which include previously exam takers but failed to pass):
 "All Attempts" decreased
 "Pass Rate" decreased

2019 - The number of "First-time Attempts" and "Pass Rate" both decreased

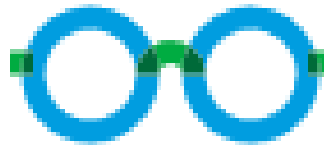
BLS Pharmacy Technician Projection

Years 2019 - 2029



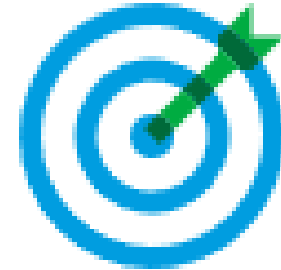
Pharmacy Technician Jobs

2029 – 437,600
2026 – 450,100
2019 – 422,300
2016 – 402,500



Job Outlook

2019 – 2029 – **4% growth (as fast as average) or 15,200**
2019 – 2029 –
422,300 number of
jobs

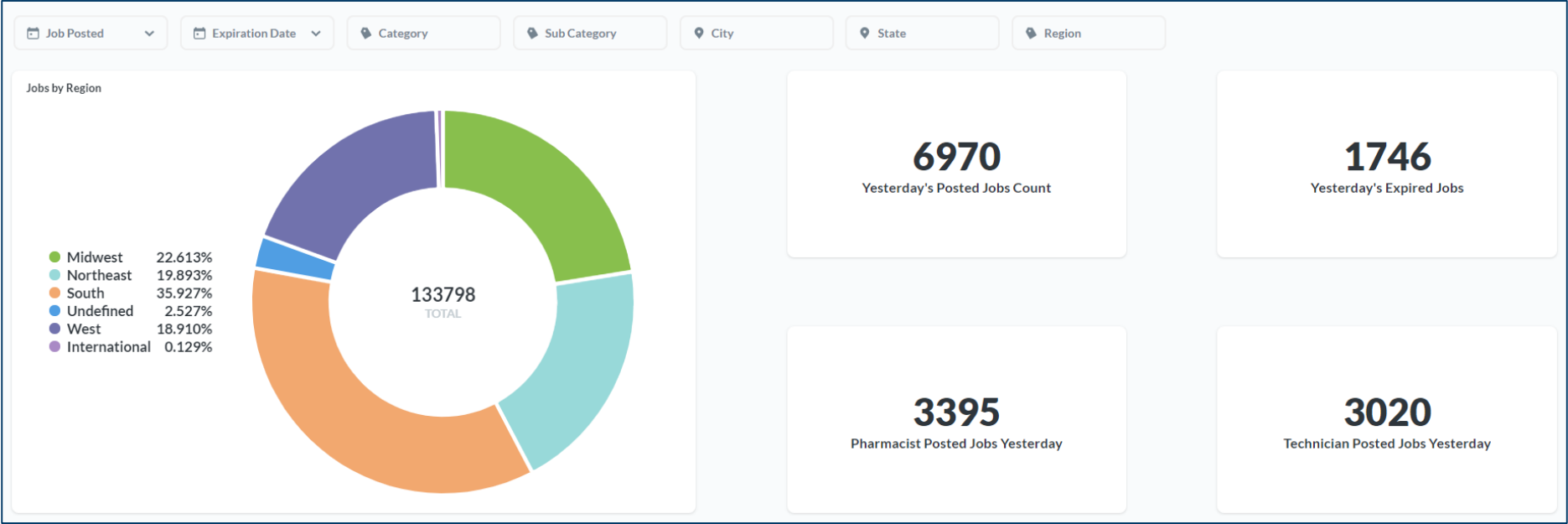


Employment Changes

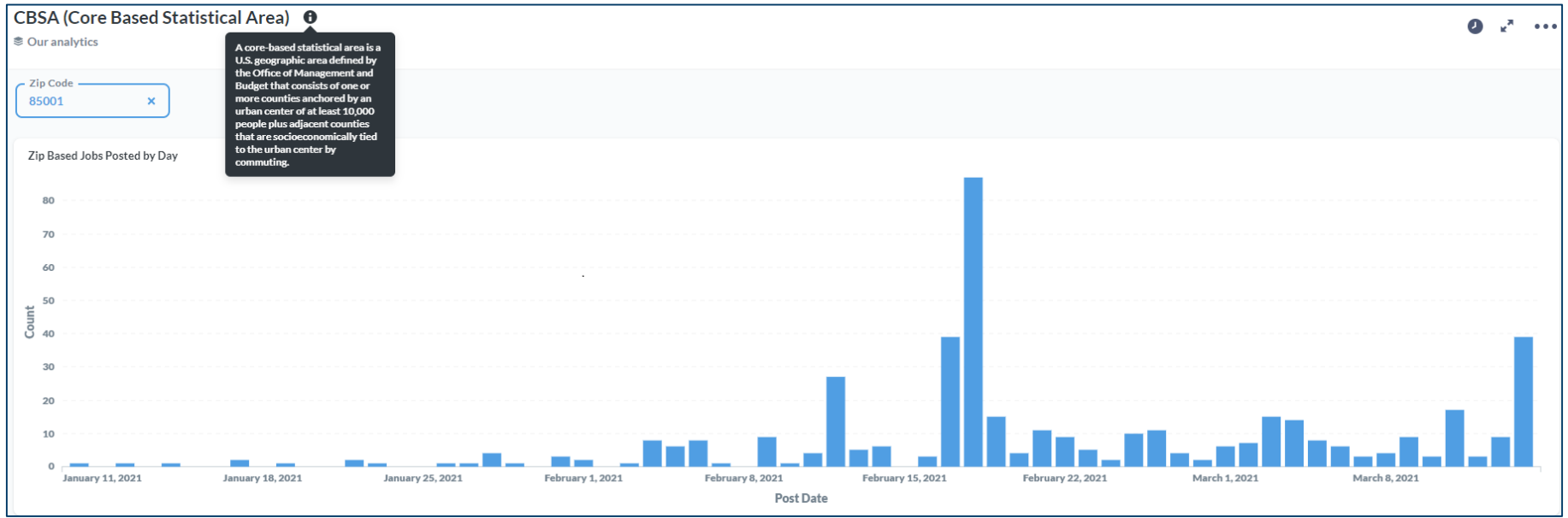
Average growth rate for **all occupations is 4%**
Average growth rate **for technicians is 4%**

Average Number of Annual
Openings – 38,300 (all sources)

JobRx Pharmacy Jobs Report Dashboard



JobRx Pharmacy Jobs Report Dashboard

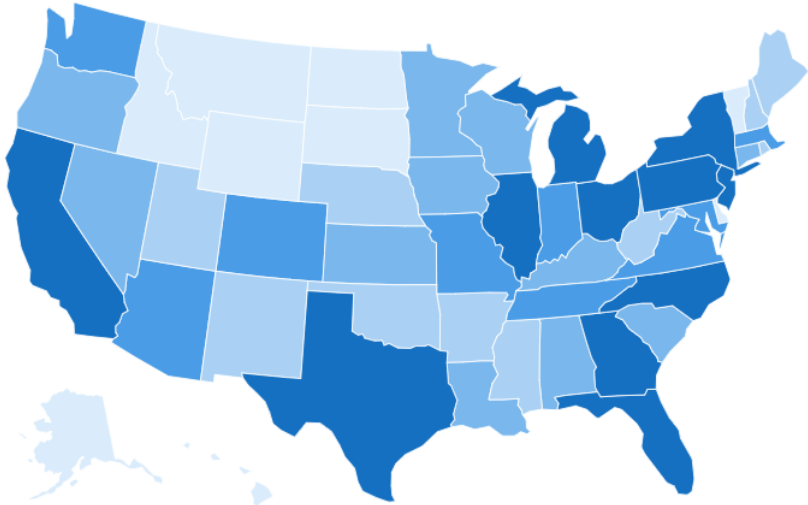


JobRx Pharmacy Jobs Report Dashboard

Technician Jobs Demand by State

- 1) Demand is much less than the number of job postings
- 2) Demand is less than the number of job postings
- 3) Demand in balance with the number of job postings
- 4) Moderate demand with more jobs vs. supply of labor
- 5) High demand with the most of number of jobs vs. supply of labor

Technician Jobs Demand by State





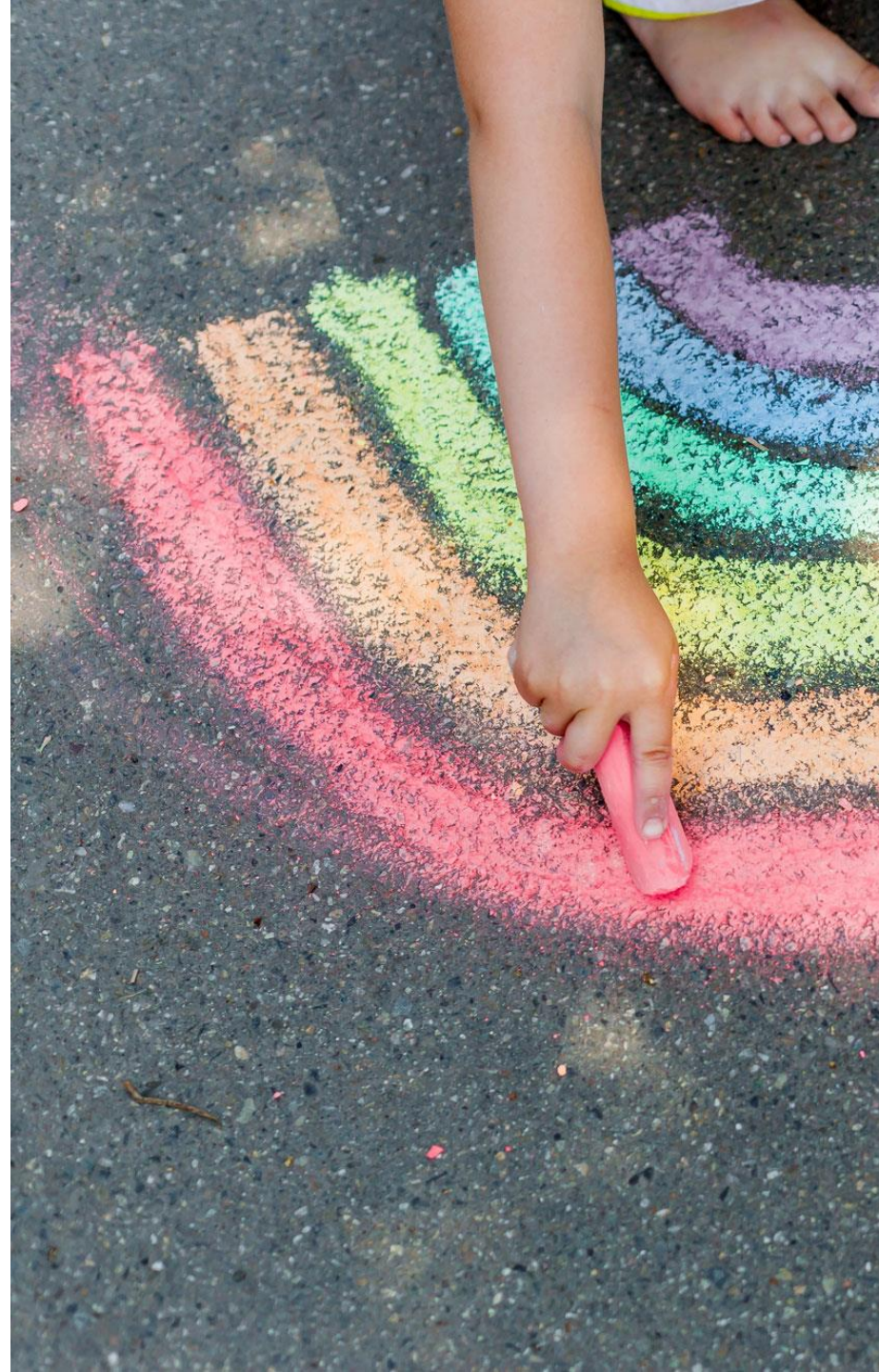
Mercer Data Connector



welcome to brighter

What's new in 2021?

- Mercer Data Connector for **Pharmacy**, Retail, MBD, MTCS, SIRS, & Mining
- Integration of the Pharmacy Policies & Practices questions into MDC
- New and updated jobs



Mercer Data Connector

Data Collection in the US

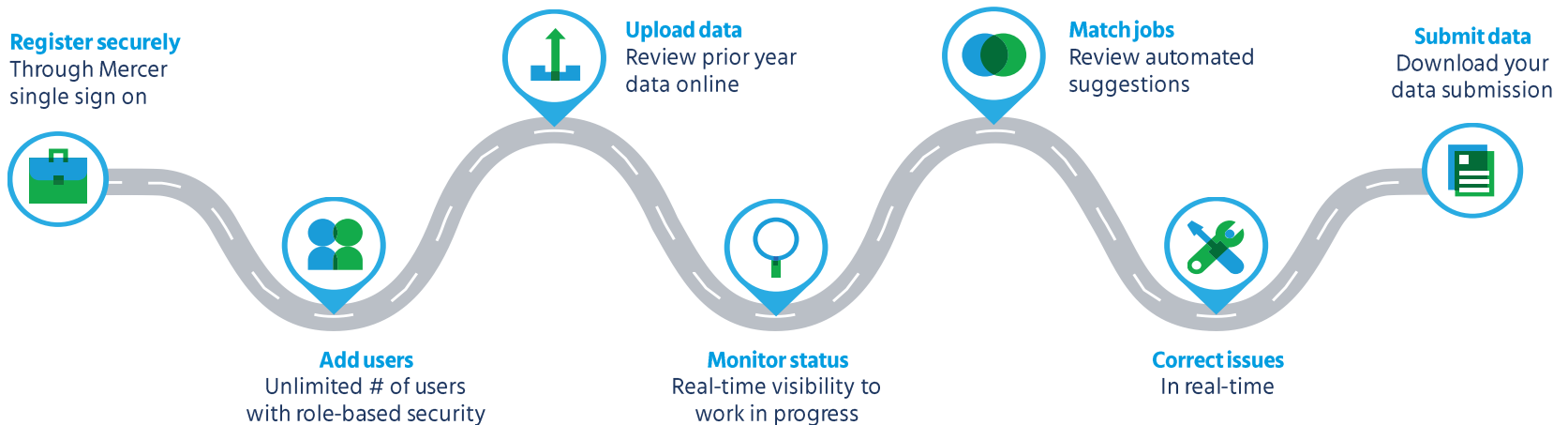
- Airline & Transportation Compensation Survey
- Consumer Goods Compensation Survey
- Contact Center & Customer Service Compensation Survey
- Financial Services Suite
- Mercer Benchmark Database/Total Remuneration Survey
- Mercer Hospitality Survey
- Mercer Total Compensation Survey for the Energy Sector (MTCS)
- Mining
- New & Emerging Jobs Survey
- **Pharmacy Compensation Survey**
- Retail Compensation and Benefits Survey
- SIRS

Mercer Data Connector

www.imercer.com/mercerdataconnector

Save time

Average online participation time is two hours*



*Based on 2,400+ participating companies with avg 1K+ employee population

Survey Participation Resources

<https://www.imercer.com/us-events>

Live Webinars & Events

Mercer Data Connector	Date	Time	Attend	Additional Description
Mercer Data Connector Training	March 16	2pm ET	Register	Technical and functionality training
Inside Mercer Data Connector	March 30	2pm ET	Register	Refresher/forum for questions
Inside Mercer Data Connector	April 1	11 am ET	Register	Refresher/forum for questions
Inside Mercer Data Connector	April 6	2pm ET	Register	Refresher/forum for questions
Inside Mercer Data Connector	April 8	11am ET	Register	Refresher/forum for questions

On-Demand Webinars
Select a category below for more information.

+ Mercer Data Connector webinars

+ Mercer WIN webinars

+ Participation webinars

+ Mobility webinars

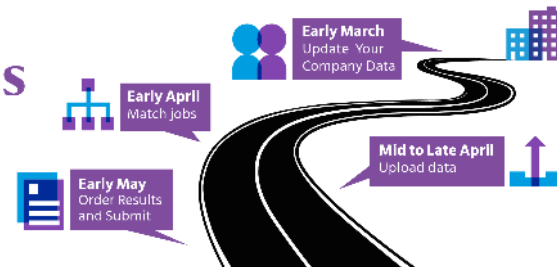
5 recorded webinars to help with your submission:

- Intro to Mercer Job Library
- Executive Job Matching
- Company Data
- Compensation FAQs
- Job Matching Booklet Demo

<https://www.imercer.com/mercer-data-connector-participation>

Survey Participation Milestones

Stay on track with these helpful checkpoints for using Mercer Data Connector.



Are you a returning participant?

Your organization's profile should be set up in Mercer Data Connector with an assigned administrator.

[If you submitted your organization's data previously, please log into www.mercerdataconnector.com](https://www.mercerdataconnector.com)

- Enter your work email address.
- Enter your imerger.com password.
- If you do not know your password, click Forgot Password.

If a colleague submitted your organization's data previously, contact them directly and request to add you as an admin or delegate in Mercer Data Connector.



Is your organization new to participation?

If your organization has not participated in the last two years, please fill out the form below:

[If you're a new participating organization click here](#)

If there's been a recent contact change, please complete the [contact change form](#).

For more information on [Mercer Data Connector - click here](#).

Data Collected

Mercer Data Connector

Complete if you granted LTI in the last completed fiscal year

If you are matching contact center incumbents

Complete if you want to participate in the IT Jobs & Skills Policy Survey

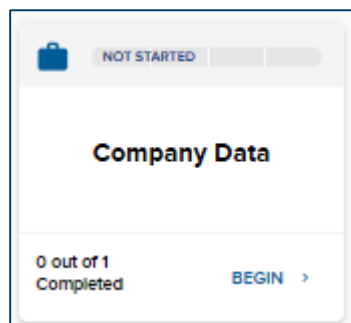
The screenshot displays the Mercer Data Connector interface with a grid of modules. Each module has a status bar at the top (e.g., 'IN PROGRESS', 'PREPOPULATED', 'NOT STARTED') and a progress indicator (e.g., '0 out of 1 Completed'). The modules are:

- Company Data** (IN PROGRESS)
- Employee Data** (PREPOPULATED)
- Long Term Incentive Plans** (NOT STARTED) - A green arrow points to this module with the text 'Complete if you granted LTI in the last completed fiscal year'.
- Script volume** (NOT STARTED)
- Pharmacy Policies and Practices** (NOT STARTED)
- Contact Center Location Details** (NOT STARTED) - A blue circle highlights this module, and a blue arrow points to it from the text 'If you are matching contact center incumbents'.
- Contact Center Policies** (NOT STARTED)
- Retail Policies and Practices** (NOT STARTED)
- Mercer/Gartner IT Jobs and Skills Policy** (NOT STARTED) - A purple arrow points to this module from the text 'Complete if you want to participate in the IT Jobs & Skills Policy Survey'.
- Order Products** (NOT STARTED)
- Submit Data to Mercer** (NOT STARTED)

The footer includes the Marsh & McLennan Companies logo, navigation links for Marsh, Guy Carpenter, Mercer, and Oliver Wyman, social media icons, and a copyright notice: '© 2021 MERCER LLC, ALL RIGHTS RESERVED'.

Data Collected

Company Data



NOT STARTED

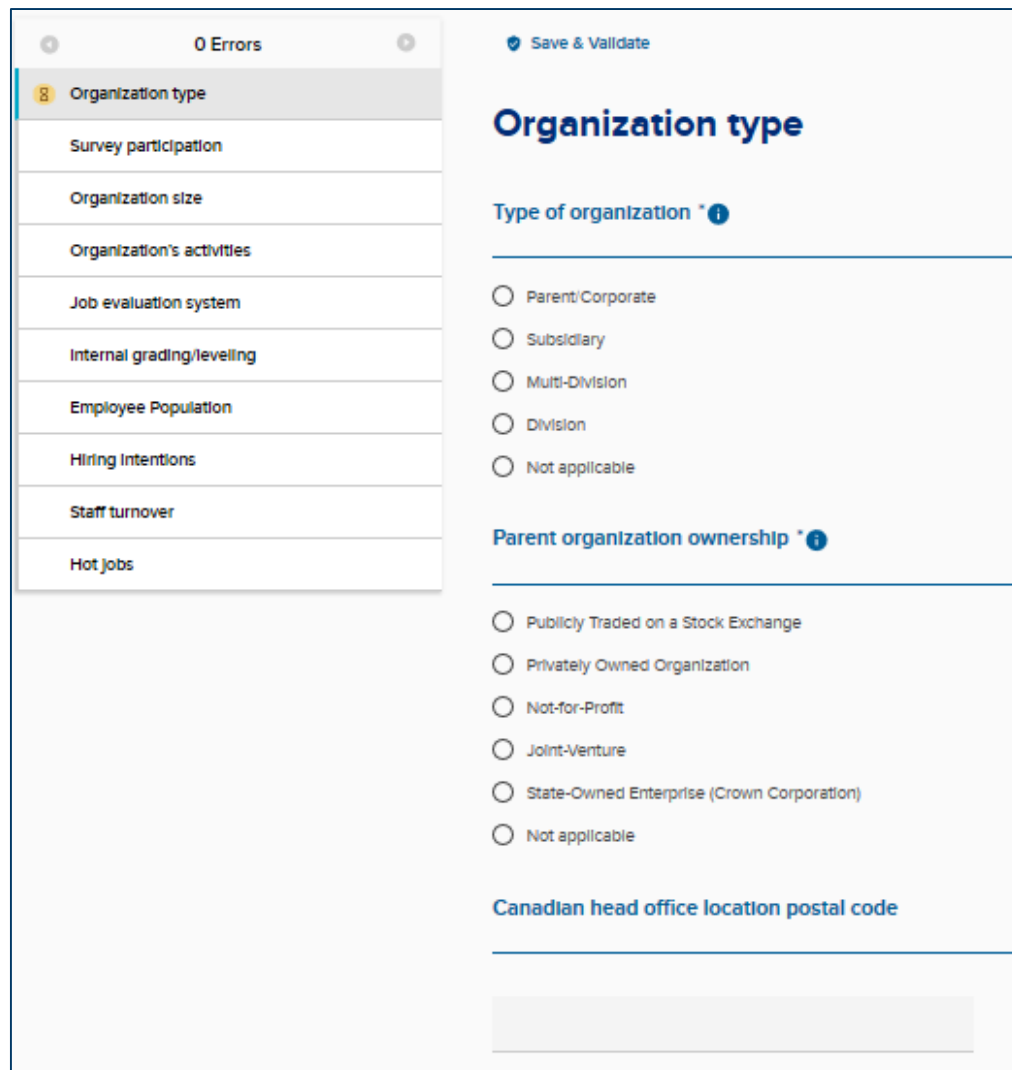
Company Data

0 out of 1 Completed

BEGIN >

Complete as much as possible. This allows for data cuts within survey results. Data will be prepopulated in future years.

- Financials
 - Net Sales Revenue
- FTEs
- Geographic scope of org



0 Errors

Organization type

Survey participation

Organization size

Organization's activities

Job evaluation system

Internal grading/levelling

Employee Population

Hiring Intentions

Staff turnover

Hot jobs

Save & Validate

Organization type

Type of organization * ⓘ

☐ Parent/Corporate

☐ Subsidiary

☐ Multi-Division

☐ Division

☐ Not applicable

Parent organization ownership * ⓘ

☐ Publicly Traded on a Stock Exchange

☐ Privately Owned Organization

☐ Not-for-Profit

☐ Joint-Venture

☐ State-Owned Enterprise (Crown Corporation)

☐ Not applicable

Canadian head office location postal code

Data Collected

Employee Data

2021 DATA COLLECTION

Employee Data

Status

File Upload

Job Match

Validation

Apply Filter

Clear

Companies (by country)

View All (including submitted)

Submission Deadline: 05/28/2021

File Upload

NOT STARTED

BEGIN

Job Match

NOT STARTED

BEGIN

Validate

NOT STARTED

BEGIN

1




2

3

Which incumbents to match?

 Do **NOT** Include:

Seasonal employees
Contractors
Expatriates
Co-ops/interns
Long-term leave
Future hires

Full-time	
Part-time only for the Retail survey	
Survey effective: March 1	



COVID-19 Matching Guidelines



- **Reduced salaries**

- If temporary, please **annualize salaries** to the survey effective date with no reductions
- If permanent, please provide current salaries as of the survey effective date



- **Hero Pay/COVID Pay Premiums**

- Please do not include temporary hero pay/covid-related pay premiums



- **Bonuses/Other income**

- Please provide **actual bonus/other income** (do not adjust)



- **Workforce reductions/Delayed hires**

- Please match your headcount as of the survey effective date
- **Do not include** any hires that were anticipated to start before the effective date but have been delayed



Matching Your Jobs

Mercer Job Library

Available across 1,200+ surveys globally

- **State of the art job content**
Comprehensive job descriptions and job coding
- **Consistent data collection**
Simple data submission, global IPE consistency
- **Intuitive results analysis**
Intuitive results analysis in mercer WIN®
- **Improved client experience**
More data available with the roll-up functionality

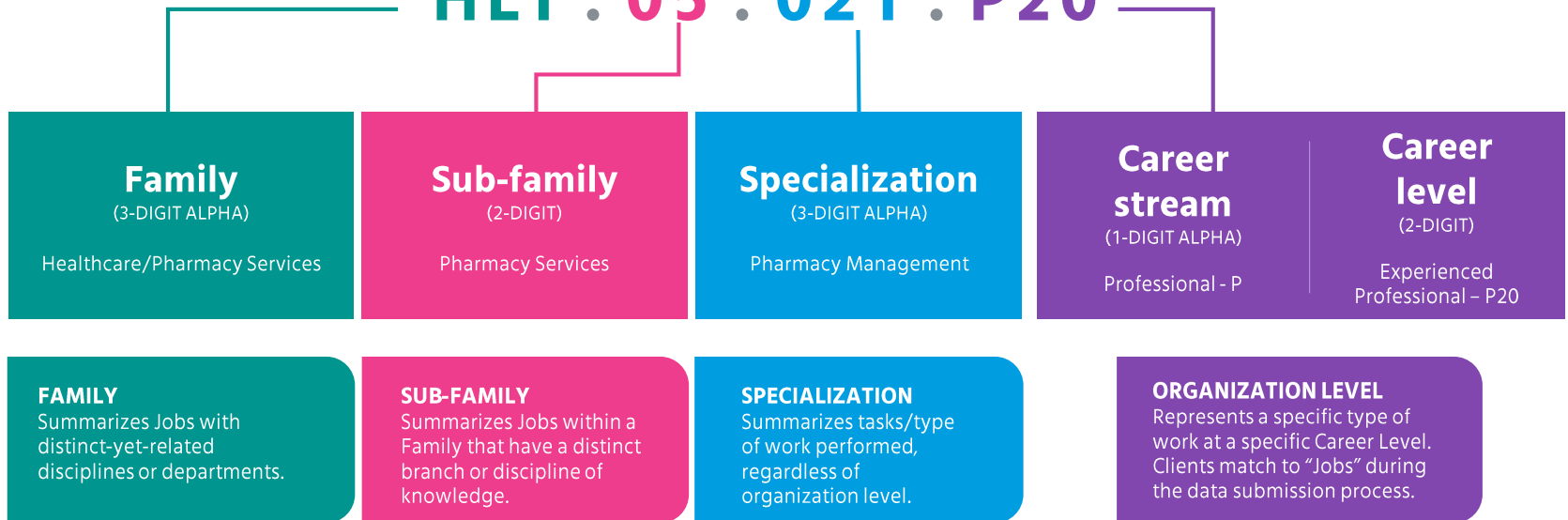


Mercer Job Library

Smart job coding

Registered Staff Pharmacist – Experienced Professional (P2)

HLT . 05 . 021 . P20



Mercer Job Library

Career Streams and Levels

	CAREER STREAM			
	EXECUTIVES	MANAGEMENT	PROFESSIONALS	PARA-PROFESSIONALS
CAREER LEVEL	Executive Level 5 (E5)			
	Executive Level 4 (E4)			
	Executive Level 3 (E3)			
	Executive Level 2 (E2)			
	Executive Level 1 (E1)			
		Senior Manager II (M5)	Pre-Eminent (P6)	
		Senior Manager (M4)	Expert (P5)	
		Manager (M3)	Specialist (P4)	
		Team Leader - Professionals (M2)	Senior (P3)	
		Team Leader - Para-Professionals (M1)	Experienced (P2)	
			Entry (P1)	
				Specialist (S4)
				Senior (S3)
				Experienced (S2)
				Entry (S1)

Note: This table is for illustration purposes and represents the typical correlation between Career Levels, within each of the Mercer Job Library Career Streams. It is based on the median position classes associated with the underlying IPE evaluations for a mid-sized organization. The alignment of Career Levels may differ somewhat between organizations depending on various factors, in particular organization size, but also industry, activities, geographic scope, etc. For more information, speak to your Mercer consultant.

Job Matching Booklet

Please review the materials on the Introduction tab



MERCER

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2021 United States Mercer Job Library Job Matching Booklet

The Job Matching Booklet assists you with matching your company's jobs to the Mercer Job Library. The following instructions will help you navigate the booklet.

Click and follow the Job Matching Instructions and the Executive Levels Matching Instructions icons to properly match your jobs.

Click other icons to learn more about the topics covered.



**Job
Matching
Instructions**



**Executive Levels
Matching**



**Career Streams
& Levels**



**Family &
Sub-family**



**Year over Year Job
Changes**

This link reflects all year over year changes in the full Mercer Job Library and is not limited to the positions in scope for US surveys in Mercer Data Connector in 2021



Help

Job Matching Booklet

Filter on the Pharmacy Compensation Survey column to see only PCS jobs

	MTCS	MIN					
Specialization Title	Mercer Total Compensation Survey for the Energy Sector - All Modules (Click at the plus button to see detailed product information)	Mining - All Modules (Click at the plus button to see detailed product information)	Airline & Transportation Compensation Survey	Mercer Hospitality Survey	Contact Center & Customer Service Compensation Survey	Consumer Goods Compensation Survey	Pharmacy Compensation Survey
Pharmacy Billing (Healthcare & Retail)							
Introduction	MJL Specializations & Levels		Job Catalogue	Career Streams & Levels	Family & Sub-Fa ...		

Specialization Year over Year Change Status column shows any new or changed specializations

Familiarize yourself with the available Career Streams & Levels in Mercer Job Library

Job matching Guidelines

First, gather information about your organization's positions and review them against the **Job Matching Booklet**. Identify positions that can be matched to the Library jobs.

Matching Your Positions

- Confirm your understanding of your organization's jobs. Discuss matches with line managers, peers, and Mercer.
- Match each incumbent to one Library job only.
- Match on content, not: Job title or Individual in the job

A Good Match

- Incumbent may not perform all functions from survey description.
- Good match represents 80%-120% of Library job.
- If one or more main responsibilities from survey description are not part of your position, another match may be more appropriate.

Hybrid Jobs

- Some jobs are too unique to match (e.g. incumbent working 50% in marketing and 50% in IT).
- Exclude such job if it covers less than 60% of survey's job content

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Job matching

It's as easy as ...1, 2, 3

STEP 1	Select relevant Industry(ies)	<ul style="list-style-type: none">• Filter by Industry(ies) to see industry-specific matches• Include cross-industry jobs
STEP 2	Determine relevant Specialization	<ul style="list-style-type: none">• Filter by Job Family/Sub-family/Universal Navigation Group• Search for key words and Typical Titles• Use Match Notes and select specific Specialization
STEP 3	Determine Career Stream & Level	<ul style="list-style-type: none">• Executive• Management• Professional• Para-Professional/Support

Job matching

Industry search available



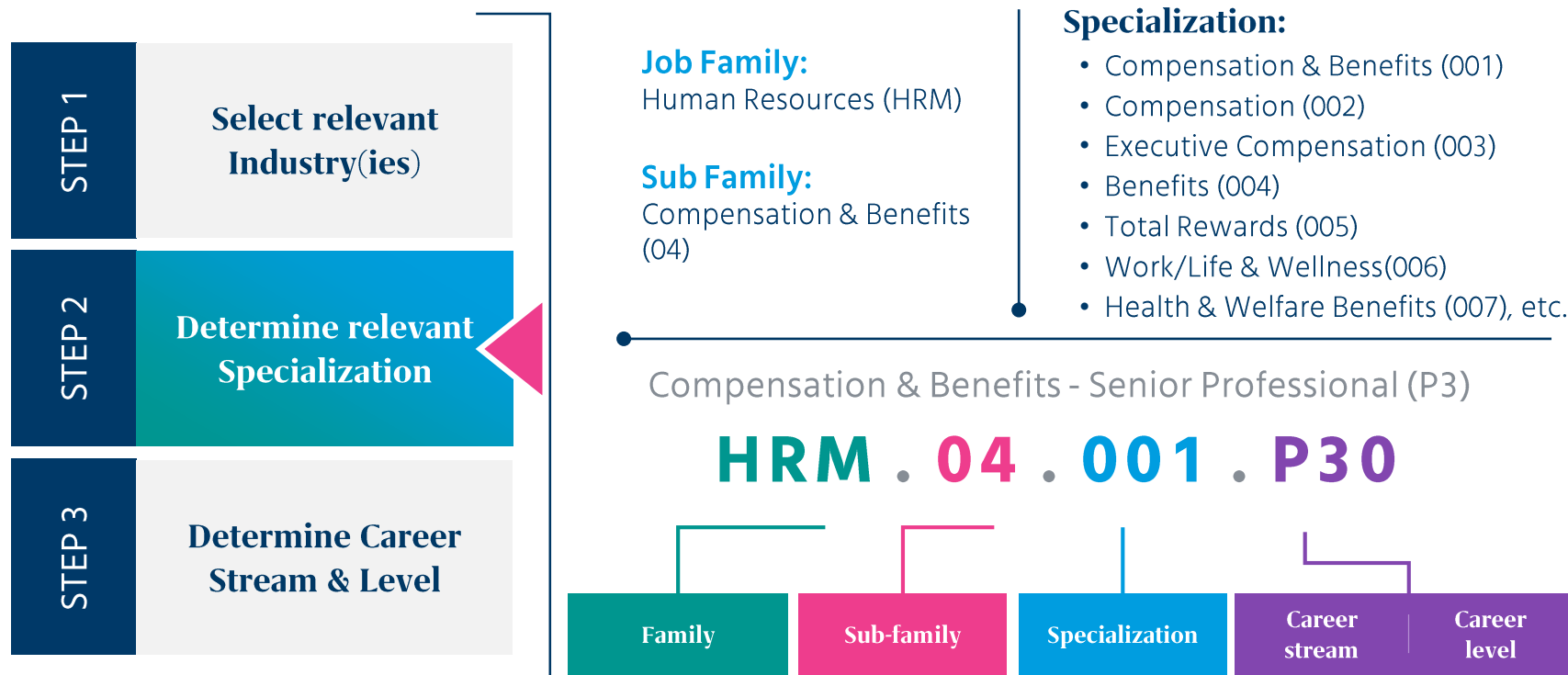
SEARCH for cross industry or industry-specific jobs from the full Mercer Job Library!

To strengthen our existing products and to allow the creation of new industry-specific products to meet your needs Mercer follows a **product agnostic approach** for job matching and data submission.

		Agriculture	Automotive
Construction	Cross Industry (TRS)	Education	Energy & Mining
Financial Services	Healthcare	High Tech	Hospitality
Insurance	Life Sciences	Logistics & Transportation	Media & Entertainment
Outsourcing & Global Capability Centers		Professional Services	Public Sector/ Not-for-Profit
Real Estate	Retail		

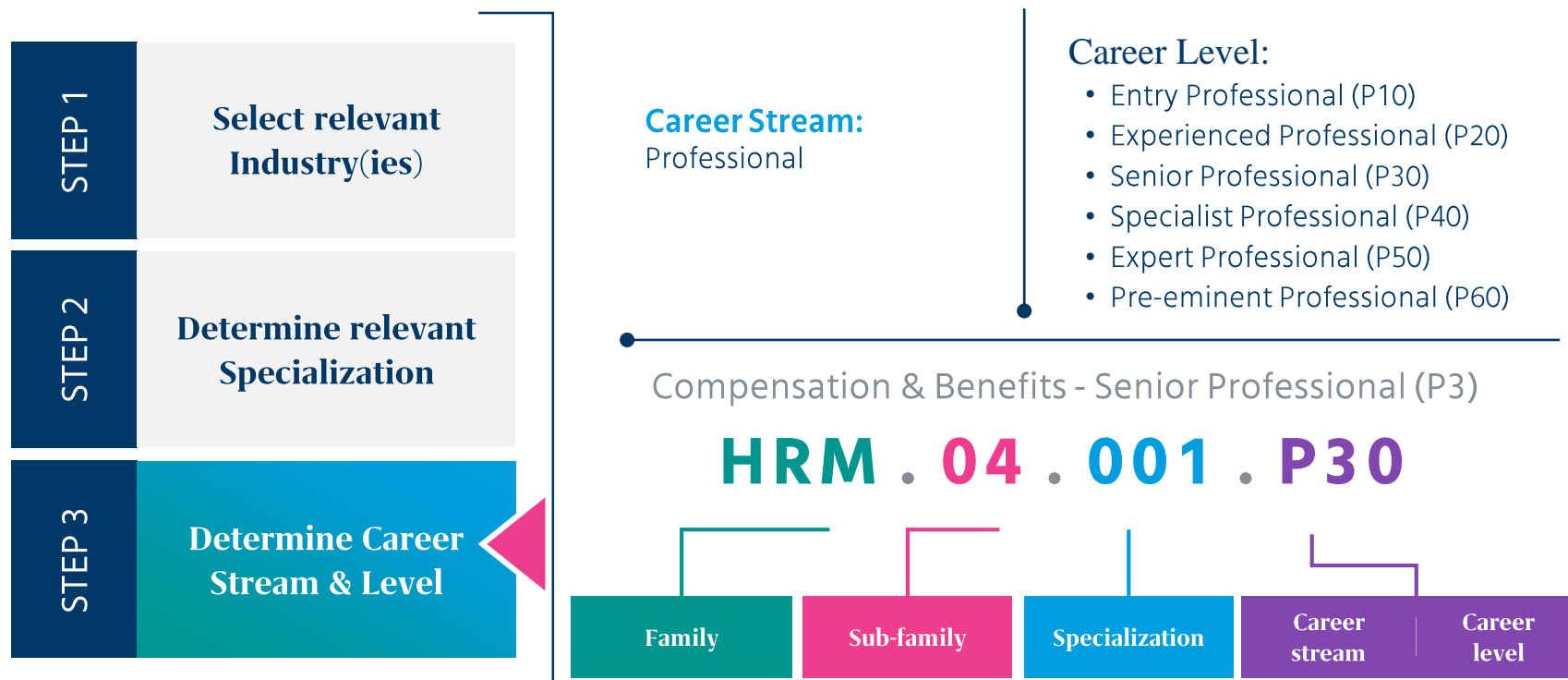
Job matching

Matching at the most specific level



Job matching

Matching at the most specific level



Job matching

Executive level

1



Select Type of Executive Role

- Organization Head
- Function Head
- Sub-function Head

2



Determine Relevant Organization Type

- Parent/Corporate
- Subsidiary
- Division(s)

3



Determine Job's Geographic responsibility

- Global
- Regional (Multi-Country)
- Country

For more information on matching your executive jobs, please view our recorded Executive Matching session under the On-Demand Webinars section:

<https://www.imercer.com/us-events>

Match Your Jobs – Pharmacy Management

IMPORTANT INFORMATION

All relevant career streams and levels are included in the Job Matching Booklet.

Specialization Code	Specialization Title	Levels surveyed by specialization								
		Head of Sub-Function Levels								
		E3	E2	E1	M5	M4	M3	M2	M1	P6
HLT.05.001	Head of Pharmacy (Healthcare)	HLT.05.001.E30	HLT.05.001.E20	HLT.05.001.E10	HLT.05.001.M50					
HLT.05.002	Head of Pharmacy (Health Insurance)	HLT.05.002.E30	HLT.05.002.E20	HLT.05.002.E10	HLT.05.002.M50					
HLT.05.020	Multi-Pharmacy Operations Management (Retail)				HLT.05.020.M50	HLT.05.020.M40	HLT.05.020.M30			

Match Your Jobs – Pharmacy Leadership & Management

Pharmacy Leadership

- HLT.05.001 – Head of Pharmacy (Healthcare)
- HLT.05.002 – Head of Pharmacy (Health Insurance)
 - Levels M50, E10, E20, and E30 available to match. (HLT.05.001.E10 and M50 with reportable data)

Pharmacy Management

- HLT.05.020 – Multi-Pharmacy Operations Management (Retail) (M30-M50)
- HLT.05.021 – Pharmacy Management (M20-M40)
- HLT.05.022 – Mail Order Pharmacy Center Management (Health Insurance) (M20-M40)
- HLT.05.023 – Pharmacy Management: PBM/Managed Care (Health Insurance) (M40)
- HLT.05.024 – Pharmacy Formulary Management (Health Insurance) (M30)

Match Your Jobs – Pharmacists

Pharmacists

- HLT.05.031 – Registered Staff Pharmacist
- HLT.05.032 – Registered Staff Pharmacist: Specialty
- HLT.05.033 – Registered Staff Pharmacist: Remote Pharmacy Services
- HLT.05.034 – Clinical Pharmacists (Healthcare & Health Insurance)
- HLT.05.035 – Infusion Pharmacist (Healthcare)
- HLT.05.036 – Nuclear Pharmacist (Healthcare)
- Specializations broken out by setting. Review your career streams & levels to ensure leveling is consistent. P20 is default leveling.

Pharmacy Clinical Consultants, Interns, and Residents (Healthcare)

- HLT.05.037 – Pharmacy Clinical Consultant (P20)
- HLT.05.045 – Pharmacy Intern
 - Para-Professionals levels and P10 available. Very little differentiation in pay in para-professional levels.
- HLT.05.046 – Pharmacy Resident (Healthcare)
 - Professional (P10 and P20 levels available with strong matching)

Match Your Jobs – Pharmacy Technicians & Service Associates



Pharmacy Technicians

- HLT.05.055 – Pharmacy Technician (Retail)
- HLT.05.056 – Pharmacy Technician (Healthcare & Life Sciences)
- HLT.05.057 – Pharmacy Technician (Health Insurance)
- HLT.05.058 – Pharmacy Technician: PBM/Managed Care
- HLT.05.059 – Pharmacy Technician: Specialty
- HLT.05.060 – Infusion/Intravenous Pharmacy Technician (Healthcare)
- HLT.05.061 – Pharmacy Services Assistance (Healthcare & Retail)

- Default level if you have 1 level of Pharm Tech: S20
- S10-S40; M10 available (team lead/supervisor)

Match Your Jobs – Finance, Legal, and Project Management

Finance

- FIN.09.008 – Pharmacy Billing (Healthcare r& Retail) (S20)
 - 11 orgs; 230 obs
- FIN.09.009 – Pharmaceutical Rebate Management (Health Insurance) (P20)
 - 3 orgs; 21 obs

Legal, Compliance & Audit

- LCA.03.044 – Pharmaceutical Contracting (Health Insurance) (M30 and **M40**)
- LCA.04.001 – General Regulatory Affairs (M30 and P20)
- LCA.07.150 – Government Contract Pharmacy Coordination (Healthcare & Health Insurance)
 - Only Management and Professional streams are active

Project/Program Management

- PPM.02.073 – Client Benefit Plan Project Management (Health Insurance)
- PPM.02.074 – Client Benefit Plan Project Management: Implementation (Health Insurance)
 - Only Management and Professional streams are active
- **No matches in 2020**

Match Your Jobs – Sales, Quality, IT, and Supply Chain



Mercer Data Connector



welcome to brighter



Mercer Data Connector

online data submission made simple



The first step

AI revolutionizes remuneration data collection



From a

Manual

Spreadsheet process...



...to implementation of

award winning

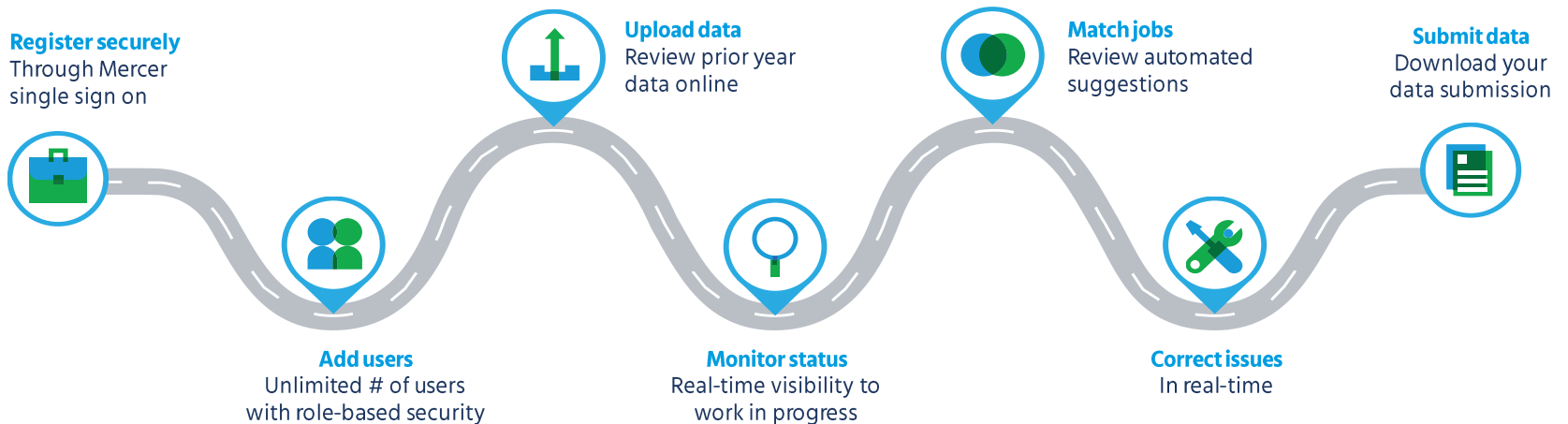
Online data collection

Mercer Data Connector

www.imercer.com/mercerdataconnector

Save time

Average online participation time is two hours*



*Based on 2,400+ participating companies with avg 1K+ employee population

Creating a thriving work environment

Enabled by a digital platform



Mercer Data Connector 2021 scope

1,400+
surveys

140+
locations



What our clients are saying about Mercer Data Connector

86%

satisfied

76%

saves time

85%

easy to use

10.11

NPS

Top rated features

- #1 Real-time, online data validation
- #2 Using the “Your Participation Progress” dashboard to review submission status
- #3 Uploading employee data with a standard template
- #4 Downloading employee data
- #5 Using automated job matching suggestions

I have submitted a handful of lengthy surveys. Your company's was by far my favorite because the tool was so easy to use – it actually worked like it was intended to!

The suggested job matching did a better job than me, and I actually changed a few jobs based on the suggestions!

I can see the differences from last year and really appreciate that the feedback and concerns from last year were addressed.

I would like to highlight our appreciation for your support. Your availability, competence and timeliness are always above expectations.

The job title matched to all 10 people – so convenient that you don't have to match each individual incumbent. Now you can match multiple.

My favorite part was doing the validations in real time and not having to fix things later.

I liked that the validation process was simple and I knew exactly what I was being asked to correct.

I liked that various people could upload portions of data!

It just takes a few steps to access Mercer Data Connector



First, receive a personal **Invitation to Participate**



Then, **login** or **create** a new account



Let's show
you how!





Enter your
corporate
email address

MERCER Single Sign On

Please enter your email address.

If you are a corporate user, please use your company email address.

Next





Tip: If you have an imercer account, use those credentials



Login with
email and
password

Welcome to

MERCER ACCOUNT CENTER

The Mercer Account Center now allows you to have a single sign in solution across all participating Mercer applications.

Log In

Enter



[Forgot Password?](#)

Create Account

New to Mercer Account Center?

Create Account

[Learn More](#)



Or create an
account

Every data collection activity starts on your home page

Your Surveys for Participation

Each data collection activity starts here. Click on the survey title below to access your survey participation.

2021 Global Data Acquisition Program Data Collection - Enrollment

Last Updated: Not Started

[View](#)



Click the
dashboard to
get started

2020 Special Edition

Last Updated: Not Started

[View](#)



Your Participation Progress gives you all the information you need

MERCER DATACONNECTOR SUBMIT DATA 2020 Demo Campaign < Back

Your Participation Progress

[Download Your Data](#) [View Deadlines](#) [Submit Data](#)

Apply Filter Clear

Completed →	<div><div>COMPLETED</div><div>Company Data</div><div>2 out of 2 Completed EDIT</div></div>	<div><div>IN PROGRESS</div><div>Employee Data</div><div>0 out of 2 Completed CONTINUE</div></div>	<div><div>COMPLETED</div><div>Long Term Incentive Plans</div><div>2 out of 2 Completed EDIT</div></div>	<div><div>IN PROGRESS</div><div>Compensation Policies and Practices</div><div>1 out of 2 Completed CONTINUE</div></div>
Not started →	<div><div>NOT STARTED</div><div>Retirement Benefits</div><div>0 out of 2 Completed BEGIN</div></div>	<div><div>NOT STARTED</div><div>Insurance/Medical Benefits</div><div>0 out of 2 Completed BEGIN</div></div>	<div><div>NOT STARTED</div><div>Company Cars</div><div>0 out of 2 Completed BEGIN</div></div>	<div><div>IN PROGRESS</div><div>Other Benefits</div><div>0 out of 2 Completed CONTINUE</div></div>
In progress →	<div><div>IN PROGRESS</div><div>Submit Data to Mercer</div><div>1 out of 2 Submitted SUBMIT</div></div>			

← Filter by company

← Use Your Participation Progress to view overall status and progress

Online job matching

Getting started: upload employee data

The screenshot displays the Mercer Dataconnector interface for the 2019 Data Collection. The main header shows '2019 Data Collection' and 'Employee Data'. The 'Apply Filter' sidebar on the left includes sections for Company Data, Employee Data (highlighted with a red box), Long Term Plans, Retirement Benefits, and Insurance/Medical Benefits. The 'Status' dropdown menu is open, showing options: Status, File Upload (highlighted with a red box), Job Match, and Validation. A red arrow points from the 'File Upload' option to the 'Job Match' button on the main page. The main content area shows a confirmation message: 'Your data has been uploaded.' and a list of options: 'Click Job Match to start matching jobs', 'OR', 'I want to Append my file (only data I've changed will be updated)', 'I want to Replace my file (all of my data will be replaced)', and 'I want to Upload a file for a different company'. The 'Job Match' button is highlighted with a red box. The footer includes the Mercer logo, 'MARSH & MCGLENNAN COMPANIES', and a green banner stating 'Validation Complete'.

Online job matching

Overview: match jobs

The screenshot shows the Mercer Dataconnector Job Match interface. On the left, a sidebar menu includes 'Status', 'File Upload', 'Job Match', 'Instructions', 'Match Jobs' (highlighted with a red box and a red arrow pointing to it with the text 'CLICK FOR MORE DETAILS'), and 'Validation'. The main content area is titled 'Match Jobs' and includes a red arrow pointing to a 'Choose Your Company' dropdown menu with the text 'SELECT COMPANY OR COMPANIES'. Below this, there is a section for 'SELECT JOB MATCH CATEGORY(IES)' with checkboxes for 'Suggested Job Matches (1)', 'Unmatched Jobs (0)', and 'Matched Jobs (4)'. A red arrow points to the 'Matched Jobs (4)' checkbox with the text 'SELECT TYPE OF MATCH'. To the right of this section is an 'Advanced Filter' link with a red arrow pointing to it and the text 'ADVANCED FILTERS'. The main table displays job matches with columns for 'Your Job Title', 'Mercer Job Library Title', 'Status', 'Number of Incumbents', and 'Action'. The first row shows a 'SUGGESTED' match for 'Job title within your organization' and 'Community/Native Title-Heritage Affairs (Mining) - Specialist Professional (P4)'. The subsequent rows show 'MATCHED' jobs for 'Channel Sales: Seeds (Agriculture) - Experienced Professional (P2)', 'Business Order Administration & Customer Service - Experienced Para-Professional (S2)', 'Channel Sales: Seeds (Agriculture) - Senior Professional (P3)', and 'Channel Sales: Seeds (Agriculture) - Team Leader (Professionals) (M2)'. A red arrow points to the first row of the table with the text 'CLICK FOR MORE DETAILS'.

CLICK FOR MORE DETAILS

SELECT COMPANY OR COMPANIES

SELECT TYPE OF MATCH

ADVANCED FILTERS

✓	⌵ Your Job Title	⌵ Mercer Job Library Title	⌵ Status	⌵ Number of Incumbents	Action
<input type="checkbox"/>	Job title within your organization	Community/Native Title-Heritage Affairs (Mining) - Specialist Professional (P4)	SUGGESTED	1	MATCH SUGGESTED
<input type="checkbox"/>		Channel Sales: Seeds (Agriculture) - Experienced Professional (P2)	MATCHED	2	UNMATCH
<input type="checkbox"/>		Business Order Administration & Customer Service - Experienced Para-Professional (S2)	MATCHED	4	UNMATCH
<input type="checkbox"/>		Channel Sales: Seeds (Agriculture) - Senior Professional (P3)	MATCHED	6	UNMATCH
<input type="checkbox"/>		Channel Sales: Seeds (Agriculture) - Team Leader (Professionals) (M2)	MATCHED	2	UNMATCH

Online job matching

Review suggested match

MATCH MORE THAN ONE
JOB TO A SINGLE MERCER
JOB

YOUR JOB
DETAILS

TOP THREE
SUGGESTED
MATCHES

You can Match, Unmatch and Group jobs together to quickly update your results

☒ Match Selected | ☐ Unmatch | ☐ No Match

<input checked="" type="checkbox"/>	Your Job Title	Mercer Job Library Title	Status	Number of Incumbents	Action
<input checked="" type="checkbox"/>	Job title within your organization	Community/Native Title/Heritage Affairs (Mining) - Specialist Professional (P4)	SUGGESTED	1	MATCH SUGGESTED

Job title within your organization

Your Job Code: Internal job code | Your Job Level: Job level within your organization | Your Job Grade: Job grade within your organization | Other Unique Job Identifiers: Other unique job identifiers used by your organization

Mercer Job Library Suggested Match

- ☒ Community/Native Title/Heritage Affairs (Mining) - Specialist Professional (P4)
- ☐ Community/Native Title/Heritage Affairs (Mining) - Experienced Professional (P2)
- ☐ Community/Native Title/Heritage Affairs (Mining) - Expert Professional (P5)

Community/Native Title/Heritage Affairs (Mining) - Specialist Professional (P4)

Typical Titles: Community/Native Title/Heritage Advisor

Family: Communications & Corporate Affairs | Subfamily: Corporate Affairs | Universal Navigation Group: Not Applicable | Specialization: Community/Native Title/Heritage Affairs (Mining) | Career Stream: PROFESSIONAL | Career: Specialist Professional (P4)

Responsible for working with the Indigenous groups and community to provide effective advice on matters related to the operations and development of the community. Coordinate and record heritage surveys on company leases and tenements. Liaise with stakeholders to ensure heritage avoidance areas are known/understood and avoided through land disturbing activities. Supports local sites to design appropriate indigenous programs including consultation plans and local engagement. Prioritize and recommend programs. Identify and document any issues or matters relevant to the operation. Maintain positive relations with key stakeholders and government.

[SEARCH MERCER JOB LIBRARY](#) [MATCH SUGGESTED](#)

MATCH JOBS

MATCH JOBS

Online job matching

Search Mercer Job Library

The screenshot displays the Mercer Job Library search interface. A search bar at the top contains the keyword "Nurse". To the left, a sidebar titled "FILTERS" includes sections for "View by industry" (Mining & Metals), "CAREER HIERARCHY", "Industries", "Families", "Subfamilies", "Universal Navigation Group", "Specializations", "CAREER STREAM & LEVEL", "Career Streams", and "Career Levels". A red arrow labeled "ADVANCED FILTERS" points to this sidebar. The main content area shows "Results for 'Nurse'" with a pagination bar (1-5) and a list of job titles. Three job listings are visible, each with a "Match" button. A red arrow labeled "KEY WORD SEARCH" points to the search bar. A red arrow labeled "ADDITIONAL JOB DETAILS" points to a "MORE" link below the first job listing. A red arrow labeled "MATCH JOBS" points to a "Match" button for the second job listing. A link at the top right reads "< Go Back to Match Jobs".

KEY WORD SEARCH

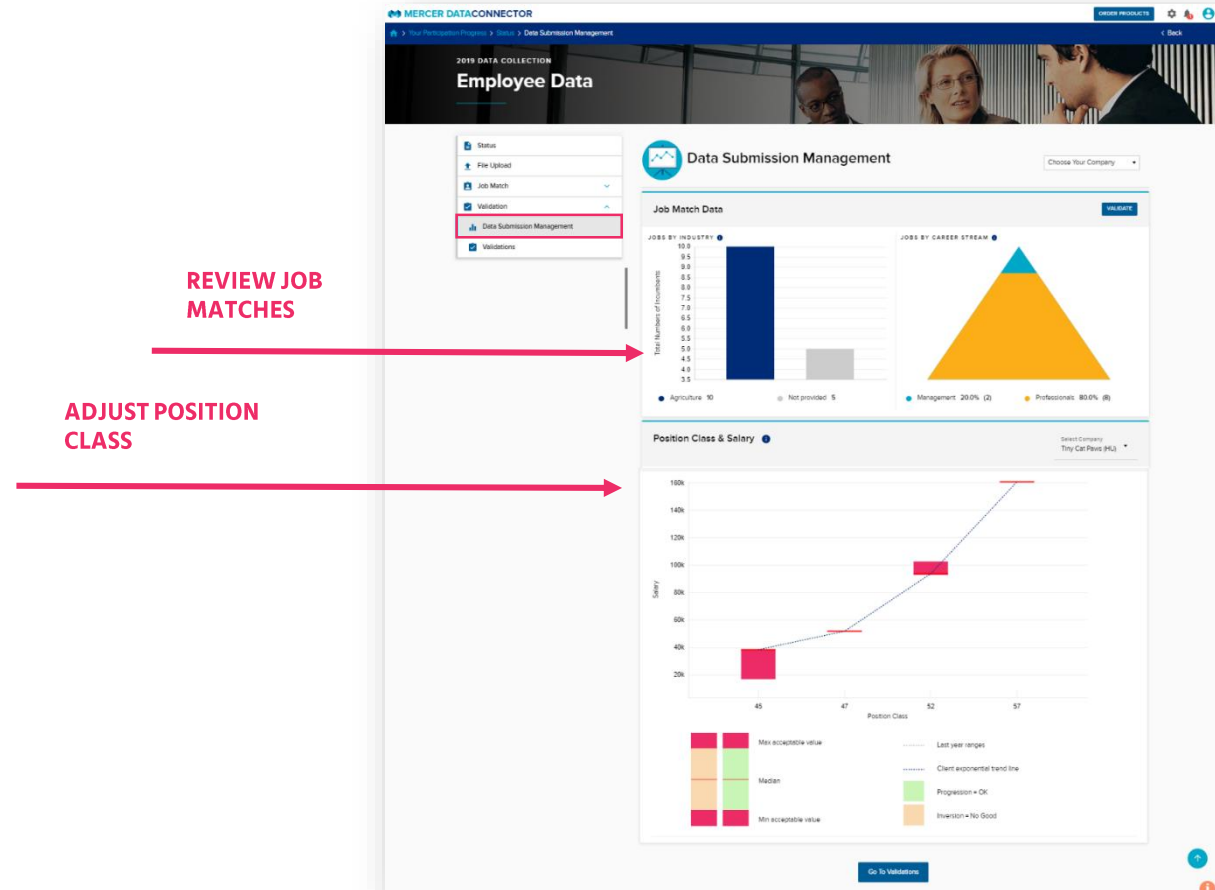
ADVANCED FILTERS

ADDITIONAL JOB DETAILS

MATCH JOBS

Online job matching

Data Submission Management





Mercer WIN

welcome to brighter



Mercer WIN | Core

Access the survey results

Mercer WIN | Core is the base level that provides information and simple analysis for Mercer market data. It is **complimentary with the purchase of Retail** and provides access to Mercer data through a **variety** of parameters – including geography, industry, company size and more – to **more efficiently** organize and analyze information as it best meets your needs.

Mercer WIN | Core allows to retrieve and **compare** data within and across industries, regions, and countries simultaneously. **Analyze** and compare structure to market by job, family, career level, and position class, and generate **customized** charts, graphs, and reports at the click of a button.

Mercer WIN | Core also makes it **easy** to combine jobs and position classes to **better represent** your organization, as well as **compare** existing data against selected markets.

Mercer WIN | Core

Access the survey results



1

Every year before the publication of results Mercer will contact you in order to confirm the list of contacts entitled to have access to Mercer WIN®.

2

In case no information on Mercer WIN® users will be provided, access to survey results will be granted only to the user which is Mercer's main point of contact.

3

Always notify your Mercer Engagement Specialist or Consultant in case someone entitled to use Mercer WIN leaves the company! Accesses for such users have to be removed so they won't use Mercer results after they leave the organization.

All the above will help Mercer to keep your company records up to date which is beneficial for both sides and helps to avoid any possible discrepancies

Mercer WIN® | Advanced IPE

Benchmarking and job evaluation in one fully integrated system

Job evaluation

Mercer WIN | Advanced eIPE evaluates each job by measuring the value it creates within the context of your organization's unique operations. These evaluation profiles provide essential data and insight for your organizational design and HR programs.

Mercer WIN | Advanced eIPE is a simple, highly accurate online tool for job leveling with universal application in today's fast changing environment. Compare positions within job families and across your different business units and countries

Benchmarking

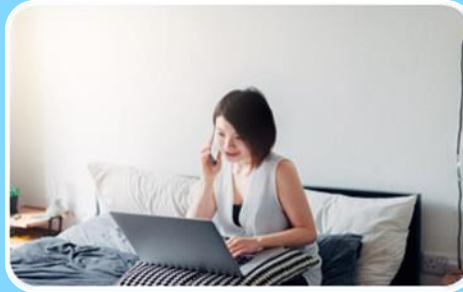
- Use data from Mercer as well as other sources to help support your benchmarking and analysis. Mercer WIN | Advanced eIPE allows you to [experience enhanced functionality, benchmarking capabilities and simplified process.](#)
- Mercer WIN | Advanced eIPE is designed to maximize your data, meet your unique benchmark needs and track the details. For example, you can age the data based on your business practice or add weight to certain jobs in each analysis.
- Document your changes to show what adjustments have been made for future reference. [All benchmarks are stored in your library and can be easily analyzed,](#) reported on or updated at any time. Once an analysis is complete, it can be printed or exported to share with others.

Mercer

Contact Information

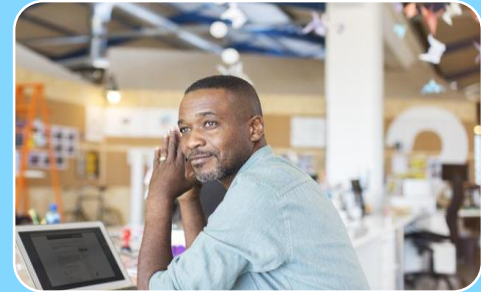


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