

MERCER WIN | ePRISM™

YOUR SOLUTION FOR COMPENSATION MANAGEMENT

A proven compensation management solution can be the difference between those who are successful at balancing cost reduction with talent attraction and retention objectives, and those who are not. Mercer WIN | ePRISM™ is the flexible and powerful SaaS solution that will help you achieve and maintain that balance.

Business Value / Challenges Addressed

Mercer WIN | ePRISM™ creates the ability for HR compensation professionals to quickly, confidently and efficiently price jobs, participate in surveys, develop salary structures and plan compensation for large, global, complex organizations all in one centralized location.

Mercer WIN | ePRISM addresses these challenges:

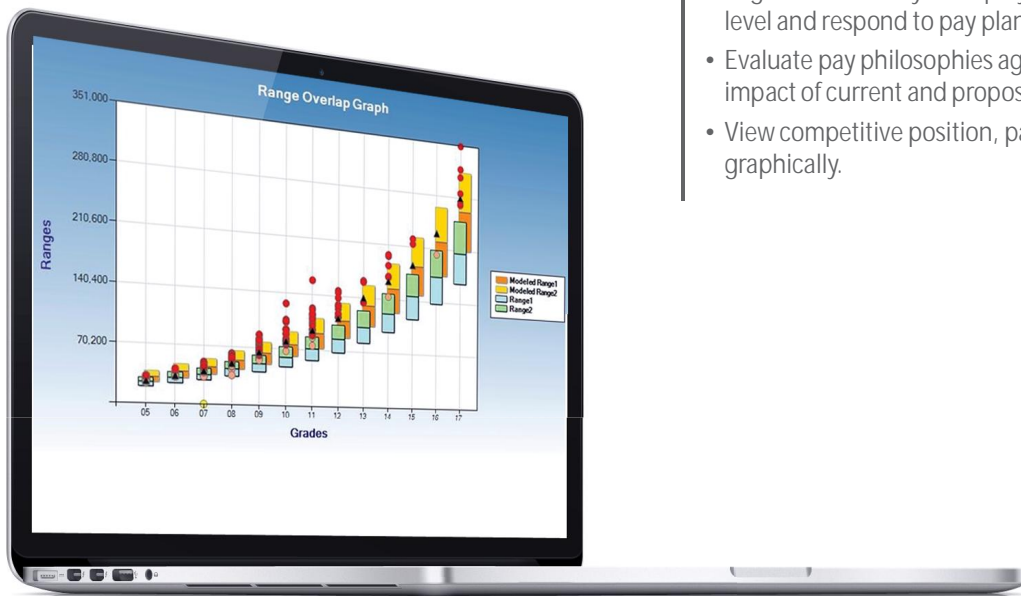
- Poor decision making capabilities based upon decentralized and fragmented compensation data.
- Not enough time to focus on strategic objectives due to inefficient, cyclical compensation related activities.
- Inconsistent application of standards within the compensation function.

Key Features

- Comprehensive Market Analysis functionality provides the capability to manage your multi-vendor survey library and create benchmark positions.
- Salary Planning features provide the ability to model various salary increase scenarios.
- Pay Structure Development capabilities enable the design and development of an unlimited number of pay structures.
- Customizable Reporting features quickly generate quality reports with concise graphics.

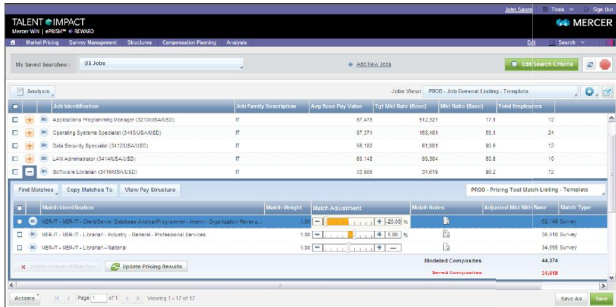
Benefits

- Quickly, easily identify and rectify below-market issues for high-potential employees.
- Segment and analyze employees by geography, business or level and respond to pay plan alterations rapidly.
- Evaluate pay philosophies against pay practices and assess impact of current and proposed structures.
- View competitive position, pay spend and performance graphically.



Quickly compare your salary structure to target market rates and immediately identify outlier employees and jobs.

“WITH MERCER WIN | ePRISM™ I CAN QUICKLY EVALUATE THE MARKET, MODEL COMPENSATION STRATEGIES AND MAKE DATA-DRIVEN DECISIONS.”



Unique Attributes

- Guided by a Client Advisory Board representing 14 industries, 800,000+ employees and over \$160B in revenue, comprised of corporations, private and not-for-profit.
- Annual Mercer WIN | ePRISM™ client satisfaction survey results revealed a 95% satisfied or highly satisfied rating with Mercer's overall performance.
- Process roughly 4,000 survey loads and refreshes per year by our compensation management professionals with industry specific experience.
- Industrial strength software to handle wide variety of needs; from standard to very complex needs. Clients range from a few thousand employees, to our largest client with 400,000 employees in over 100 countries.

TALENT IMPACT™

MERCER'S TALENT TECHNOLOGY SOLUTIONS PORTFOLIO

▲ FORECAST
▲ ENGAGE
▶ MOBILIZE
◆ REWARD
◆ ASSESS
◆ DEVELOP

NEWS

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EVENTS

Upcoming events

World at Work: Total Rewards 2014
May 19-21, 2014
Dallas, TX

Recent events

HR Technology Conference
October 7-9, 2013
Las Vegas

HR Tech Conference at HRIZON2013
August 19-21, 2013
Sydney
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World at Work Conference
April 30, 2013
Chicago
[Download presentation »](#)

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WHY MERCER

As the leading global talent consultancy, we know about the human resource and talent challenges you face and we know how technology should support your needs. Our unique approach harnesses the depth of our consulting expertise with information and technology to deliver impactful talent analysis, insights, and decisions.

LEARN MORE

If you are interested in learning more about how you can get more from your talent, visit us at www.mercer.com/talent-impact or contact Talent_impact@mercer.com