

HEALTH WEALTH CAREER

# MERCER | COMPTRYX WEBCAST SERIES

LIVE TOOL DEMO



MERCER | COMPTRYX  
A GLOBAL PRODUCT IN 3 PARTS:

**Workforce  
Metrics**

The **size** and **shape** of your workforce can cost more than your competition

**Labor  
Cost  
Modelling**

Model the cost of departments **between** different locations

**Global  
Salary  
Survey**

Global pay data with a database of more than **3.4 million** records

# MERCER | COMPTRYX JOB MODEL

Major Function	Function
General & Administrative	Administrative Services
	Corporate Support
	Finance
	Human Resources
	Information Technology
	Legal
	General Management/Executive
	Safety & Security
	Transportation
	G&A - Other
Operations	General
	Distribution
	Manufacturing
	Operations - Other
Services	General
	Customer Support
	Training/Education
	Outsourcing
	Core Professional Services
	Services - Other

Major Function	Function	
Research & Development	General R&D	
	Hardware	
	Research	
	Product Development	
	Quality	
	Software	
	Development Support	
	R&D - Other	
	Sales & Marketing	Marketing
		Retail Operations
Sales		
Sales Support		
Web/E Commerce		
	Sales & Marketing - Other	
Generic	Generic - Other	
<b>Add on for Aerospace and Defense:</b> <ul style="list-style-type: none"> <li>• Aerospace Engineering</li> <li>• Material Engineering</li> <li>• Core Engineering</li> <li>• Research Engineering</li> <li>• Flight Operations</li> <li>• Governmental Affairs</li> </ul>		

## Software Sub Functions

- Software - Generalist
- Software Engineering - Apps
- Software Engineering - Systems
- Embedded Software/FW Engineer
- User Interface Engineering
- Mobile Applications Developer

# MERCER | COMPTRYX JOB LEVELING

Major Level	Core Level	Level Title	Survey Level	Major Level	Core Level	Level Title	Survey Level
Executive	Top Executive	Officer	E4	Professional	Senior Professional	Fellow	P8
		Exec VP	E3			Strategist	P7
	Vice President	Sr VP	E2			Advisory	P6
		VP	E1			Expert	P5
	Management	Director	Sr Dir/Asc VP		M6	Professional	Mastery
Director			M5		Proficiency		P3
Manager		Senior Manager	M4		Developing		P2
		Manager	M3		Entry		P1
Supervisor		Entry Mgr/Sr Spv	M2	Support	Lead	Specialist	S5
		Supervisor	M1			Advanced	S4
Support		Entry	Skilled		S3	Proficient	S2
			Assoc		S1	Assoc	S1

# MERCER | COMPTRYX PAY ELEMENTS

## Main Cash Components

- Base Salary
- Basic Salary
- Fixed Base
- Total Cash - Target
- Total Cash - Actual
- Total Direct Compensation

## Variable Pay

- STI Target (total, >0, %)
- STI Actual (total, >0, %)
- LTI (total, >0)

## Allowances and Benefits

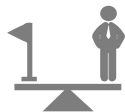
- Allowance total
- Allowance – Car
- Benefits Fringe
- Comptryx TCC

## Eligibilities and Receipt Rates

- % Eligible for STI
- % Eligible for Car or Car Allowance
- % Eligible for LTI
- % Receiving STI
- % Receiving LTI
- % Receiving Promotion

## Promotion

- Promotion Amount
- Promotion as % of Base



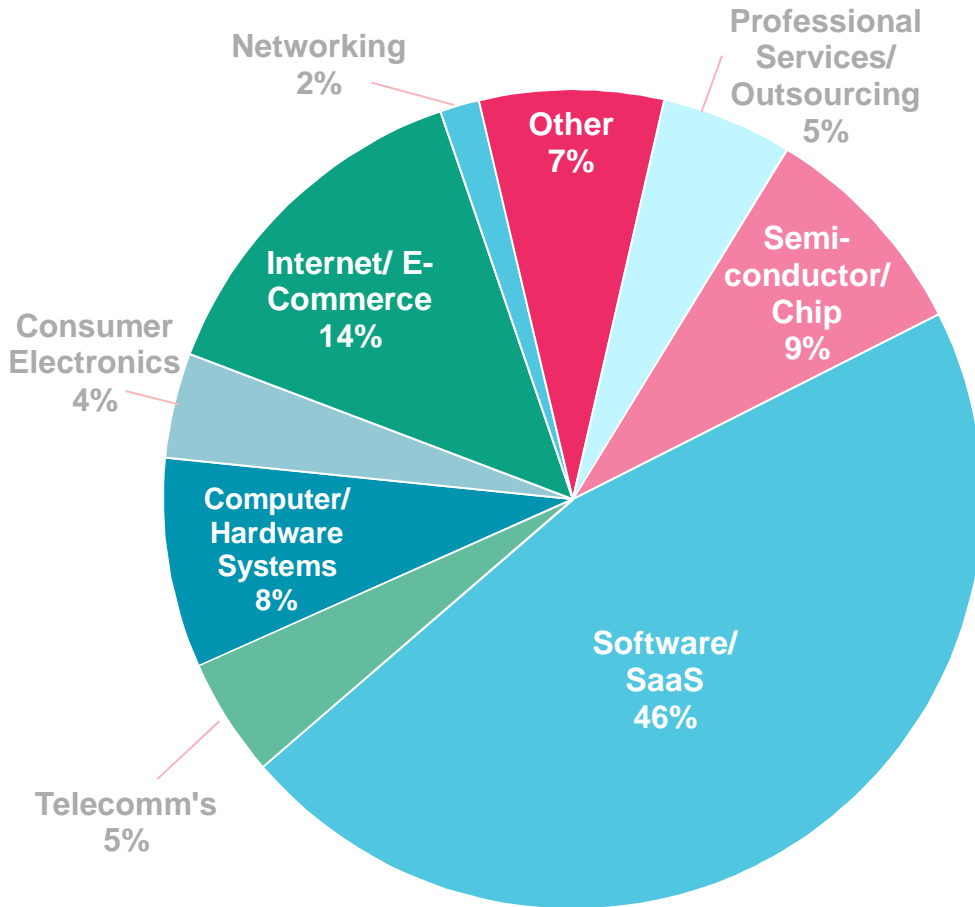
PROFILE YOUR ORGANIZATION  
AGAINST THE COMPETITION



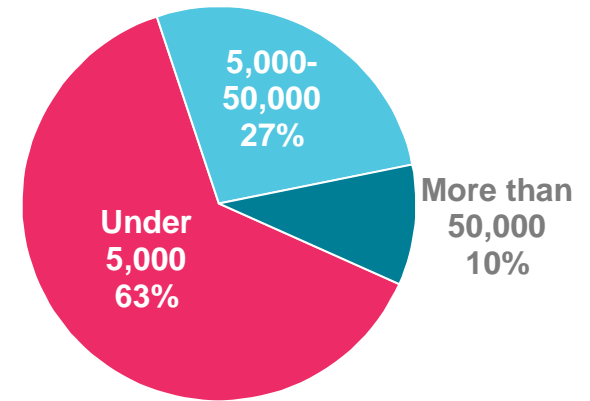
FULL ANALYTICAL CAPABILITY  
YOU VS. YOUR MARKET

# PROFILE OF DATABASE SUBSCRIBERS

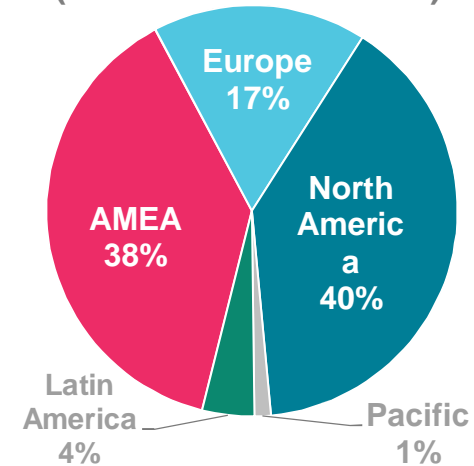
**COMPANIES BY SUB-SECTOR  
(N=194)**



**COMPANIES BY EMPLOYEE  
BASE (N=194)**



**FULL DATABASE  
(106 COUNTRIES)**



# THE MECHANICS OF A SUBSCRIPTION

01

## DATA SUBMISSION

- **Global full-census data submission** including: terminations, promotions, gender, YOB, top performers.
- **Data requested annually**, within 60 days of a company's focal increase date.

02

## 2016 PRICING

- **Small** (4 or less countries and < 750 employees) – EUR 5,370
- **Mid** (5 to 14 countries or < 5,000 employees) – EUR 9,110
- **Large** (15 or more countries or > 5,000 employees) – EUR 15,420

03

## MEMBERSHIP ELEMENTS

- 12 month access to all three modules
- Unlimited users
- Personalized workforce review in first year access
- Pre-set cuts within technology sector, one peer cut



# LIVE TOOL DEMO



# APPENDIX



# WORKFORCE METRICS PRODUCT DETAILS SNAPSHOT



# MERCER | COMPTRYX CURRENT CLIENTS

Accenture	Cognizant	Infosys Limited	Netafim	ServiceSource International, Inc.
Adaptive Insights	Cornerstone OnDemand	Integrated Device Technology	NetApp	Shopify, Inc.
Adobe Systems, Inc.	Coupa Software	Intel	Neustar, Inc.	Shutterfly
Advent Software	Cree	Intermedia.net	Nextthink	Siemens Industry Software Limited
Aeryon Labs Inc.	Criteo	Internap	Nimble Storage	SITA SC
Agilent Technologies	CSR	Interoute Communications	Nokia Networks	Sizmek
Akamai Technologies	Daon	Intralinks	Northrop Grumman	Skillsoft
AlgoSec	Dassault Systemes	iParadigms	NTT Data	Smart Ad Server
Allocate Software	DealerSocket	Ipswitch Corporation	Nvidia	SmartLinx Solutions
AltSpaceVR	Docker	IRIS Software Group	NXP Semiconductors	Smith & Wesson
Amdocs	Dolby Laboratories Inc	iRobot	OM Partners	Solar Winds Worldwide
American Science & Engineering, Inc.	eBay Enterprise	JHC Systems	On Semiconductor	Sparta Systems
Ampush	eBay, Inc.	Jive Software	OpenText	Spendvision
Analog Devices	Electronic Arts	Kaspersky Lab	Oracle	Splunk
Anki	EMC	Keysight Technologies	Orbcomm	Stanley Healthcare
AOL, Inc.	Epicor Software	Kronos Incorporated	Palo Alto Networks	Stratus Technologies, Inc.
AppDirect	Equifax	Lam Research	Panzura	Symantec
Apprio	Equinix	LendingHome	PayPal	Synaptics
Apptio	Experian	Lenovo	Pegasystems	Textron Systems
Aspen Technology	F5 Networks, Inc.	Lionbridge Technologies	Perfecto Mobile	Thomson Reuters
Asurion	Facebook	Livelihood	Pivotal	Tibco Software Inc
AT&T	FEI Company	Lockheed Martin	Pocket Gems	TomTom
Atmel	FireEye	Logitech	Prezi	Trend Micro Ltd.
Attunity	Flatiron Health	Longview Solutions	Proofpoint	TripAdvisor
Audible Magic	Flextronics	Lumesse	PTC	Tufin Software Technologies
Avago Technologies U.S. Inc.	Freescale Semiconductor	Machine Zone	QlikTech	Twitch Interactive
AVAYA	Gap	March Networks	Qorvo	Unisys Corporation
Avid Technology	GetTaxi	Marvell Semiconductor	Radwin	VeriSign
AvidXchange	Glassdoor, Inc.	Mastercard	Raytheon Company	Veritas Technologies
BAE Systems AI	GLOBALFOUNDRIES	Masternaut	Red Bend Software	Verizon Communications
Barracuda Networks	GoDaddy	Mathworks	Red Hat	Vizrt
BlackBerry Limited	GoPRO	MaxPoint Interactive	RedFin	VMTurbo
BMC Software	Guidewire Software	Mentor Graphics	Reputation.com	VMware Inc.
Bose Corporation	HCL	Metaswitch Networks	RES Software	West Monroe Partners
Bristlecone	Hearsay Labs	Metromile	Riverbed Technology	Western Digital Technologies
CA Technologies	Hewlett Packard Enterprise	Micro Focus	Rocket Software	Winshuttle
Cadence Design Systems	Hitachi Data Systems	Microchip Technology Inc	Ross Video	Xerox
Carbonite	HP, Inc	Microsoft Corporation	Ruckus Wireless	Yahoo
Carvana	Hubspot	Mindtree	Salesforce.com	Yuzu
Ceragon Networks	Hulu, LLC	ModusLink	SanDisk Corporation	Zerto
Cimpress	Hyland Software, Inc.	Monetas AG	SAP	Zynga, Inc.
Cisco	IBM Corporation	MongoDB	Sapiens Technologies	
Citrix	InContact	Neocase Software	SAS Institute	
ClickSoftware	Infor, Inc	Neoris	Seagate	
Code 42				

# MERCER | COMPTRYX COMPARISON TO CORE C&B SURVEYS

Mercer   Comptryx	Mercer C&B Surveys
20+ powerful workforce metrics and analytics	N/A
Flexible labor cost modeling tools	N/A
Payroll cost benchmarking	N/A
Full-census data collection	N/A
Focus on cash compensation (only high level allowances and benefits info)	Deep and detailed C&B benchmarking
N/A	Extensive policies and practices reports
N/A	Job evaluation
N/A	Customized survey participation support
329 benchmark sub-functions	+1,200 general-industry benchmark jobs
Single global approach	Locally tailored information
Rolling database	Annual 'snapshot' database

# MERCER | COMPTRYX

## PAY ELEMENTS

### Pay Elements

Base Salary	LTI Total > 0
Basic Salary	Total Direct Comp (NA)
Fixed Base	Total Direct Comp (WA)
STI Target	Allowance total
STI Target > 0	Allowance – Car
STI Target %	Benefits Fringe
STI Target % > 0	Comptryx TCC
STI - Actual	Promotion Amount
STI - Actual > 0	Promotion as % of Base
STI - Actual %	% Eligible for STI
STI - Actual % > 0	% Eligible for Car or Car Allowance
Total Cash - Target (NA)	% Eligible for LTI
Total Cash - Target (WA)	% Receiving STI
Total Cash - Actual (NA)	% Receiving LTI
Total Cash - Actual (WA)	% Receiving Promotion
LTI Total	

# QUESTIONS?



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## QUESTIONS

Please type your questions in the Q&A section of the toolbar and we will do our best to answer as many questions as we have time for.

To submit a question while in full screen mode, use the Q&A button, on the floating panel, on the top of your screen.



CLICK HERE TO ASK A QUESTION  
TO "ALL PANELISTS"

## FEEDBACK

Please take the time to fill out the feedback form at the end of this webcast so we can continue to improve. The feedback form will pop-up in a new window when the session ends.

**MAKE**



**TOMORROW,  
TODAY**