

**Gain a competitive edge in a fierce talent market while building a more fair, equitable and transparent pay strategy**

**Are you struggling to hire and retain top talent?**

**Are you looking to implement fair pay practices and create a more equitable workplace?**

It is no secret that the talent landscape is rapidly evolving. Top talent is not just looking for the next job that pays the most, but they are looking for organizations that get pay right and align with their personal and social values. Employees not only want to get paid more, but they want to understand how pay decisions are made and they want to feel confident that they are paid equally for equal work. A sound pay strategy isn't just making or breaking talent strategies, increased legislation is putting more ownership on employers to increase transparency around salary range in the hiring process.

Payfactors is a compensation platform for organizations who pay people and strive to get pay right. Payfactors drives data pay decisions giving organizations an increased competitive advantage in the talent market. By prioritizing pay strategy, organizations have the power to develop a pay strategy and communicate that pay strategy to help drive a more fair and equitable workplace.

#### **Diverse and Dynamic Compensation Data**

Understand where the market is going while adapting to the changing talent market of today

#### **Scalable Compensation Technology**

Drive process efficiency while weaving fair pay into the fabric of all pay decisions

#### **Experienced Compensation Services**

Access the support for your specific needs with an extra set of hands additional compensation expertise and more



**Access up to three native data sources** to understand where pay trends are going while make the best decisions for your organization and people today.



**Leverage customizable technology to help you collaborate and create efficiency** today with flexibility and expertise to grow into the organization you want to be tomorrow.



**Improve the efficiency of survey participation and management** with inclusion in Payscale's survey publisher partnerships.



**Test potential changes and impacts** you could make to the talent, equity and bottom line of your organization.



**Complete complex pay equity analytics** and help you develop a plan to reduce risk for your organization.



**Reach out to the Payscale Support Team** and access online tools available 24/7 for product learning and to connect with the Payscale customer community.



**Work directly with a dedicated Implementation Manager** to kick your project off right including importing existing HRIS and Survey data and support in configuring your solution to serve your specific needs.



**Move your most important compensation initiatives forward** through various service offerings including market pricing, structure development, custom analytics, and pay communications trainings for people managers.

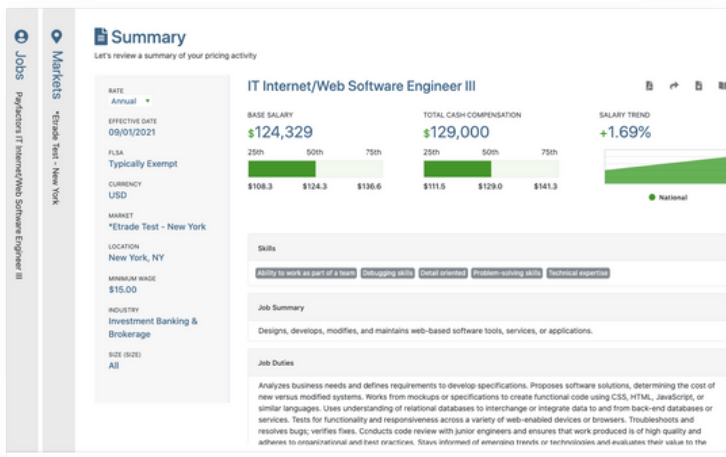
Request a demo



## Compensation is a Growing Priority in a Competitive Talent Market

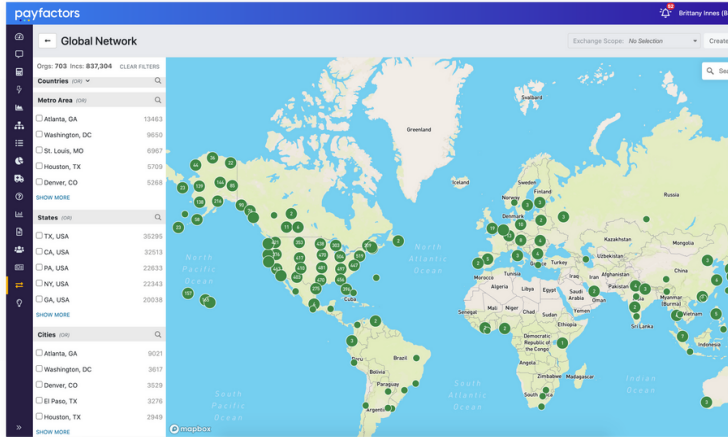
**76%** of organizations have experienced labor shortages or difficulty attracting talent this year and **44%** believe they are losing talent because their pay increases were insufficient to compete with the market. Creating and re-evaluating compensation strategies is the way many organizations are responding. **86%** of organizations say they have a compensation strategy or are working on one which is a **10%** increase from last year.

This challenge does not seem to be going anywhere anytime soon as **75%** of organizations expect compensation to be more challenging this year and **70%** of organizations are responding with increased investment in their compensation management practices.



### HR Market Analysis data

- Employer reported data with robust coverage through one single database
  - 1.5 billion data points
  - 5,000+ unique benchmark jobs
  - 100% HR reported data points
- Ready-to-use compensation data curated by compensation professionals and data experts
- Proprietary, proven algorithm to fill data gaps and always deliver an answer for all combinations of industry, size and location



### Peer data

- Build hyper-relevant data sets that reflect the markets you care most about, getting granular to the company and postal codes level
- Respond quickly to market changes with employer reported data updated every 90 days
  - Trusted by 15 of the fortune 100
  - 7 million incumbents
  - 2,200+ companies
  - 150 countries represented

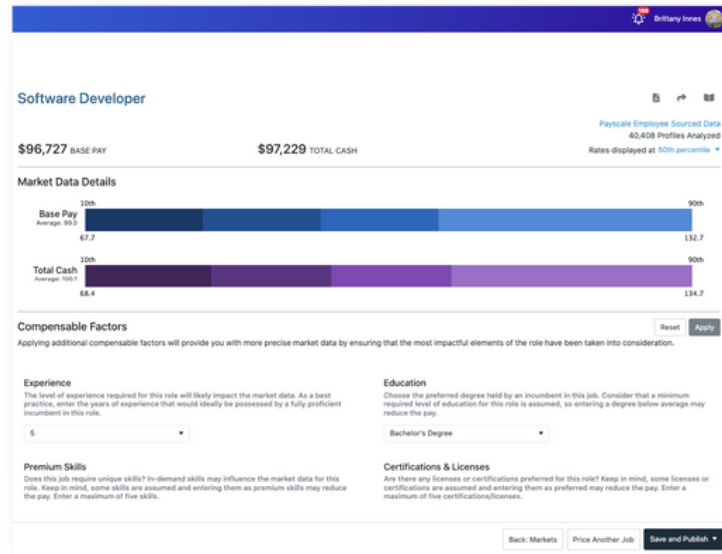
### Employee Reported data

Access the world's largest salary database validated a through proprietary four-step machine learning data model

- 100 million salary profiles in all time
- 40 million salary profiles in use
- Data set updated weekly

Quantify impacts of compensable factors such as skills, geographies, and more with a hyper-granular data set

- 4,045 industries
- 15,432 job titles
- 2,984 skills
- 4,528 certifications

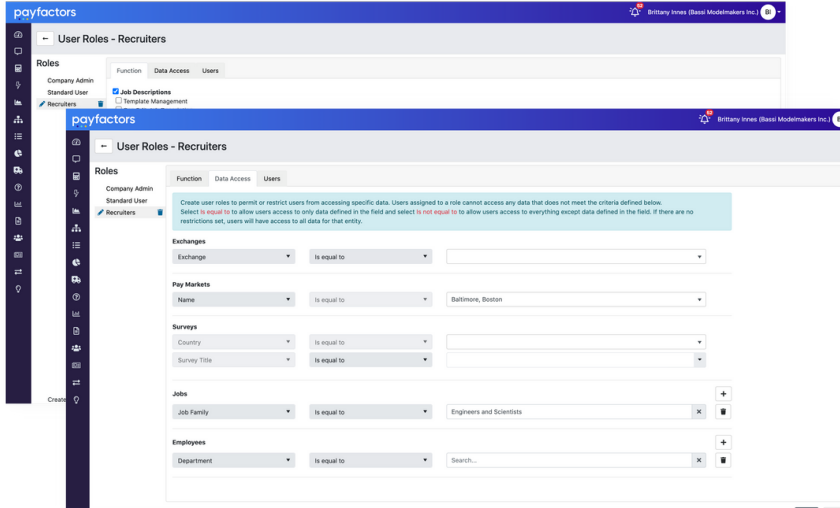


The top part of the screenshot shows the 'Surveys' interface with a search bar and a list of survey entries. The bottom part shows the 'Survey Participation' interface with a table of participation records. The table has columns for Publisher, Survey, Template, Effective Date, and Due Date. The participation records include details for various surveys from publishers like Alan Jones and Associates, Aon, Willis Towers Watson, and others.

Publisher	Survey	Template	Effective Date	Due Date
Alan Jones and Associates	Alan Jones CRD United Kingdom 2022	Standard Report	03/01/2022	
Aon	Aon In-Demand Technology Skills, 2022	Standard Report	03/01/2022	04/01/2022
Willis Towers Watson	Austria - General Industry Compensation S...	WTW General Industry	05/06/2021	06/01/2022
CompData Surveys	CompData Engineering 2021 TEST	Incumbent Report for Testing	01/01/2021	
CompData Surveys v2	CompData Health Care 2021 v2	Differentials v232	01/01/2021	
CompData Surveys	CompData Net-For-Profit 2021	Differentials	01/01/2021	
Cubepper Associates	Cubepper 2022	Salaries Employee Data	01/01/2022	
Cubepper Associates	Cubepper 2022	Hourly Employee Data	01/01/2022	
Fitzgerald's Compensation Consulting Ser...	FCC P&C Insurance Industry Support, 2022	State Farm Report	04/01/2022	05/15/2022
Aon Radford	Radford Global Compensation Database 2...	MTC_UAT Test RAD GCD Template	01/01/2021	
Aon Radford stage	Radford Global Compensation Database 2...	- Job 4-21-2021 stage	01/01/2021	
Sullivan Cotter	Sullivan Cotter Advanced Practice Provider...	Standard Report	01/01/2022	03/28/2022
Willis Towers Watson	WTW Financial Services Mid-Mgmt, Prof &...	MTC-UATShe2-StandardReport Testing	04/01/2022	04/28/2022
Willis Towers Watson	WTW Retail Mid-Mgmt, Prof & Support, 20...	Standard Report	04/01/2022	05/06/2022

### Survey Management and Participation

- Manage all third-party market surveys through a single location
- Easily search for data across your entire survey collection
- Streamline participation for your third-party market surveys

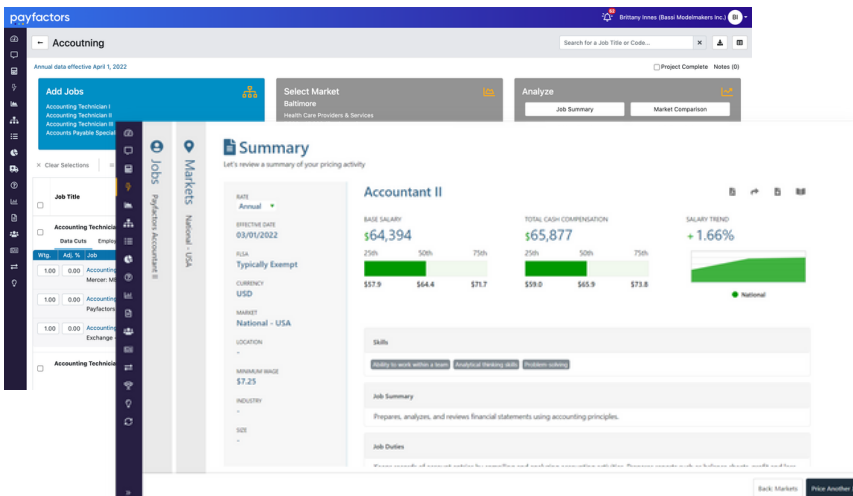
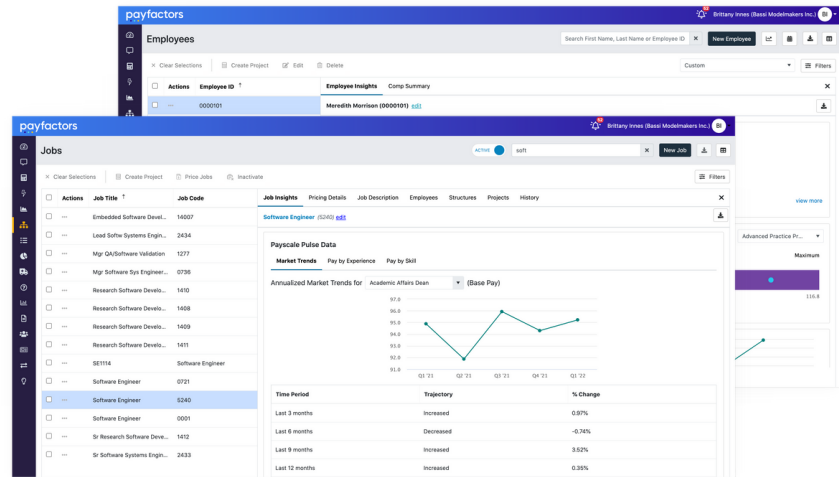


## Company Administration

- Create custom user groups to limit functionality based on the specific needs of each user
- Limit the data that user groups see based on their needs including specific: surveys, jobs, pricings, employee groups, and pay markets

## Employees and Jobs

- Import data from your HRIS for a catalog of job titles codes, employees, and job families
- Review job descriptions, market pricing, history and structures for all jobs and job families
- Balance internal salary structures with external market pricing for maximum accuracy



## Quick Price and Pricing Projects

- Integrate multiple data sources into a single place for easy market pricing
- Answer job pricing requests quickly with a built-in data source and quick interface for pricing on the fly
- Develop a variety of different pay scenarios in your own market pricing sandbox

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Pay Markets

Search for a pay market

New Pay Market

Actions	Name	Industry	Size	Location	Country
...	Baltimore	Health Care Providers & Services	Employees 7,500 - 15,000	NC	United States (USA)
...	\$1 B Revenue-South	All	Revenue \$1B - \$3B	South	United States (USA)
...	Academic Enterprise	Education	Employees 3,000 - 7,500	All	United States (USA)
...	Academic Enterprise	Education	Employees 1,000 - 3,000	All	United States (USA)
...	Academic Enterprise Revenue	Education	Revenue \$20M - \$50M	All	United States (USA)
...	All Industry Data	All	Employees 7,500 - 15,000	South	United States (USA)
...	Anesthesiology	Health Care Equipment & Services	Employees 100 - 200	South	United States (USA)
...	Baptist Market	Health Care Equipment & Services	Employees 7,500 - 15,000	South	United States (USA)
...	Boston	All	All	Boston, MA	United States (USA)
...	Cancer Service Line	Health Care Providers & Services	Assets < \$1B	All	United States (USA)
...	CareNet	Health Care Equipment & Services	Revenue \$5M - \$10M	South	United States (USA)
...	CNO WS Campus	Health Care Providers & Services	Employees 1,000 - 3,000	All	United States (USA)
...	Davis Market	Health Care Equipment & Services	Employees 100 - 200	South	United States (USA)
...	Education - Health Sciences	Not-for-Profit	Employees 3,000 - 7,500	South	United States (USA)
...	Education - HS (NC)	Education	Employees 3,000 - 7,500	NC	United States (USA)

Count: 46

## Pay Markets

- Build competitive sets based on the companies you compete with for talent based on industry, size, and location
- Develop multiple competitive sets that can be applied to different jobs to build out your custom talent strategy

## Salary Structures

- Build, edit and maintain salary structures from a single location
- Set your organization up for consistency, equity and transparency using job based or grade-based ranges
- Complete what-if scenarios for pay structures to understand impacts of potential changes

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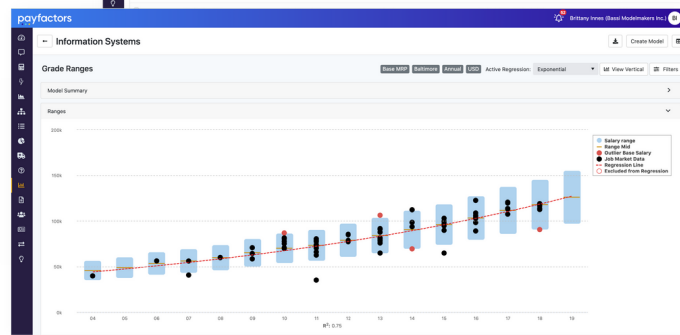
Structures

Published Structures Proposed Models Historical Structures

Search Structures or Models

Add New

Actions	Structure Name	Pay Market	Structure Type	Currency	Jobs	Employees
...	Advanced Practice Practitioner	Baptist Market	Grade	United States Dollar (USD)	36	478
...	Advanced Practice Practitioner	Baltimore	Job	United States Dollar (USD)	6	9
...	Clinical Professional	Baltimore	Grade	United States Dollar (USD)	299	693
...	Clinical Professional	Baptist Market	Grade	United States Dollar (USD)	375	1297
...	Information Systems	Baptist Market	Grade	United States Dollar (USD)	136	279
...	Information Systems	Baltimore	Grade	United States Dollar (USD)	187	192
...	Nursing Professional	Baltimore	Grade	United States Dollar (USD)	272	1225
...	Nursing Professional	Baptist Market	Grade	United States Dollar (USD)	305	2370



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Job Distribution Report

Configure

Job Title: Acad Enter Perform Analyst, Job Code: 1668, Job Family: PM, FLSA Status: Exempt

Acad Enter Perform Ingo Coor: 8883, PM, Exempt

Academic Counselor: 12689, PM, Exempt

Academic Curriculum Coord: 1238, PM, Exempt

Academic Dept Administrator: 1903, PM, Exempt

Academic Engagement Admin: 8296, N/A, Exempt

Academic Research Prgm Officer: 7793, PM, Exempt

Access Ctr Quality Coord: 1420, PM, Exempt

Data Insights

PAyfactors Reports

Geographic References, Published Composites with Employees, Salary Structures, Wage Gap Analysis

ALL DASHBOARDS

Survey Participation, Job Details, IE MS Pricing Dashboard, Employees

## Data Insights

- Create reports from all data including employees, jobs, pay markets and more
- Easily access pre-built reports such as geographic differentials, salary structure, wage gaps and custom visualizations
- Escalate key insights with an understanding of how compensation impacts the bottom line and your talent strategy
- Integration to Tableau allows for custom built visualizations and tabular reporting to meet your specific reporting needs



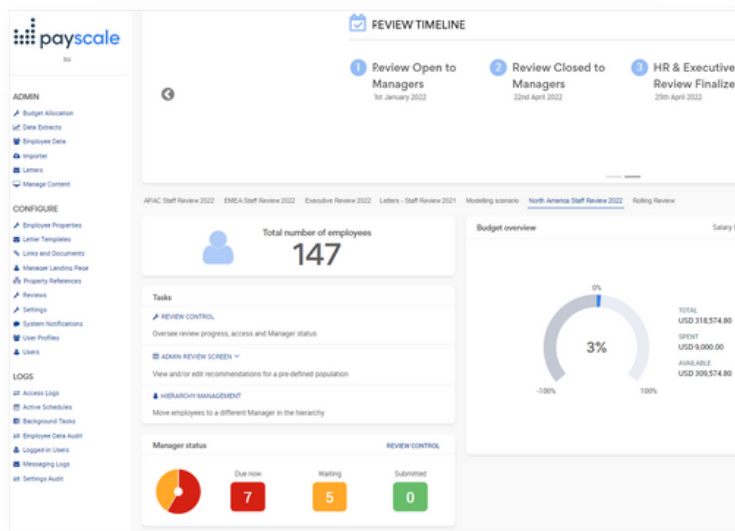
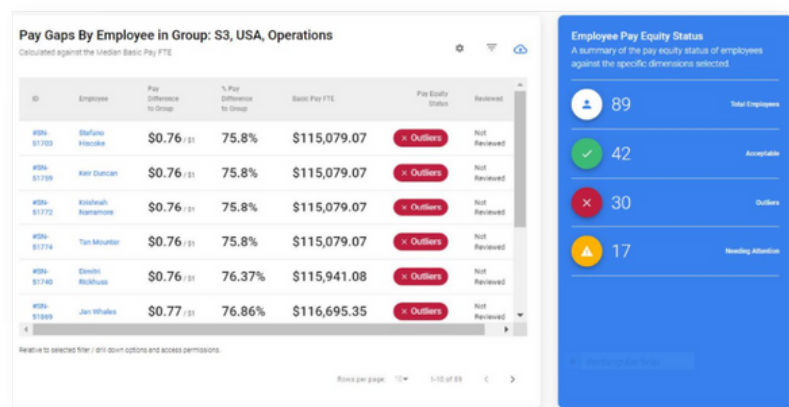
Actions	Job Code	Job Title 1	Version	Status
	1468	Acad Enter Perf Improv Analyst	1	Outlier
	8883	Academ Enter Perform Impv Coord	1	In Review
	12650	Academic Counselor		Not Available
	1226	Academic Curriculum Coord	1	Published
	1905	Academic Crpt Administrator	1	Published
	8296	Academic Engagement Adminstr	1	Published
	7793	Academic Research Pgm Officer	1	Outlier
	1420	Access Ctrt Quality Coord		Not Available
	1419	Access Ctrt Training Coord	1	In Review
	8915	Access Operations Specialist		Not Available
	0093	Account Analyst	1	Outlier
	5249	Account Correction Specialist		Not Available
	4480	Account Executive	1	Outlier
	1498	Account Manager	1	Outlier

### Job Description Management

- Centralize and standardize job descriptions across your organization
- Collaborate on the creation and evolution of job descriptions
- Connect job descriptions to your compensation strategy

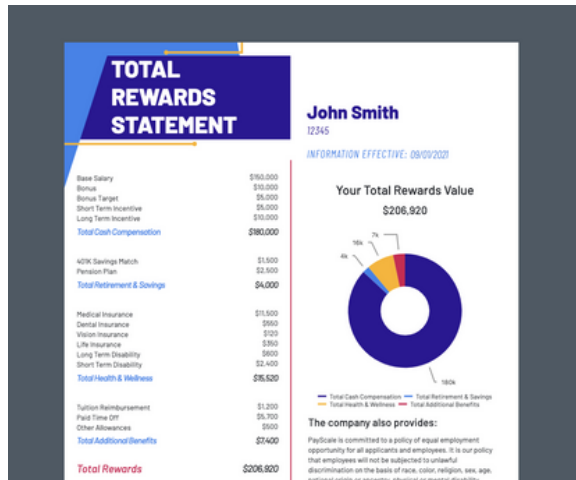
### Pay Equity

- Uncover pay gaps in minutes and the drivers behind pay variance with built-in statistical modeling and regression analysis
- Understand potential system, structural and representation challenges at all levels of your organization
- Develop remediation recommendations and model scenarios based on your specific strategy
- Determine how new hires and promotions will directly impact the pay equity landscape of your organization



### Compensation Planning

- Include all key stakeholders in the compensation planning process from a single location with appropriate experiences for each user including HR teams, front line managers and executive users
- Automate everything from budget allocation to approval processes so you can save time, reduce errors, provide appropriate oversight, and ensure confidential information doesn't end up in the wrong hands
- Increase confidence in pay decisions at all levels by providing key decision insights to support informed pay decisions that are demonstrably fair to maximize engagement on pay



### Total Rewards Statements

- Create custom statements for all employees or tailor for specific groups and individuals
- Bring your compensation story full circle by helping employees fully understand their value to your organization

“ The best thing about Payfactors is that the system is easy to use and understand. I had used Payfactors at a prior company and recently implemented the system at my new company. For those who had never used it before, it was an easy transition. We are now able to look at all of our survey data in one place. We’ve been able to find market data within surveys that we didn’t know had data for specific positions we’re looking for.

**Jessica Melando**  
 Compensation Analyst,  
 Ross Stores

### Take the tour, start the transformation

Our suite of products has equipped thousands of companies to transform their compensation strategies. In the process, Payscale products have saved our customers thousands of hours annually while empowering their teams to hire and retain the best talent.

Learn more about Payfactors →

### About Payscale

As the industry leader in compensation management, Payscale is on a mission to help job seekers, employees and businesses get pay right, and makes sustainable fair pay a reality. Empowering 10,000 organizations, including 53% of the Fortune 500, in 198 countries, Payscale provides a combination of data-driven insights, best-in-class services, and innovative software to enable organizations such as Angel City Football Club, Perry Ellis International, United Healthcare, Vista and The Washington Post and to make fair and appropriate pay decisions.

Pay is powerful. To learn more, visit [www.deltek.com/en/partners/payscale](http://www.deltek.com/en/partners/payscale)