We'll help you land and keep your next genius hire.

PayScale

Today's job market is strong. **You need to be stronger.**

We can help.

PayScale is here to help you get those hard-to-find, talented individuals who have the precise skills to take your corporate ambitions to competitive new heights.

How do we do it? With the market's leading cloud-based compensation data and software. Together they give you an accurate and immediate snapshot of the skills that are hot in your industry right now. Our data goes way beyond basic job title information, so you can budget appropriately, benchmark against similar companies, and have the confidence to compete for, win, and retain top talent.

PayScale can help you quickly understand the value of even the most specific job skills and price your position accurately. If there's a hiring trend affecting your industry, our data will show you. And with a database of 60 million crowdsourced profiles updated nightly and employer-sourced data from more than 1,000 companies updated quarterly, you'll be working with the largest, freshest data on the planet.

Data-driven decision making from PayScale helps you recommend great hires, defend your comp choices to management, and become a true strategic business partner within your company.

Pure genius.

PayScale

COOL DATA HELPS YOU WIN
IN A HOT JOB MARKET

According to the U.S. Bureau of Labor Statistics, job openings rose to nearly 7.5 million by the end of 2019, with unemployment rates holding steady at 3.5 percent—the lowest rate since 1969. In other words, the jobs market is still on fire, with the biggest gains in the areas of healthcare, manufacturing, technology and financial services.[1] Now more than ever, paying competitively can help you win over the in-demand talent you seek.

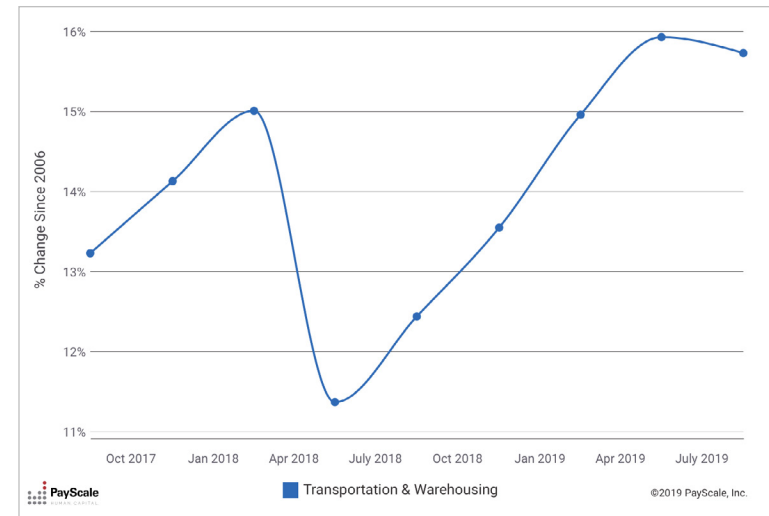**PayScale's data-driven analytics make it easier to maintain your hiring edge by helping you:**

- **Price hot jobs and determine which titles and skills are on the rise**

- **Develop accurate pricing for specific job skills**

- **Benchmark to determine fair—and competitive—salaries and comp, and see how your company is paying in relation to others**

We've got other data and tools to help you move quickly to hire the right talent, right now. Our programs even help you create and manage a customized pay strategy to keep pace with the hottest jobs.

And because special job skills can lead to higher salaries, it's important to know how much you should pay for those special skills. For example, a mechanical engineer with particular CAD software credentials could get a 5 percent salary boost, but an optical engineer with that same CAD software skill could be worth a 20 percent salary differential. With our Differentials Engine, that data is just what you need to offer the right pay.

By transforming boundless data into actionable insights, PayScale enables you and your company to price jobs—not people—using timely, reliable and evergreen information. And our location-based dynamic pricing makes something else easier: competing for top candidates from all over the globe.

OPERATE
IN THE CLEAR

Today's in-demand talent demands to know more. They want to know what's driving pay decisions, how many women are in charge, how diverse your organization is; you get the picture. Data-informed discussions about compensation benefit both you and your employees by creating a culture of transparency that promotes equity, engagement and retention.

PayScale helps you evaluate individual contributions and analyze compensation across a range of positions throughout your organization to ensure your hiring process is balanced and fair. And because the salaries you offer are based on data, not intuition, you can show in-demand candidates what the market is paying, making it easier to navigate challenging conversations about compensation.

Back at the office, our data-driven products like MarketPay and Insight Lab make it easy to run in-depth reports so that company leaders can understand what's driving labor costs and what it takes to win the day in a competitive marketplace.

Finally, transparency levels the playing field by ensuring a diverse workforce. Our customized salary, labor and diversity reports give you a clear picture of where the market—and your company—is going. PayScale also provides granular data that allows you to compare talent by job title, levels of experience, special skills and more.

Fairness and opportunity are good ideas in any demographic context. It's even better in states with pay equity laws (like NY, NJ, CA and WA).

Sound fair?

Workers Who Reach Manager or Higher[2]

47% MEN / **40%** WOMEN
By mid career (age 30−44)

57% MEN / **41%** WOMEN
By late career (age 45+)
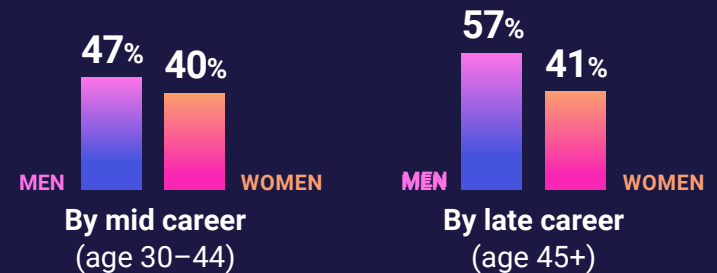
Board Seats Held by African Americans in Fortune 500 Companies[3]

MEN
5.6%

WOMEN
2.2%

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THE DATA TO
DRIVE YOU FORWARD

Recent data shows a staggering 41.4 million U.S. workers voluntarily left their jobs for reasons ranging from lack of career development to a better work-life balance. By 2023 that turnover rate is projected to grow to one in every three employees.[4]

And increasingly we're learning that money might not be the biggest incentive for some employees. Awesome health insurance, unlimited vacation policies, flexible hours and remote options may be more important than a hefty paycheck. In 2019 alone, nearly two-thirds of U.S. companies had employees that worked remotely.

PayScale helps you stay ahead of these and other trends with up-to-the-minute data that enables you to you keep track of total compensation and assess performance as people gain more experience. In a thriving yet challenging marketplace, we make it easier for you to keep, and often promote, the people you worked so hard to hire.

Our comprehensive data can even help you determine how much more you may need to pay to acquire in-demand talent in hot markets. Or show pay levels in other departments you may be able to reduce. With such a keen understanding of the market, you're able to make smarter decisions that are good for the whole company.

We've got your back.

PayScale

PUT US TO WORK

MarketPay

For compensation teams that need the most data sources, this modern comp solution uses the country's largest and most current survey data and available crowdsourced data to provide the insights you need to proactively value and price the hottest jobs in today's competitive market.

Now you can price in-demand jobs correctly, provide accurate data to executives and employees quickly, and evaluate pay strategies so your organization can hire the right people, with the right skills and at the right salary, all while increasing your ROI. And with MarketPay you can keep tabs on the hottest positions in the market with evergreen data that refreshes quarterly.

Insight Lab

For the HR pro who needs data to get compensation right, this comprehensive management solution has all you need to succeed in today's competitive and challenging tech market. It helps you develop a smart hiring strategy that works with your organization, helping you pay fairly and competitively, and involve all the right people to make informed decisions.

Insight Lab provides the most up-to-date, crowdsourced data and streamlines your process by integrating smart software with visual analytics, giving you the big picture, and doing the grunt work so you don't have to. Instead, you're free to focus on the things that really matter: paying your employees fairly and keeping them longer.

[1] https://www.bls.gov/news.release/empsit.nr0.htm

[2] https://www.payscale.com/data/gender-pay-gap

[3] https://www.blackenterprise.com/amex-ceo-ken-chenault-retire/

[4] https://info.workinstitute.com/hubfs/2019%20Retention%20Report/Work%20Institute%202019%20Retention%20Report%20final-1.pdf

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