FilamentGames
Real games. Real learning.

Employees:
49

Industry:
High Tech

Region:
Mid-west

The Challenge:

Filament's business has grown rapidly over the past few years, with their employee count expanding threefold since 2011. To support this growth, Filament looked to attract talent from tech hubs. In the process Filament realized that they needed to understand how to competitively pay for specific roles. At the same time, they wanted to establish a structure that paid employees at a competitive rate. Filament used PayScale to recruit as well as create a culture of transparency so that current employees had a clear understanding of how they were compensated.

Dedicated to employee motivation, Filament wanted to do everything possible to recruit and, more importantly, retain the best people.

Why PayScale

After reading the book Drive by Daniel Pink, the Filament leadership team focused in on the elements of employment that motivate people to do great things. With this insight, Filament set out to rethink compensation and employee engagement.

"Like many companies, we knew until you get compensation right you can't really move forward in hiring and retaining people." said HR Director, Connor Hayes. Filament partnered with PayScale to develop a compensation strategy which would allow them to competitively compensate the professionals they needed.

PayScale
HUMAN. CAPITAL.

Pain Points:

| Needed to develop Comp foundation. | Attract talent in competitive roles. | Looking to motivate and engage employees. |

The Results:

Attracted Competitive Talent

Many of Filament's desired positions are in high demand, with most of the talent in those fields gravitating towards tech hubs like San Francisco and New York. Using PayScale, Filament was able to compete for talent in the national market without fear of overpaying, both strengthening their roster and protecting their bottom line.

Gave Executives Insight

Since going live, the leadership team has been able to leverage PayScale to see how specific "mission critical" roles are compensated, as well as get a clearer perspective on the overall organization.

"They all enjoy it, all the information is so clear. Recently our CTO, Alex, was able to dig into a Market Report and understand the data, where it was coming from, what the trends were, in a simple, visual way."

Motivated Employees

As a result of partnering with PayScale, Filament was positioned to clearly define every position within the organization. This helped employees understand their job description, their compensation, and the professional growth paths available to them.

"If an employee wants this raise, these are the skills they need to get or grow; and get to that next salary level," says Connor. "It's really empowered our staff to take control on their own professional development."

About PayScale

Creator of the largest database of individual compensation profiles in the world containing 40 million salary profiles, PayScale, Inc. provides an immediate and precise snapshot of current market salaries to employees and employers through its online tools and software. PayScale's products are powered by innovative search and query algorithms that dynamically acquire, analyze and aggregate compensation information for millions of individuals in real time. Publisher of the quarterly PayScale Index™, PayScale's subscription software products for employers include PayScale MarketRate™, PayScale Insight™, and PayScale Insight Expert™. Among PayScale's 3,000 corporate customers are organizations small and large across industries including Zendesk, Miele, Keen, H&M and Clemson University.

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