Insight

Fresh Data, Software and Analytics

A solid compensation strategy will help you attract great talent, retain key employees, motivate performance and maintain the bottom line. It will also give you the confidence you need to make compensation decisions and discuss those decisions with anyone you need to.

"All of the data we need is just a few clicks away using PayScale Insight."

Cindi Irwin, HR Manager
HealthSouth Corporation

A subscription to Insight gives your Human Resources team the power to formalize your compensation strategy. You'll gain access to the freshest, largest, most detailed salary dataset in the world and easy-to-use cloud compensation software that precisely matches your workforce to the market.

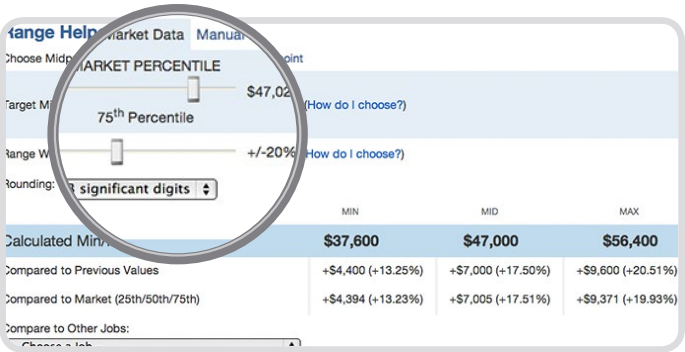## Software and Analytics

Streamline Salary Benchmarking

Don't waste time responding to surveys and trying to force your diverse jobs to fit into one-size-fits-all job descriptions, only to have to spend even more time aging, point-factoring and adjusting the data to fit. Upload your entire organization in minutes, define your positions one time and you are ready to benchmark thousands of unique positions (or employees) at any time, against matching market rates, with a few mouse clicks.

Job Code	Labor Market	Location	Grade	Annu. Base Mkt - 10th	Annu. Base Mkt - 25th	Annu. Base Mkt - 75th	Annu. Base Mkt - 90th	Targ Perc
2032	Seattle Office	Seattle	1	$26,983	$30,245	$38,990	$43,719	
2026	Seattle Office	Seattle	3	$27,800	$32,281			
2027	Seattle Office	Seattle	4	$36,098	$41,521	$44,081	$50,587	5
2014	Seattle Office	Seattle	8	$70,990	$85,352	$56,430	$64,712	
2015	Seattle Office	Seattle	9	$90,608	$101,544			50th
2031	Seattle Office	Seattle	2	$28,184	$31,769	$36,352	$142,744	50th
2009	Seattle Office	Seattle	9	$77,842	$93,781	$114,184	$138,133	$163,383	50th
2033	Seattle Office	Seattle	1	$23,710	$27,219	$31,791	$37,282	$43,303	50th
2028	Seattle Office	Seattle	2	$26,895	$31,136	$36,746	$43,608	$51,289	50th

Set and Adjust Pay Ranges

Let us do the math for you. Easily create and maintain pay ranges that align with your company's compensation strategy. Further refine the target pay ranges for different categories of employee, for example, by function/by level. Insight Expert will create range minimums, midpoints and maximums based on the strategy you set.
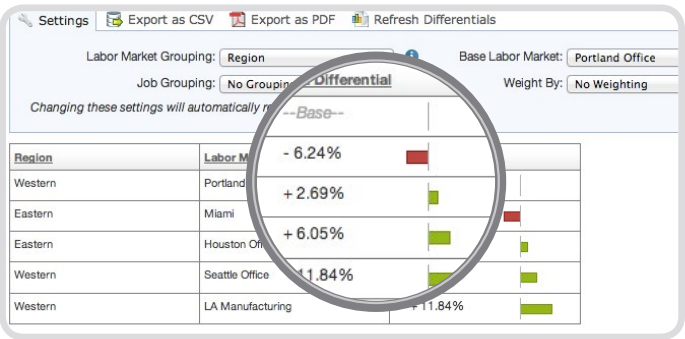
Get Pay Right and Identify Flight Risks

Don't risk losing employees by underpaying them, or losing money by overpaying them. Are you paying fairly across the organization, or are some groups of employees paid more than others? PayScale Insight shows you where potential trouble spots lie.

Price Jobs in Multiple Geographies, Industries or Company Sizes with MDA

The Market Differentials Analysis (MDA) feature shows how pay varies for a set of selected jobs across selected markets. PayScale's new MDA feature accounts for market, industry and geographic variances with a pinpoint accuracy unavailable anywhere else. It uses actual, real-time market data for your workforce and markets instead of more generalized cost of living geographic differentials that don't fit.

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Allocate Pay Increases

Drive performance with a well-crafted reward strategy. Carefully and easily decide who gets a raise, how much, and why. Start with your budget for raises. Determine the pay-for-performance approach that best suits your organization, and with the click of a button, PayScale generates recommended raises for your people.
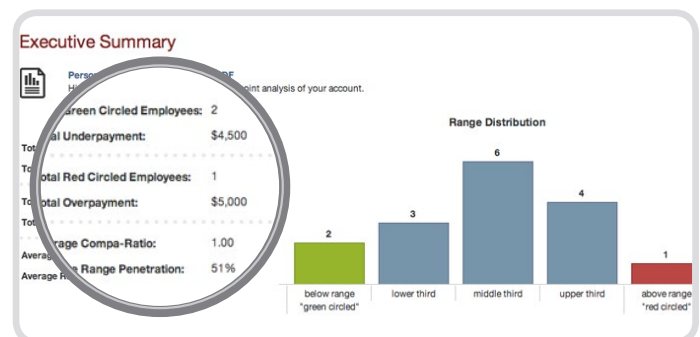

> ❝ *PayScale makes it much easier to know where market pay is going so that we can make informed decisions about compensation.* ❞
>
> Bill Horn, HR Director
> Wickenburg Community Hospital

Create Executive Reports

Have the confidence to know that you've nailed compensation with PayScale. Elegant executive-view reporting makes it easy to talk about comp with your leadership team. Clear, thorough reports help your executive team make smart business decisions.

Easily Drill Down

PayScale's Analytics Launchpad helps you easily spot pay issues before they become crises with side-by-side compensation analysis views. Quickly launch dynamic reports to identify grade structures that are out-of-line with the market, positions in industries with fluctuating pay, employees that are flight risks or have out-of-range salaries.

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Fresh Compensation Data

Access in Real-Time and On-Demand

On-demand access to the largest, most detailed and up-to-date salary database in the world. Not only does our data correlate one-to-one with traditional survey data, you get improved accuracy with PayScale's robust and real-time data. With PayScale's rich data you'll know how pay works and why.

- 250 pay factors, including years of experience, special certifications, skills, size of budget and team managed.
- 36,000,000 salary profiles.
- 14,000 job titles.
- 2,500 subscription customers.
- 11 countries.

Support and Training

Get Support and Services to Make You Successful

Fast to implement, easy to use, PayScale Insight is cloud based software as a service (SaaS). For you, that means no worries about hardware, installation or maintenance. Just log in and go! We support you with these services:

- Standard training gets you up and running fast.
- Limited job matching and job pricing will help you get started.
- Email and phone support 9am to 8pm EST.

Profile Generated Today:

Senior Application Programmer,
Boston, MA - Median Pay: $100k

COMPENSABLE FACTORS
Degree Level: Masters
Company Size: 100
Yrs. Experience: 6
Skills: App Development, C, C++, Linux
Certifications: MCSE

About PayScale, Inc.

Creator of the largest database of individual compensation profiles in the world, 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 2,500 corporate customers are organizations small and large across industries including Mozilla, Tully's Coffee, Clemson University and the United States Postal Service.

For more information, visit www.payscale.com/hr.

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