

PAYSCALE MARKETPAY

PayScale is a compensation technology company dedicated to helping companies maximize the investment in their people. We bring together the power to technology, relevant compensation data, and professional services to help companies get pay right in any economic environment.

MarketPay from PayScale is a compensation solution for compensation teams that helps companies to quickly price their jobs based in the current labor market, conduct budget modeling for various pay scenarios, perform complex workforce analytics to drive informed decisions for the future of your business.

- **RETAIN & HIRE TALENT BASED ON CURRENT LABOR MARKET**
- **INFORM STRATEGIC DECISION MAKING WITH ACCESS TO WORKFORCE ANALYTICS**
- **PIVOT YOUR TALENT STRATEGY TO SUPPORT RETAINING TOP TALENT AND SUPPORT PLANNING FOR THE FUTURE**
- **HELP COMPENSATION TEAMS RUN MORE EFFICIENTLY THROUGH SURVEY PARTICIPATION**

"As a company with a solid, state-of-the-art global compensation framework, we have found a tool which allows us to analyze massive data effectively, offering several different and flexible functionalities to capture all the needs from our different geographies and internal customers."

– Adriana Gonzalez, Expert Consultant Global Total Rewards at SAP



RETAIN & HIRE TALENT BASED ON CURRENT LABOR MARKET

To help businesses get through unprecedented times, we are making our market data sources available for all companies. This highly specific, detailed, defensible salary data gives you the flexibility to mix and match the strengths of different sources to help make decisions based on the most recent market data.

THE POWER OF CROWDSOURCED DATA

Largest and freshest salary database in the world with 54 million total salary profiles.

- ✓ **FRESH:** Keep up with a rapidly changing market with weekly updates
- ✓ **EXPANSIVE:** Includes unique jobs, rural locations, and skills that impact pay, as well as hot jobs in growing industries
- ✓ **SEAMLESS:** Direct integration with MarketPay allows for a seamless experience your jobs.

THE CONFIDENCE OF COMPANY DATA

Employer-sourced traditional survey with 1,900 Participants, 5,464 Jobs, 2.53 Million Employees across 28 industries.

- ✓ **FRESH:** Updated quarterly
- ✓ **EFFICIENT:** No participation required, saving you valuable time
- ✓ **EFFORTLESS:** PayScale's Company Sourced survey is automatically turned on in your survey library and matched to your jobs.

INFORM STRATEGIC DECISIONS WITH ACCESS TO WORKFORCE ANALYTICS

Provide fast and accurate data needed to make workforce decisions with real-time dynamic visualizations, dashboards, and modeling.

- Make the best pay decisions to maximize your available budget dollars and help you plan for the future of your business using your current HRIS data.
- Analyze your workforce based on performance, pay, and tenure with quick compression analysis that gives you visibility to opportunity including underpayment and overpayment within your business.
- Quickly identify flight risks within your most mission critical roles.
- Stay informed on important issues for our employees such as Pay Equity Analysis.
- Model many potential scenarios to make important pay decisions that guide your organization and determine if current pay structures still work in changing times.

PIVOT YOUR TALENT STRATEGY TO SUPPORT RETAINING TOP TALENT AND SUPPORT PLANNING FOR THE FUTURE.

Make pay decisions to retain and hire mission critical talent based on the most recent, rapidly changing market-based pay data.

- Have confidence in the pay decisions you are making and communicate those decisions to employees to maximize productivity even in uncertain times
- Price jobs you may have never hired for with access with data and market pricing technology.
- Create and live by a pay brand that will help you retain high performers and set you up for lasting hiring success well into the future.

HELP COMPENSATION TEAMS RUN MORE EFFICIENTLY THROUGH SURVEY PARTICIPATION

- Streamline the survey submission process by exporting to all your survey publishers in one click with preconfigured templates.
- Leverage the of survey results faster with survey loading from over 250 survey providers
- PayScale has direct relationships with the world's leading survey providers for over 15 years

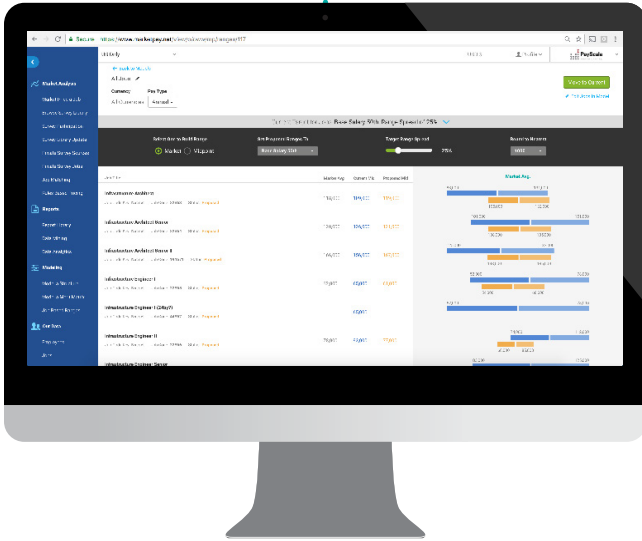
"I can pull together an ad-hoc recommendation in 10 minutes, instead of an hour I wouldn't have had bandwidth to work on other projects before Marketpay. We would have to rely on consultants. When I tell you that MarketPay changed my life, it has seriously changed my life. I cant imagine doing compensation work without it now."

– Michelle HUSE, Manager of Compensation at Baylor University

PAYSCALE MARKETPAY GIVES GLOBAL ORGANIZATIONS ACCESS TO THE DATA THEY NEED TO SUPPORT THEIR BUSINESS AND THEIR PEOPLE!

COMPENSATION MODELING

Build and understand pay structure, merit modeling, and regressions



INTERACTIVE DASHBOARD

Instant access to a report library create beautiful customized workforce analytics



AUTOMATED SURVEY PARTICIPATION

Export directly into publisher template

The screenshot displays a table with columns for 'Survey Code (or Survey ID)', 'Employee Identifier', 'Survey Title', 'Survey ID', 'Survey Description', 'Survey Start Date', 'Survey End Date', 'Survey Status', 'Survey Type', 'Survey Category', 'Survey Sub-category', 'Survey Topic', 'Survey Sub-topic', 'Survey Question', 'Survey Answer', 'Survey Score', 'Survey Comment', and 'Survey Date'. The table contains several rows of data, including survey codes like 'R03-074-F' and 'R03-075-F', and survey titles like 'Database Administration - DBA - Advanced'.

SURVEY MATCH WIZARD

Discover potential new surveys based on your existing survey library and already benchmarked jobs

The screenshot shows the Survey Match Wizard interface. It features a top navigation bar with 'Survey Match Wizard' and 'Survey Library' tabs. Below the navigation, there are several data visualizations: a table at the top showing survey matches, a bar chart in the center, and a table at the bottom showing survey details. The table at the bottom has columns for 'Survey Code', 'Survey Title', 'Survey ID', 'Survey Description', 'Survey Start Date', 'Survey End Date', 'Survey Status', 'Survey Type', 'Survey Category', 'Survey Sub-category', 'Survey Topic', 'Survey Sub-topic', 'Survey Question', 'Survey Answer', 'Survey Score', 'Survey Comment', and 'Survey Date'.

For customers using a PayScale product that potentially processes personal data of an EU citizen, PayScale has developed a Data Processing Addendum that is tailored to its products and includes contractual commitments regarding compliance with EU data protection laws, including GDPR. Upon request, a full copy of PayScale's Data Processing Addendum can be provided to current customers.