



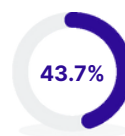
Pay Transparency Solution

The brave new world of pay transparency

Transparent and fair pay practices are vital to the future of talent attraction and retention

Pay Transparency Legislation is increasing visibility in pay practices and impacting companies in the United States and around the world.

Cultural shifts are driving open conversations about what employees should be paid and how pay decisions are made.



43.7% of current job postings include salary ranges.

Source: HiringLab



70% of organizations that post salary ranges say it has generated more applicants.

Source: SHRM

Risks of not adopting Pay Transparency

Fines from state governments for not complying with the new laws

Awkward conversations and frustrated employees if posted salary ranges don't match what current employees current pay

Increased turnover as employees have more access to salary ranges for their role than ever before

Negative impacts on employer brand as applicants lose trust due to a lack of visibility into their pay and earning potential

Pay transparency with confidence

Pay Transparency with Payscale

Pay Transparency from Payscale is a comprehensive solution that empowers organizations to develop fair pay practices and increase confidence in salary ranges posted on job descriptions, openly communicate pay, and build trust.

- Develop a strong compensation strategy and philosophy
- Standardize and scale pay structures
- Build pay ranges with confidence
- Facilitate meaningful pay conversations to communicate pay

Your journey to fair and transparent pay with Payscale



Outcomes

✓ **Roadmap** to accomplish pay transparency objectives quickly with a committed partner.

✓ Increased **confidence** in public-facing salary ranges

✓ Internal pay **communications** to build an engaged workforce that stays

✓ Address and maintain **internal equity** for an extra layer of confidence

Reliable market data to drive a competitive pay strategy

Peer

3,470 organizations
7.21 million incumbents
4,428 jobs

Highly transparent, customizable and up to date HR reported market data to help organizations drive a competitive pay strategy against the market as you define it.

Your choice of:

Employee Reported

40 million active profiles
15,000+ job titles
7,500 skills and certifications

OR

HR Market Analysis

Billions of data points
4,900+ benchmark jobs

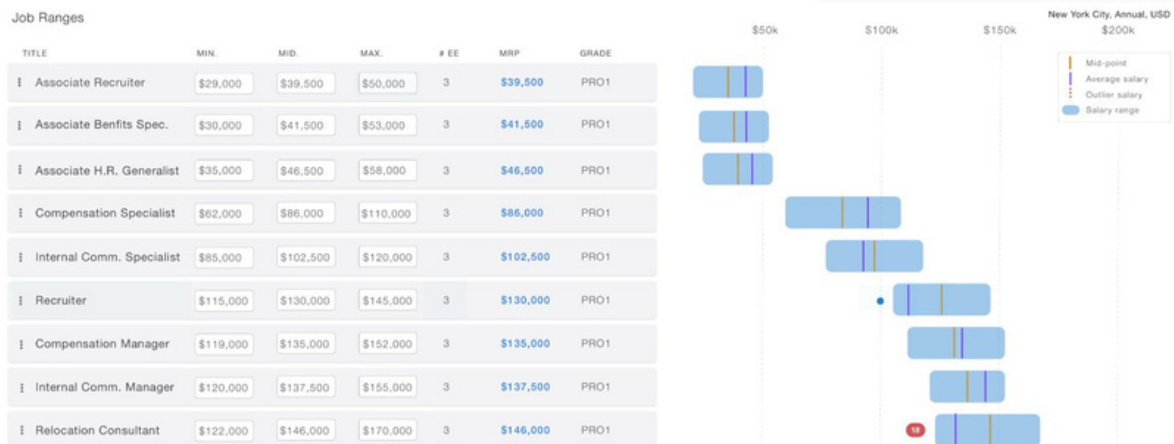
Seamlessly access your third party survey data

Survey Publisher Data through Partnerships

21K third party surveys loaded annually

Payscale can help you load your existing surveys and overall streamline the survey participation and survey management experience.

Robust technology to develop standardized and scalable pay structures and drive your talent strategies



Payfactors

Robust technology to streamline benchmarking jobs in line with a consistent pay strategy, robust pay structure capabilities, and a variety of standard reports to identify where you stand against the market.

- Market Pricing
- Pay Markets
- Salary Structures
- Survey Management & Participation
- Data Insights
- Fair Pay Insights
- Total Rewards Statements

Reach pay transparency objectives quickly with professional services and a roadmap aligned to your goals. Payscale supports you through the following services to drive pay transparency:

Comp Strategy & Market Analysis

Develop a compensation strategy that supports your organization's pay transparency objectives by analyzing market factors that impact your specific jobs.

Job Pricing

Create a strategy on which to execute the best market matches and price your jobs.

Structure Modeling & Creation

Create or review standardized and scalable base salary structures based on your organization's strategy and goals.

Comp Policies Guide & Support (includes Pay Philosophy)

Develop and document your compensation strategy and philosophy to drive fair pay decisions.

Manager Best Practice Training

Payscale will facilitate manager training to educate your managers on how ranges are set, increase transparency in your pay practices and empower managers to drive effective pay conversations.

Enhance employee trust in pay practices and differentiate your business as an employer of choice.

Interested in chatting with someone about how Payscale can help you achieve pay transparency?

Request a demo



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 to make sustainable fair pay a reality. Empowering more than 50% of the Fortune 500 in 198 countries, Payscale provides a combination of diverse and dynamic data sources, experienced compensation services, and scalable software to enable organizations such as Angel City Football Club, Target, Gainsight, and eBay to make fair and appropriate pay decisions.

Pay is powerful™

To learn more, visit payscale.com.

