



Working with Payscale gives you an advantage when it comes to competing for and retaining top talent. Payscale helps drive pay decisions for over 37% of employees in the United States workforce and manages a total of \$1.85 trillion in combined salaries through our platforms. Fifty-two percent of the Fortune 500 are Payscale clients who trust Payscale to drive their compensation strategies.

Why do more than 9,000 organizations trust Payscale to help them **#getpayright?**



#### Diverse and dynamic compensation data

Access validated data from employees, employers, and the trusted survey providers we partner with.



#### Scalable compensation technology

Payscale offers innovative software to empower more competitive and transparent pay decisions throughout the entire compensation cycle, whether you're part of a small business or an enterprise-level organization.



#### Customer-first experience

Leverage the expertise of the Payscale team and your peers in the compensation community to achieve successful and impactful outcomes.

## Diverse and dynamic compensation data

Organizations are now relying on compensation data more than ever before to get real-time insights into changes in the market. Payscale has created the largest source of salary data information globally so you can make informed compensation decisions.

### Peer

2,600 organizations  
7.3 million incumbents  
Updated continuously

Peer is the industry's only data platform that's updated daily. It allows compensation and HR professionals to analyze their workforce, total comp, and compensation practices against the market as you define it.

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### HR Market Analysis

1.5 billion data points  
30,000 geographic locations  
Updated monthly

HR Market Analysis has been curated and expertly analyzed by compensation professionals and data scientists. It combines HR Reported compensation data with our compensation data experts' analysis of the market, and it's backed by proprietary, proven algorithms to provide you with a pre-built market composite.

*Data is currently available for the United States, Canada, Mexico, Brazil, United Kingdom, Ireland, France, Germany, Australia, China, India, Singapore, Japan, Poland, and Netherlands.*

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### Employee Reported

100 million employee profiles (all-time)  
15,000+ job titles  
Updated continuously

Employee Reported is the world's largest salary database, with data collected from over 60 million visitors to our website each year. Payscale Employee Reported provides a real-time snapshot of the changing realities of the compensation market. Our meticulous, AI-driven, four-step validation process ensures that the data is a true reflection of the market.

### Granular Compensation Data

Payscale data allows you to respond to market changes in real-time. Payscale data sets allow you to directly select data points such as geography and skills that can impact pay so you can make accurate, competitive, and fair pay decisions.

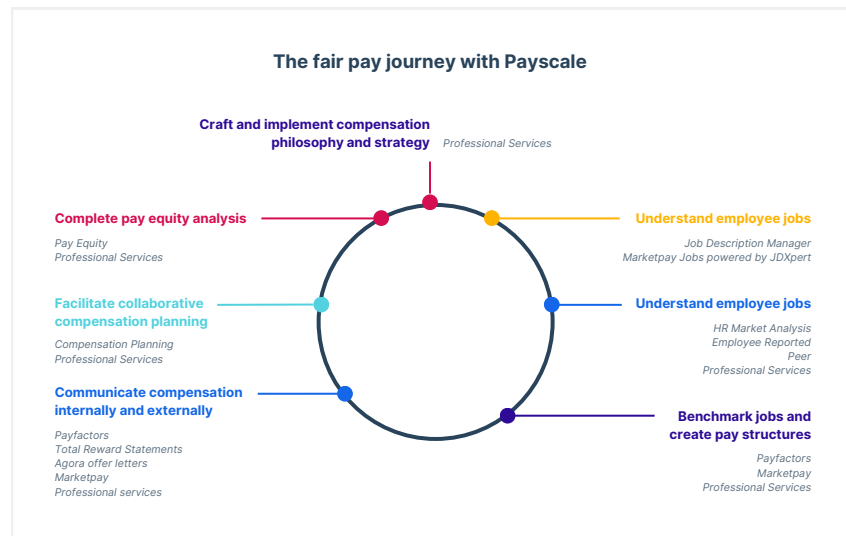
### Strong Partner Ecosystem

Leading survey publishers choose to partner with Payscale because of our open data strategy, pro-publisher philosophy, and commitment to data transparency. Payscale has established a partner ecosystem with over 3,000 survey providers — including some of the largest names in compensation data, like Mercer and Empsight — to save you time by making it easier to participate in and manage survey data.

## Scalable compensation technology

### Trusted and robust portfolio

Payscale offers a powerful portfolio of tools to support the entire compensation journey, from basic market pricing to pay equity analysis and every step in between. Payscale's technology can guide your organization in achieving its goals — such as talent retention, pay transparency, and more — and responding to the changing needs of the market.



### Modern, scalable platform

Payscale technology is built so that your organization can easily scale, leveraging the exact data and functionalities you need along the way. As your organization grows, we help ensure you continue to have the tools that work for you. With Payscale, there are also plenty of ways to collaborate with your team and no limits to the number of users per account.

### Customer-driven innovation

Payscale believes that the most innovative ideas come directly from those who use our technology every day. That's why we offer a variety of opportunities for you to provide feedback on our solutions so that we can continuously improve them, from submitting ideas directly to our team to getting involved in research opportunities.

### Forecast with confidence

Plan for and adapt to the dynamic market with the help of complex scenario-planning features. You can save time by easily evaluating areas of growth, centralizing planning efforts, and accurately forecasting before making decisions that impact your entire system.

## Customer-first experience

### **Respected and reliable expertise**

Payscale's global team understands compensation and has experience in building out world-class compensation programs for organizations around the world, implementing over 1,800 new Payscale clients, and completing 3,300 service projects annually. We'll leverage our expertise to ensure you have the guidance and knowledge you need to get where you want to go.

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### **Clarity in support and services**

At Payscale, we aim to offer you clarity on the scope of your agreement with us so you know exactly what to expect from your support and service experience. Our team works with clients on a variety of projects each year, from benchmarking over 70,000 jobs to creating over 1,600 custom reports.

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### **Compensation community**

Payscale Connect serves as the "town square" where you can access all the tools you need to be successful as a Payscale user and member of the broader compensation community. Within Payscale Connect, you can access tools that will help you to:

- Connect directly with over 45,000 professionals in the compensation community
- Access Payscale thought-leadership resources such as our Annual Compensation Best Practices Report and Gender Pay Gap report, which compensation professionals and global news outlets alike rely on to direct pay strategy
- Learn how to use your Payscale products