

Dynamic Data and New AI Powered Matches in Peer

Tuesday, August 30th

Today's Presenters:



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Today's Agenda

- Market Trends
- Unique Value of Peer & Peer Trends
- Best Practices for Participating in Peer
- Peer Demo
- Peer Resources to Support You



Rapidly evolving talent market & Why you need the right variety of compensation data

Organizations are needing to adapt to the changing talent landscape today and in the future

76% of organizations have experienced labor shortages or difficulty attracting talent in 2021

92% of organizations are giving base pay increases in 2022

44% of organization believe they are losing talent due to insufficient pay increases

Getting pay right is more critical than ever

1 in 3 employees say their top reason for seeking a new job was better compensation and benefits ([BenefitsPro](#))

The majority of US workers that have changed jobs have seen real wage gains ([Pew Research](#))

Organizations are using multiple sources of data to adapt

68% of organizations use between 2-4 sources of market data to determine salaries for employees

75% of organizations expect compensation will be more challenging in 2022 and 70% correspondingly plan to invest more in compensation management

83% of employers said that talent acquisition has risen to a business level challenge in the last year (lighthouse research)

The importance of a multi sourced data library

More data = more informed decisions

World at Work best practice is to use at least 3 sources of data to provide a holistic view of the market.

Variety of data is part of any high performing compensation strategy. Payscale helps to prescribe the right data mix for you.

There is benefit to having multiple sources of data for variability and varying perspectives.

More diverse data = more holistic decisions



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Importance of timely data

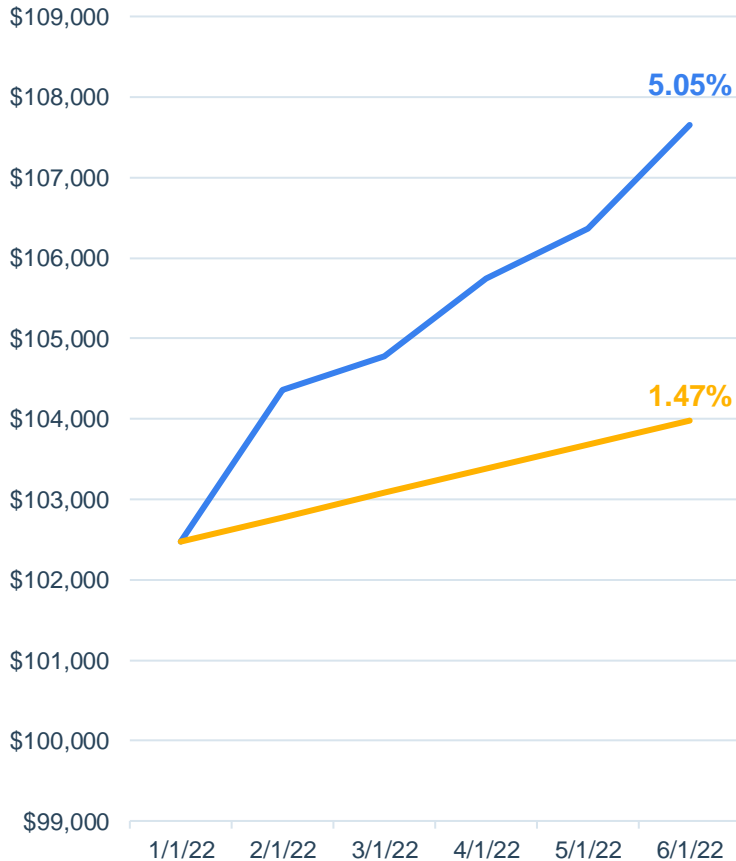
Paramedic



Order Picker/Packer



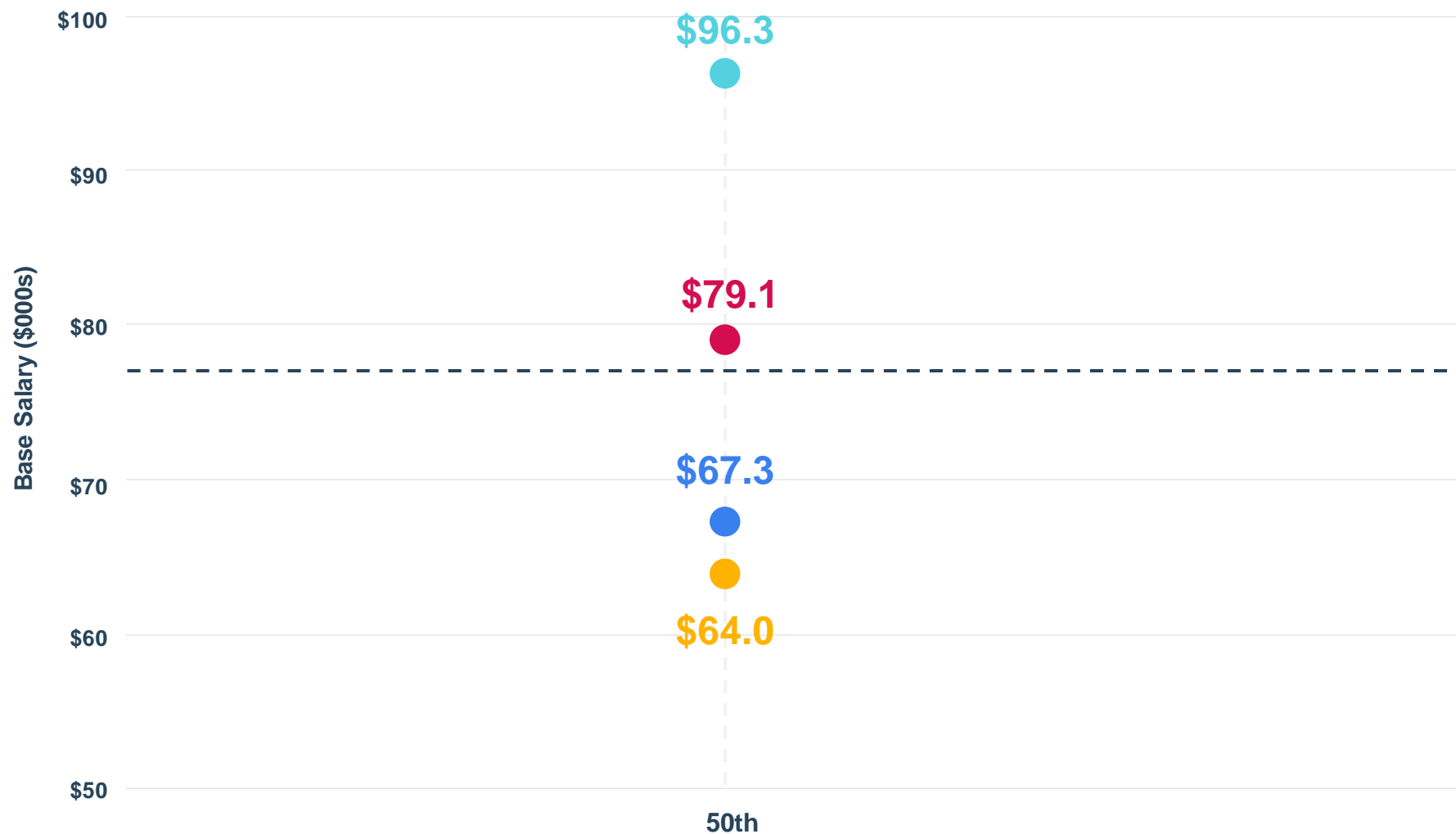
Data Scientist II



Traditional Aging Peer data

Importance of participant lists

Compensation Analyst II



Named Peer Group

Companies: Robert W. Baird Co. Incorporated, S&P Global, Inc., Bank of the West, Capital Group Companies, Fiserv

Financial Services Industry

\$77.0 National Baseline

Named Peer Group

Companies: University of Florida, Harvard University, University of Texas - Rio Grande Valley, Midwestern University, Georgia Institute of Technology

Higher Ed Industry

Peer

For organizations who want timely, transparent employer reported data based on their industry peers, that is fully customizable.

Peer delivers:

- ✓ Fully transparent and
DOJ compliant, employer reported data
- ✓ Specific, relevant and fully customizable data
- ✓ Always current data to keep up with market trends and respond to changes in the market
- ✓ Industry networks to stay competitive



Peer wins

Fast Company's 2021 World Changing Ideas Awards

2,200 orgs participating data

7 Million employees

4,200 jobs

100+ industries covered

150+ countries covered

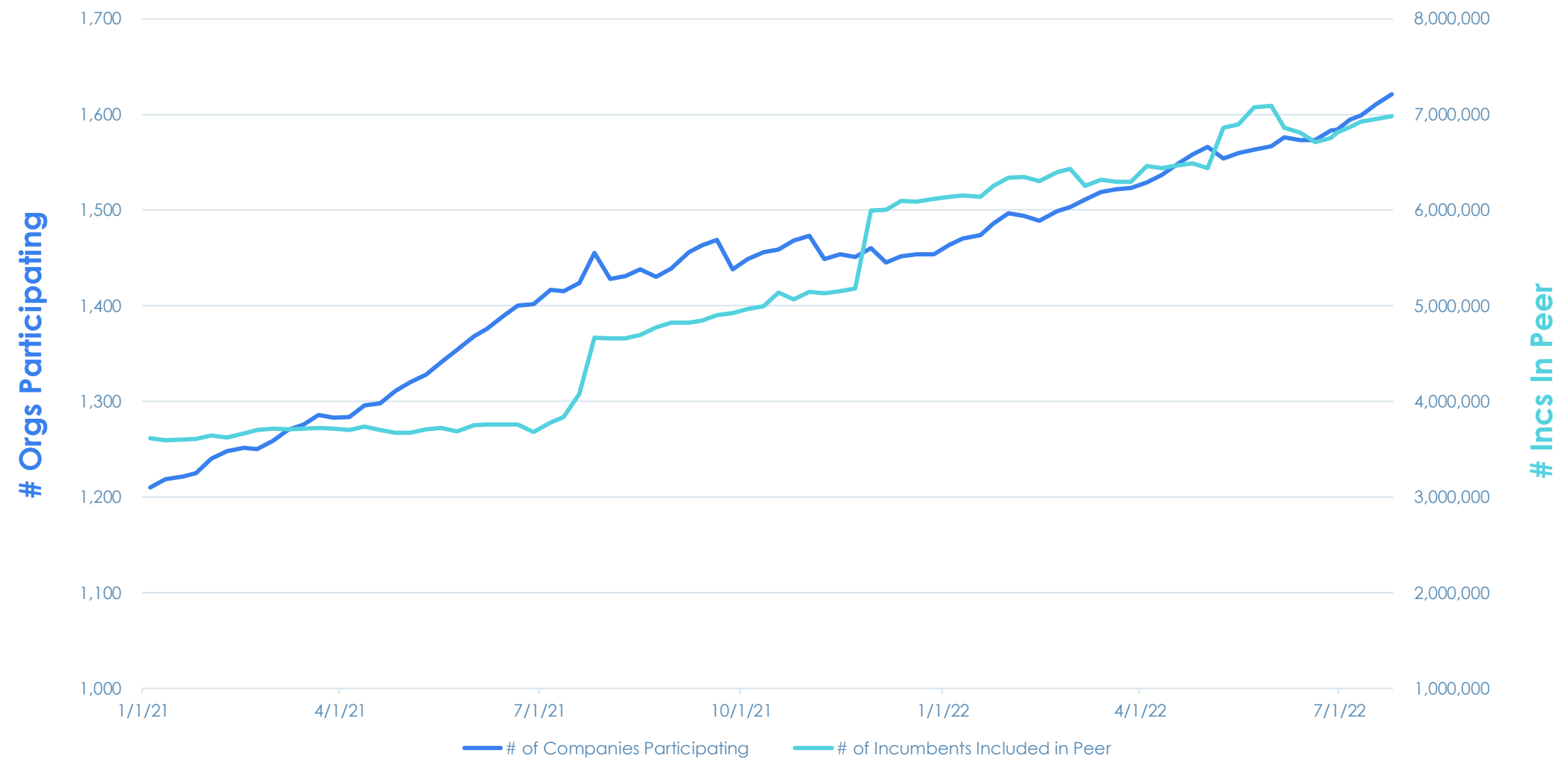
32% YOY growth

40+ companies/month joining

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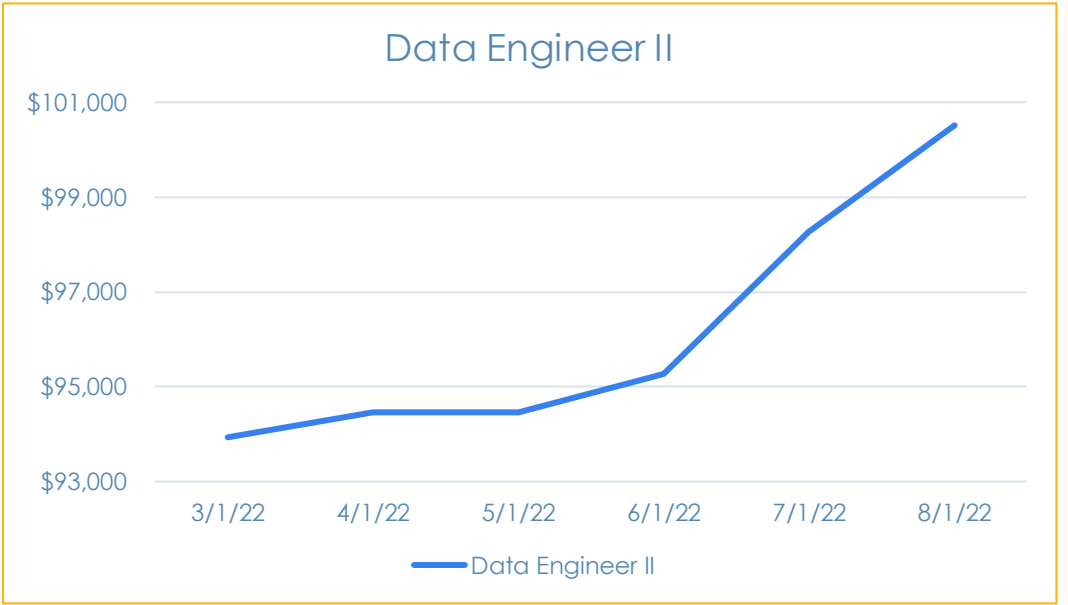
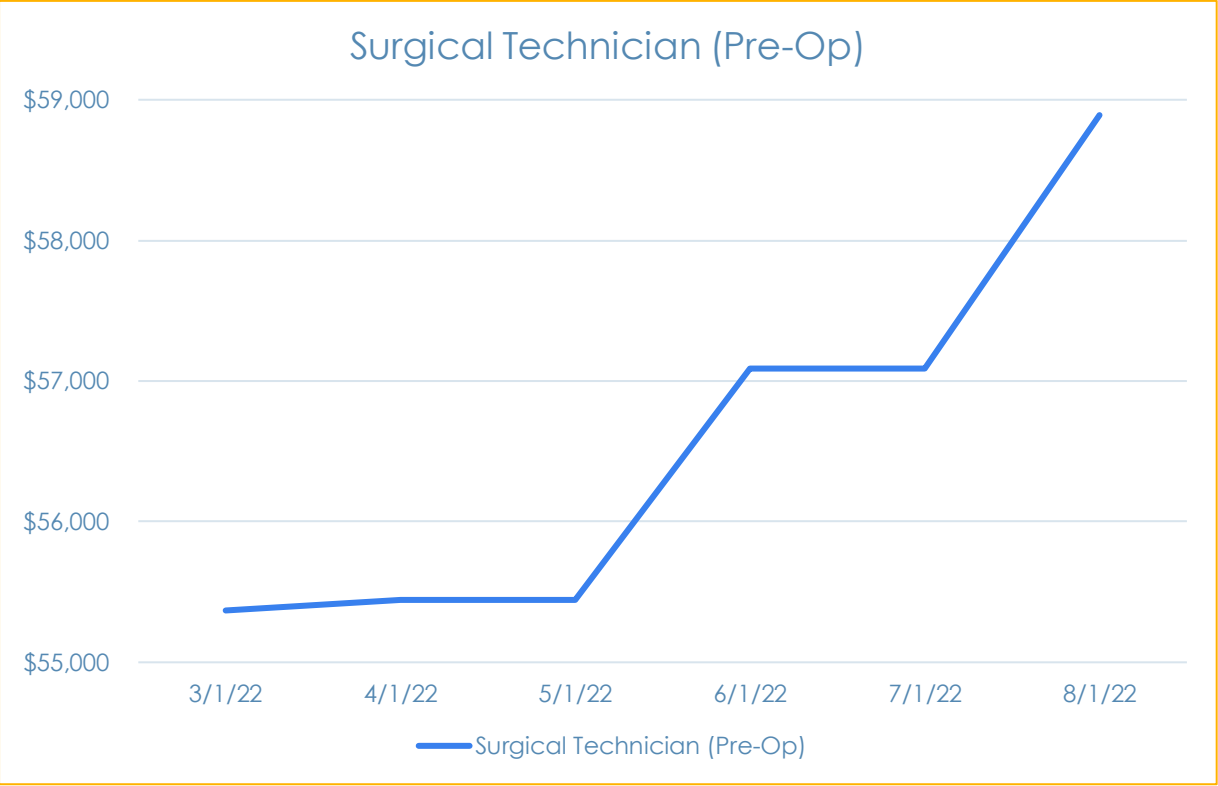


Peer growth: Peer has grown by over 2 million incumbents since August 2021



PEER TRENDS DEMO

Trending Peer Jobs



Best practice in using Peer

1. Refresh your HRIS data on a quarterly basis
2. Match 60% of your company jobs to Peer

How we make participation easy:

Auto Loader: Fluid and automated data uploads to improve your experience across the platform and ensure timely data.

Various Job Matching Options



Peer Job Matching

Peer is a modern data set built to speed up participation & access to data.

We have options to help streamline Peer participation to match 60% of your company jobs to Peer.

Customer led through Technology

Through innovative product capabilities we make the job matching experience easy.

We leverage AI Powered match suggestions to intelligently suggest Peer matches for customers based on job titles, historic matching behavior and other inputs.

Matches are surfaced for customers to review/approve and then apply to market pricing.

Peer Job Matching Service

- Payscale will identify the single best market match between client's jobs and the benchmark jobs included in Payscale Peer.
- This will include mapping based on job summaries, organizational charts or internal leveling guides, or match files between client's jobs and Third-Party Surveys.



Benefit to you

As a participation based dataset, Peer is is only as strong as the data going into it

- Matching your jobs makes it easier to build composites to Peer data
- Updating your data frequently ensures you are working with the most up to date internal information
- Participating and keeping submissions up to date keeps the data healthy & relevant
- Contributing member of the the data community for data growth
- Provides confidence in the data

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New Feature: Peer Enhanced Match Suggestions

Launched Aug 10



payfactors

Rachel DeMarco (Danelaw Financial Ltd.) RD

Manage Jobs

My Jobs Exchange Jobs Exchange: Global Network Search for company job title or code Request Exchange Job

Status	Match Strength	Company Job Title	Company Job Code	Company Job Family	Exchange Job Title	Exchange Job Family	Matched By
Matched	●●●	12345	ERD Job Test		Resident 1st Year	Healthcare	Olivia Crowley
Matched	●●●	AAATESTJOB	AAATESTJOB		Accountant (Sales & Use Tax)	Finance	Olivia Crowley
Matched	●●●	Account Analyst Manager	JC10004	Sales	Key Account Manager--Professional Acco...	Customer Service/Sales and Marketing	Payfactors
Matched	●●●	Account Manager I	ACCMGR1		Account Manager	Customer Service/Sales and Marketing	Payfactors
Matched	●●●	Account Manager II	JC10008	Sales	Key Account Manager--Professional Acco...	Customer Service/Sales and Marketing	Payfactors
Matched	●●●	Account Manager III	JC10009	Sales	Key Account Manager--Professional Acco...	Customer Service/Sales and Marketing	Payfactors
Matched	●●●	Accountant	2	Administrative	Accountant I	Finance	Payfactors
Pending Review	●●●	Accountant	Accountant		Account Coordinator	Sales and Marketing/Customer Service	Olivia Crowley
Matched	●●●	Accountant (Tax) I	2672	Finance	Accountant (Tax) I	Finance	Payfactors
Matched	●●●	Accountant I	JC10010	Finance	Accounting Supervisor I	Finance	Payfactors
Matched	●●●	Accountant I	2422	Finance	Accountant I	Finance	Payfactors
Matched	●●●	Accountant II	JC10011	Finance	Accountant III	Finance	Payfactors
Not Matched		Accountant test	MR Accountant				
Matched	●●●	Accounting Director	JC100900	Finance	Accounting Director	Finance	Rachel DeMarco
Not Matched		Accounting Manager	TEMP1645228	Finance			
Matched	●●●	Accounting Manager	JC10343	Finance	Accounting Manager	Finance	Payfactors
Not Matched		Accounting Manager	MR Accounting Manager				
Matched	●●●	Accounting Manager II	JC10344	Finance	Accounting Clerk II	Finance	Rachel DeMarco
Pending Review	●●●	Accounting Manager III	JC103445	Finance	Academic Counselor	Education	Olivia Crowley
Not Matched		Accounting Specialist	JC10012	Finance			

1 - 20 of 934 items

Enhanced Match Suggestions

AI Powered match suggestions now available in Peer!

We are improving how we match jobs to Peer by leveraging Payscale's data science and machine learning through the title match service.

Through machine learning, we can now take your job title and match it to the Peer database.

New features

- ✓ New match score to indicate strength of match (with ability to override and adjust match)
- ✓ New ability to review suggested matches & choose a level in that job family

The screenshot shows the 'Manage Jobs' interface in the Payfactors system. The top section displays a table of job matches with columns for Status, Match Strength, Company Job Title, Company Job Code, Company Job Family, Exchange Job Title, Exchange Job Family, and Matched By. Below this, the 'Job Information' section shows details for a specific job. The 'Suggested Exchange Jobs' section lists several job suggestions with their respective match strengths and levels.

Status	Match Strength	Company Job Title	Company Job Code	Company Job Family	Exchange Job Title	Exchange Job Family	Matched By
Matched	●●●	12345	ERD Job Test		Resident 1st Year	Healthcare	Olivia Crowley
Matched	●●●	AAATEST08	AAATEST08		Accountant (Sales & Use Tax)	Finance	Olivia Crowley
Matched	●●●	Account Analyst Manager	JC10004	Sales	Key Account Manager--Professional Acco...	Customer ServiceSales and Marketing	Payfactors
Matched	●●●	Account Manager I	ACCMGR1		Account Manager	Customer ServiceSales and Marketing	Payfactors

Job Information

Company Job

Title: Accountant test

Family:

Level:

Description:

Suggested Exchange Jobs

- Accountant I (4 Job Levels Available) [Match]
- Accountant II [Match]
- Accountant III [Match]
- Accountant IV [Match]

The screenshot shows the 'Manage Jobs' interface with a modal window titled 'Review Match Strength - 12345'. The modal prompts the user to select a match strength for the job '12345' which is matched to the Exchange Job 'Resident 1st Year'. The background table shows a list of job matches with their respective match strengths and levels.

Status	Match Strength	Company Job Title	Company Job Code	Company Job Family	Exchange Job Title	Exchange Job Family	Matched By
Matched	●●●	12345	ERD Job Test		Resident 1st Year	Healthcare	Olivia Crowley
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Matched	●●●	Accountant II	JC10011	Finance	Accountant II	Finance	Payfactors
Not Matched		Accountant test	MR Accountant		Accounting Director	Finance	Rachel DeMarco
Not Matched		Accounting Director	JC10080	Finance	Accounting Director	Finance	Rachel DeMarco
Not Matched		Accounting Manager	TEMP164528	Finance	Accounting Manager	Finance	Payfactors
Matched	●●●	Accounting Manager	JC10343	Finance	Accounting Manager	Finance	Payfactors
Not Matched		Accounting Manager	MR Accounting Manager		Accounting Clerk II	Finance	Rachel DeMarco
Matched	●●●	Accounting Manager II	JC10344	Finance	Accounting Clerk II	Finance	Rachel DeMarco
Pending Review	●●●	Accounting Manager III	JC10345	Finance	Academic Counselor	Education	Olivia Crowley
Not Matched		Accounting Specialist	JC10012	Finance			

The value to you

Peer Enhanced Match Suggestions leverages Artificial Intelligence (AI) and Machine Learning (ML) to **intelligently suggest Peer matches** for customers based on **job titles, historic matching behaviors** and other inputs. This technology will also be leveraged to **return a match strength score to help clients choose the best Peer match** for their company job.

This capability gives customers more **context and control** to select the most **accurate job level**; overall helping customers to match jobs to Peer quickly, confidently and accurately.

- Intelligent **machine learned model** to continuously learn & improve match suggestions
- **New job title input** for more accurate matches
- **More context and control** through the new match strength score and ability to select the job level

Manage Jobs

My Jobs

Exchange Jobs

Exchange: Global Network

Search for company job title or code



Request Exchange Job



Status	Match Strength	Company Job Title	Company Job Code	Company Job Family	Exchange Job Title	Exchange Job Family	Matched By
Matched	<div><div></div><div></div><div></div></div>	12345	ERD Job Test		Resident 1st Year	Healthcare	Olivia Crowley
Matched	<div><div></div><div></div><div></div></div>	AAATESTJOB	AAATESTJOB		Accountant (Sales & Use Tax)	Finance	Olivia Crowley
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Matched	<div><div></div><div></div><div></div></div>	Account Manager I	ACCMGR1		Account Manager	Customer Service/Sales and Marketing	Payfactors

Job Information

Company Job

Title:

Accountant I

Family:

Level:

Description:

[View Full Job Description](#)

testTo assist in providing technical support in the administration of student financial aid services; assist in providing financial aid information and guidance to students.To revise drawings and update electronic files; provides other drawings to record existing and future facilities.Responsible for instruction in all levels of English as a Second Language (ESL) and High School Equivalent (HSE), career pathways support including ability to benefit literacy, basic skills, adult secondary skills, and HSE test preparation including all subject areas (reading, writing, mathematics, social studies, and science).To revise drawings and update electronic files; provides other drawings to record existing and future facilities.

Suggested Exchange Jobs

Search All Jobs

Accountant

4 Job Levels Available

Accountant I

Match

 Job Summary

Prepares, analyzes, and reviews financial statements using accounting principles.

 Job Duties

Keeps records of account entries by compiling and analyzing accounting activities. Prepares reports such as balance sheets, profit and loss statements, and other documents that project the organization's financial position. Reviews financial statements for completeness, accuracy, and compliance. Oversees accounting operations, or a complex segment of the accounting function. Coordinates accounting matters with other departments.

 Experience and Education

Performs work under direct supervision. Handles basic issues and problems, and refers more complex issues to higher-level staff. Possesses beginning to working knowledge of subject matter. Typically requires a Bachelor's degree and 0 to 2 years of experience. May require certification as a CPA.

 Reports to

Typically reports to a department head or manager.

 Competencies

Analytical thinking skills. Problem-solving. Ability to work within a team.

Accountant II

Match

Accountant III

Base 50th: 60.3

Match

Accountant IV

Match

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Peer customer resources

- Monthly Peer Webinar
- Payfactors User Guide
- Peer Data Methodology
- In product job matching walk through
- Coming soon: Peer video series

The image displays the Payfactors dashboard interface. The top navigation bar includes the 'payfactors' logo and a 'Choose a topic to get started' dropdown menu. The dashboard features several tiles: 'Pricing Projects', 'Total Reward Statements', 'Service', 'Community', 'Data Diagnostics', 'Ideas', 'Peer', 'Data Insights', 'Data Management', and 'Job Description Manager'. A search bar is located in the top right corner.

The bottom section shows a detailed view of the 'Peer Data Methodology' page. The left sidebar contains a navigation menu with the following items: 'Payfactors User Guide', 'Resources', 'Downloadable Guides', 'Payfactors Glossary', 'HR Market Analysis Data Methodology', 'Peer Data Methodology' (highlighted with a red box), 'Release Notes', and 'Videos'. The main content area is titled 'Peer Data Methodology' and includes a search bar. The text describes Peer as the industry's only on-demand employer-reported market data source, where users can fully customize the filters and scopes of their data cuts. It mentions that the Peer data set is an aggregation of employer-reported salary data mapped to a common job taxonomy of benchmark positions curated by their team of compensation professionals. The text also states that their team of compensation professionals is validating and verifying the Peer data every step of the way. The Peer data set is refreshed nightly with the most recent eligible employer reported data to the system. The text concludes by stating that they strive to have all participants refresh data on a regular cadence, but they do monitor the age of all client data regularly and will remove old data as needed.

Initial Steps

For data to be included in the aggregated Peer data set, it must pass through the following steps:

- The client must sign up to be a Peer participant. Peer is typically included in the product subscription.
- The client must submit HRIS reported data. Due to DOJ guidelines, this data does not aggregate in Peer until the effective date of the data submission is 90 days old.
- Upon data submission, a dedicated Service Associate reviews the data for various row level/field level audits for data quality, accuracy, etc.
- The data is then loaded to the system in which our loaders run various checks for bad data and reject values that don't meet the standards.

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Q&A

Feel free to ask any questions in the chat!

