



What's New in payfactors

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By the numbers Q1 2023

9K clients

1.85T combined salary value

37% total US workforce

7.11M incumbents in Peer

52 % Fortune 500

100M employee reported salary profiles all time

25M jobs priced annually

60M website visitors/annum

9.1K surveyed jobs

601K job descriptions

3.7K company survey participants

140 country coverage

70K Jobs matched by Payscale team

3.3K annual custom training, compensation, and benchmarking projects

30+ industries

26K support cases resolved

1.8K annual implementations

21K annual third-party surveys loaded

1.6K annual custom reports



In case you missed it!



Agenda

I. Data accuracy

- I. Pricing Projects
- II. Employee Reported Data
- III. Peer Growth
- IV. Reporting
- V. “Roll Forward” Tool

II. Fair Pay

- I. Structures
- II. Pay Ranges in Job Descriptions
- III. Structures Enhancements
- IV. Fair Pay Insights

III. Connections

- I. Job Description Collaboration
- II. Payscale Connect

Data Accuracy

60% of orgs made changes to market data sources to account for rapidly changing markets

86% of orgs will give pay increases out of cycle, either frequently or occasionally as needed

Merging Temporary Jobs & Company Jobs

What we've been building...

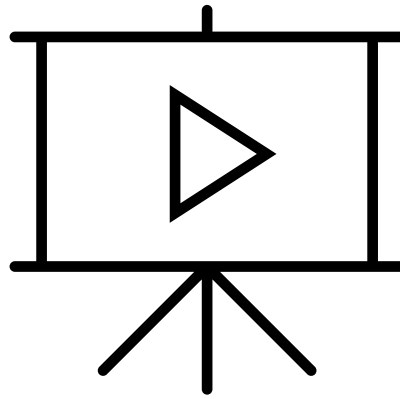
Ability to merge temporary and company jobs instead of moving the matches from the temporary job to the new company job and needing to delete the temporary code

Why we've been building it...

97 users from 74 different accounts told us this is a top priority for them.

The Merge feature is helpful when you've created and priced a temporary job through Pricing Projects before the permanent job code was loaded into Payfactors.

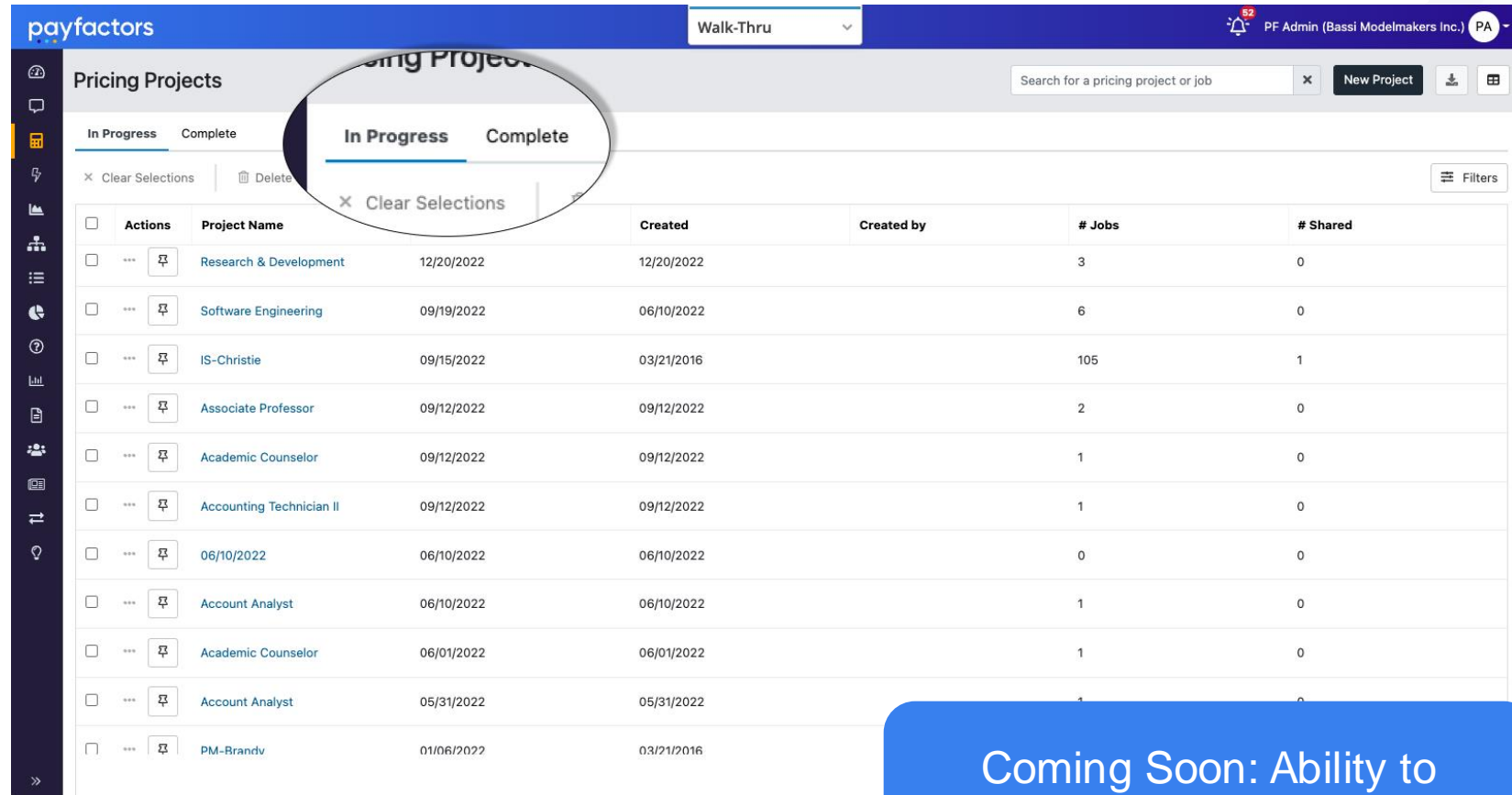
Merging Temporary Jobs & Company Jobs



Improved Organization of Pricing Projects

"Saving a filter to hide completed projects doesn't actually save the settings view. Every time you leave a project to go to another project or a different worklet (Data Insights, etc.) you have to re-select your filter you previously created - i.e. to only see projects in process. Previously clicking that option would save that view as an ongoing setting until you changed the view setting eliminating the need to select filters EVERY TIME you switch between projects"

Top priority according to Ideas tile!



The screenshot shows the 'Pricing Projects' interface in the Payfactors system. The 'In Progress' filter is highlighted with a red circle. The table lists various projects with columns for Actions, Project Name, Created, Created by, # Jobs, and # Shared.

	Actions	Project Name	Created	Created by	# Jobs	# Shared
<input type="checkbox"/>	...	Research & Development	12/20/2022	12/20/2022	3	0
<input type="checkbox"/>	...	Software Engineering	09/19/2022	06/10/2022	6	0
<input type="checkbox"/>	...	IS-Christie	09/15/2022	03/21/2016	105	1
<input type="checkbox"/>	...	Associate Professor	09/12/2022	09/12/2022	2	0
<input type="checkbox"/>	...	Academic Counselor	09/12/2022	09/12/2022	1	0
<input type="checkbox"/>	...	Accounting Technician II	09/12/2022	09/12/2022	1	0
<input type="checkbox"/>	...	06/10/2022	06/10/2022	06/10/2022	0	0
<input type="checkbox"/>	...	Account Analyst	06/10/2022	06/10/2022	1	0
<input type="checkbox"/>	...	Academic Counselor	06/01/2022	06/01/2022	1	0
<input type="checkbox"/>	...	Account Analyst	05/31/2022	05/31/2022	1	0
<input type="checkbox"/>	...	PM-Brandv	01/06/2022	03/21/2016	1	0

Coming Soon: Ability to archive projects

Employee Reported Data

What we've been building...

- Ability to use more granular industries when pricing jobs using employee reported data
- Search and select from employee reported industries in Quick Price tool and when creating or editing Pay Markets

Why we've been building it...

- For those that use employee reported data, it's important to be able to apply the granularity of our 3,000+ employee reported industries when pricing their jobs or creating these data cuts

Edit Pay Market [X]

General Default Scopes Exchange Scopes **Employee Reported Settings**

Employee Reported Industry

Organization Type

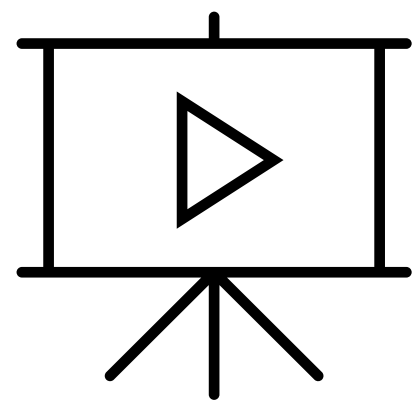
Government Contractor

Note: changing a pay market will not affect previously created pricings or projects

Save **Cancel**

Specialized Consumer Services Employees 50 - 100 Boston, MA

Employee Reported Data



Coming Soon

Roll Data Forward

The Pricing Roll Forward utility is the tool that allows Payscale users to update pricing effective dates and build a pricing history over time.

To date, this utility was only used by members of the Payscale Customer Service team.

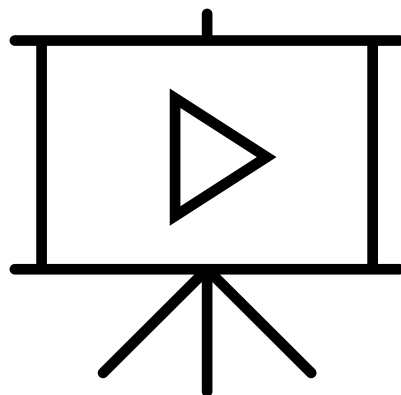
To help you work more efficiently, it has been rebuilt to be both more performant by also **user-facing** and **self-service** for those in the **Company Admin** role.

The image displays two screenshots of the Payscale Pricing Details interface, illustrating the 'Roll Data Forward' utility. The interface shows a table with columns for Pay Market, Employees, Currency, Effective date, and Base salary. The 'Effective' date is highlighted with a red box in both screenshots, showing the transition from 12/01/2022 to 12/01/2023.

Pay Market ↑	Employees	Currency	Effective	25th	50th	Base
<input type="checkbox"/> National <small>Industry: All • Size: All • Location: All</small>	0	USD	12/01/2022	59.9	66.4	66.4

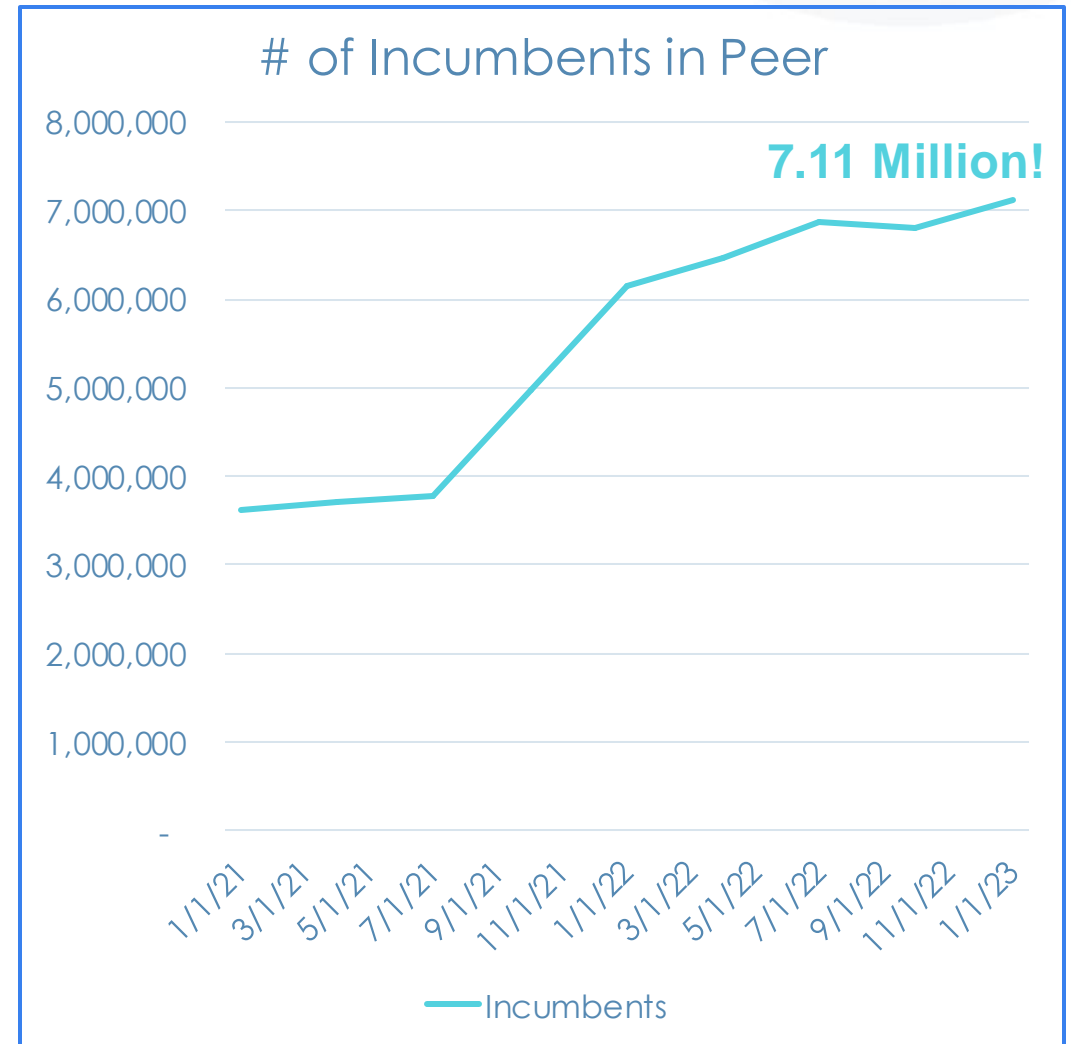
Pay Market ↑	Employees	Currency	Effective	25th	50th	Base
<input type="checkbox"/> National <small>Industry: All • Size: All • Location: All</small>	0	USD	12/01/2023	61.7	68.4	68.4

Roll Data Forward





Peer reaches 7 Million Incumbents in 2022



Peer is a dynamic data community. Contribute to Peer growth by updating your data quarterly and matching your company jobs to Peer!

Fair Pay

63% of organizations planned to do a pay equity analysis in 2023

65% of orgs have formal pay structures and **64%** say they plan to adjust them in 2023

Structures: Manually Sort Ranges

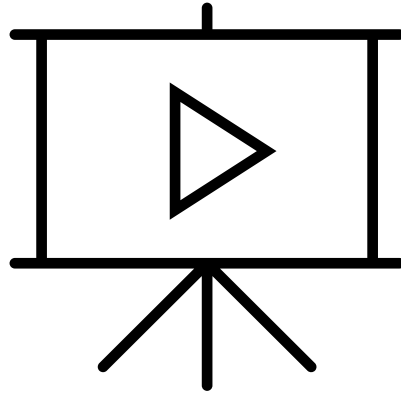
What we've been building...

- Expanded flexibility to order based not only on mid-point value or another data point in the table but by manually dragging and dropping grade ranges in the Structure

Why we've been building it...

- Feature parity with old Structures view
- Expanded flexibility for users to organize their structures

Structures: Manually Sort Ranges



Coming Soon

In Beta

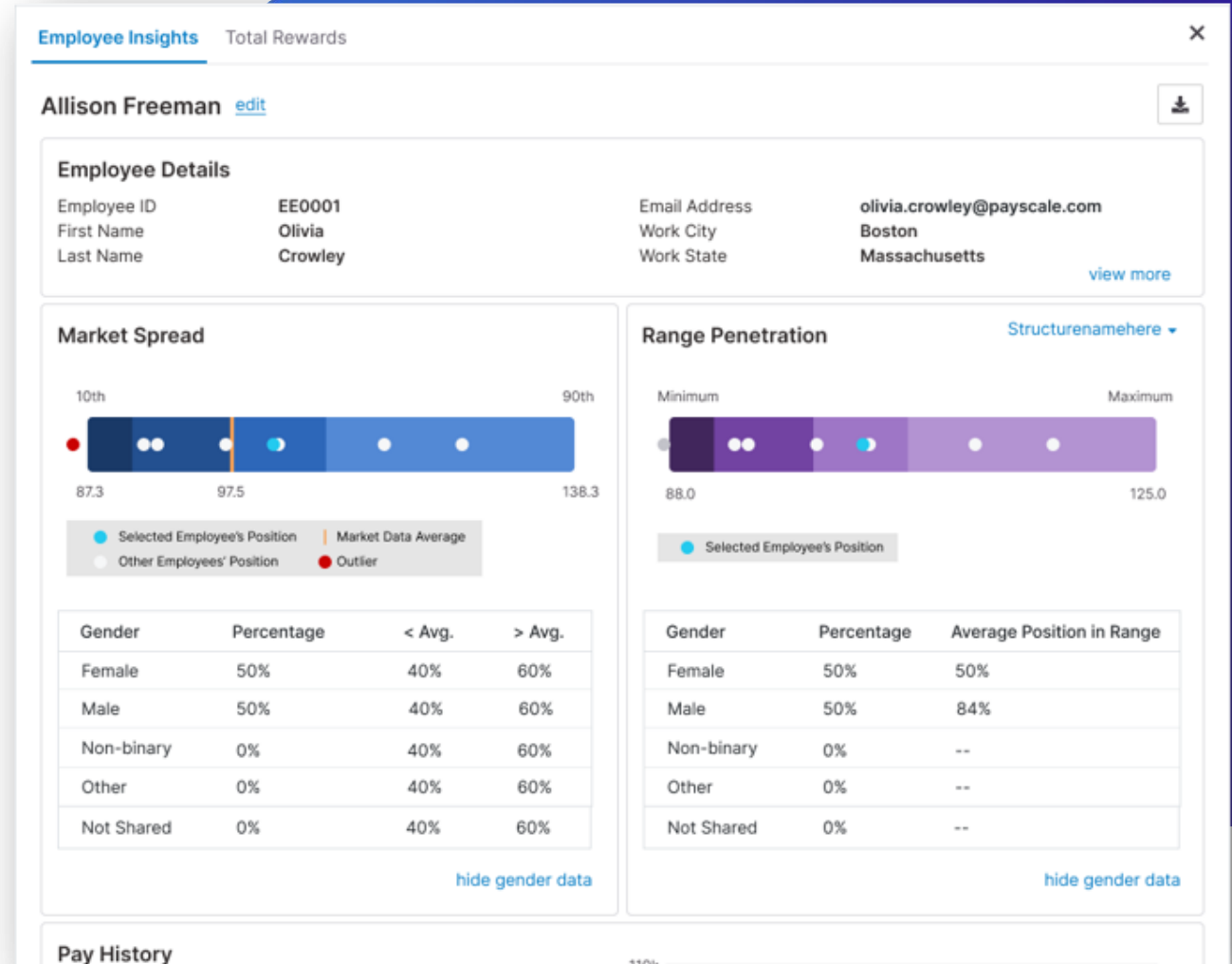
Fair Pay Insights

What we've been building...

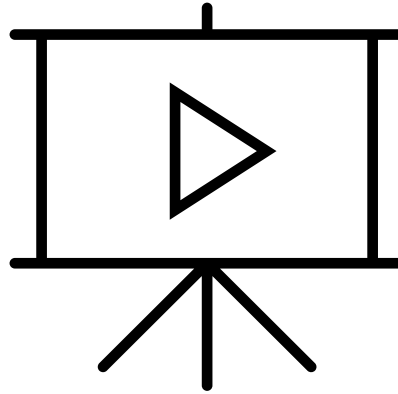
- Insight into the gender and ethnical representation in your roles
- View of both employees' position to market and internal position grouped by common protected characteristics

Why we've been building it...

- We are passionate about and committed to helping our customers navigate the pay fairness journey
- Bring awareness to representation and pay fairness throughout the entire compensation process



Fair Pay Insights



Pay Ranges in Job Descriptions

What we've been building...

- A new System Content Control to include a standard home for pay range details in job description templates
- Add minimum and maximum pay range details to any job description with room to include additional details about how to use or understand pay ranges

Why we've been building it...

- We are passionate about and committed to helping our customers navigate the pay fairness journey
- We want to help our customers respond accordingly to new and emerging pay transparency legislation as well as internal and external pressures to communicate more about pay

The screenshot displays a web interface for configuring job descriptions. At the top, a navigation bar includes buttons for 'Publish', 'Discard Draft', 'Add Section', 'Copy', and 'View Settings'. A sidebar on the right, titled 'Company Content Controls', lists various controls: '+ Manage Company Controls', 'System Content Controls', 'Duties and Responsibilities', 'Read Only Text', 'Physical Demands', 'Job Summary', 'Text Editor', 'Years of Experience', 'List', 'Education Requirements', and 'Pay Range' (which is highlighted). The main content area shows a 'Pay Range' section with the subtitle 'Included Salary Range details'. It features input fields for 'Minimum' and 'Maximum' pay, along with dropdown menus for currency (CAD, USD, AUS) and frequency (Hourly, Annual). Below these fields is a text area for 'Notes about pay range:' containing a detailed disclaimer about pay transparency and internal equity. A list of '3 Items' is shown below the notes, with the first item displaying the range '\$110,000-\$145,000 annually' and a similar disclaimer. The bottom of the interface shows the start of the 'Primary Responsibilities' section.

Connections

55% of orgs think compensation will be more challenging in 2023

63% of orgs have a person or team dedicated to the function of comp — a key differentiator in comp mgmt maturity and readiness for comp strategy

Job Description Manager

What we've been building...

- When opting to cancel approval workflows, users can now choose to retain edits that have been made or revert to the original drafted version

Why we've been building it...

- Approval workflows may change, but edits are often still important to retain

The screenshot shows a 'Cancel Approval' dialog box with a close button (X) in the top right corner. The dialog contains the following text:

By canceling the approval workflow any edits made will be saved, but approvals made during the routing will be nullified.

Alternatively, you can cancel the approval workflow and undo any edits made to the job description.

Would you like to continue?

Below the text is a text input field with the placeholder text: 'Please provide comments on why you are cancelling this workflow'.

At the bottom of the dialog are three buttons: 'No' (white), 'Yes and Undo Edits' (red), and 'Yes and Save Edits' (dark blue).

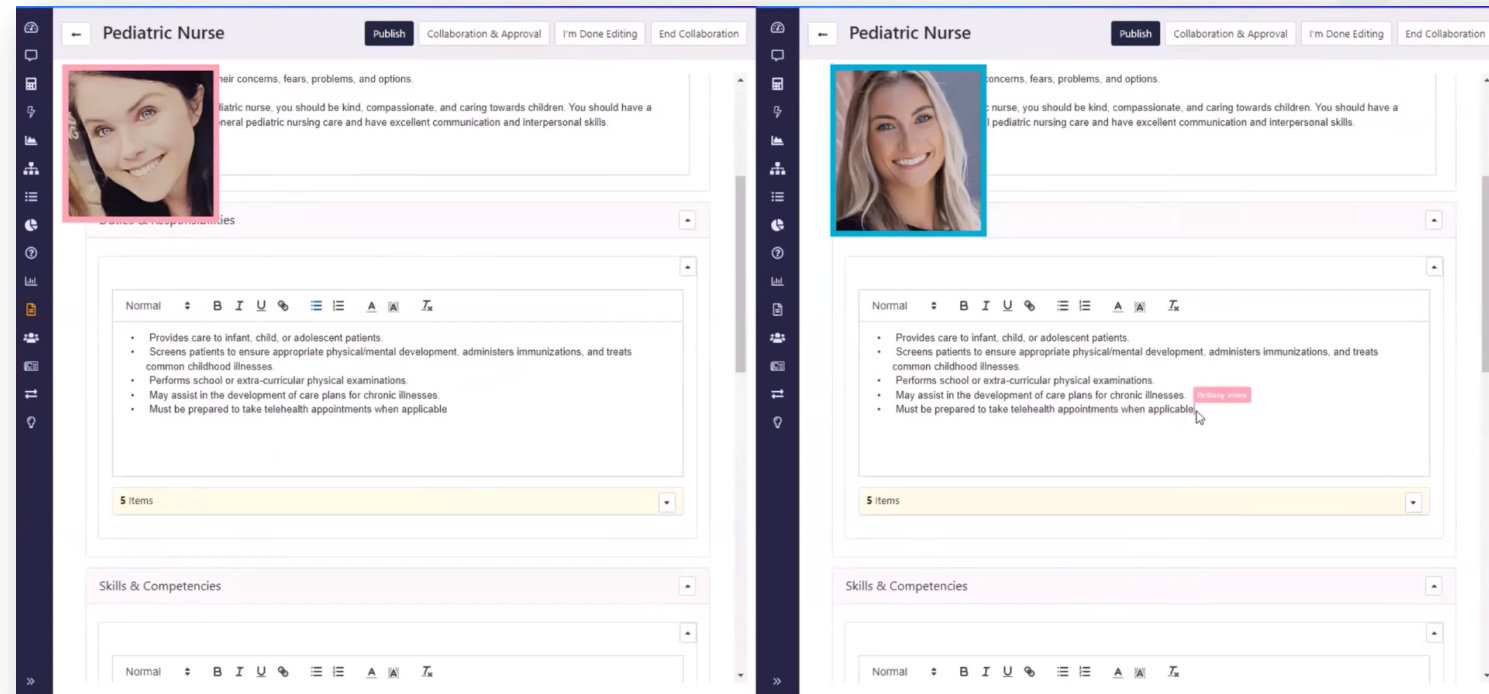
Job Description Collaboration

What we've been building...

- Ability to collaborate with others in real time to develop, edit, and finalize job descriptions
- Make sharing an individual job description easier

Why we've been building it...

- Job descriptions are not built in a vacuum, rather require input and collaboration from those that know the responsibilities intimately which often is more than one person
- We want to reduce the back-and-forth headache by allowing collaborators to edit together in real time



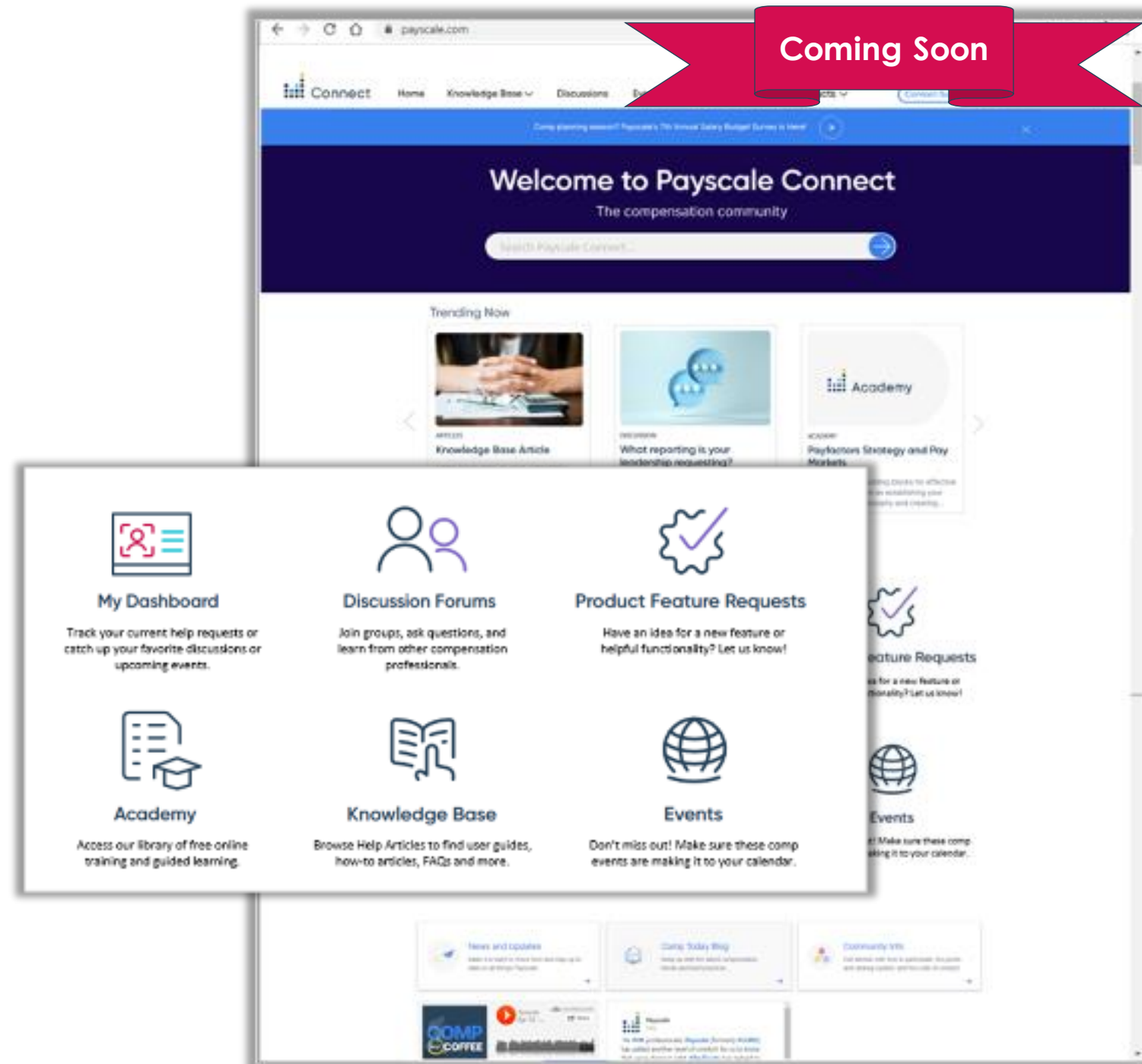
Payscale Connect

What we've been building...

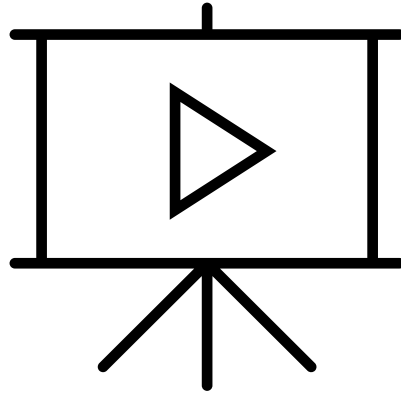
- Payscale Connect serves as a “town square” for users to be able to access all the tools you need to be successful as a Payscale user and as member of the compensation community.

Why we've been building it...

- Payscale Connect has 45,000 members, making it one of the largest gathering places for compensation professionals that is available 24/7 for users.
- Payscale Connect shows the commitment that Payscale has to the compensation industry. We pride ourselves on bringing together compensation professionals to solve big problems and propel the industry forward.



Payscale Connect



Thank you!

