Introducing the Peer Retail Network

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Today's Presenters

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Agenda

- What is Peer?
  - Overview of tool
  - Peer 2021 Growth
  - Data Samples

- Peer Retail Network
  - Benefits
  - Requirements
  - Our commitment
  - Steering Committee

Peer

A near real time employer reported HR data source

✓ **Fully transparent and DOJ compliant, employer reported data**

- Trusted by **15%** of the fortune 100
- **6+M** incumbents in Peer
- **2000+** companies in Peer (**1,500+** contributing data)
- **Transparent** data you can rely on with individual company names listed in any Peer data cut

✓ **Always current data to keep up with market trends and respond to changes**

- Captures **new jobs, fast moving geos,** and **emerging industries**
- Updated every day, as new data becomes DOJ compliant
- Peer trend report captures **market movement**

✓ **Specific, relevant and fully customizable data**

- Fully customize your data with control over every data cut; choose the companies to include to build hyper-relevant cuts that reflect real labor shifts in the markets that matter to you
- Zip code & global coverage
- **Unlimited** data cuts
- **45+** countries represented and counting

✓ **Industry specific networks available**

- Focused networks with **industry-specific jobs, scoping criteria**, and **comp community meetups**
- Choose companies and competitors by name
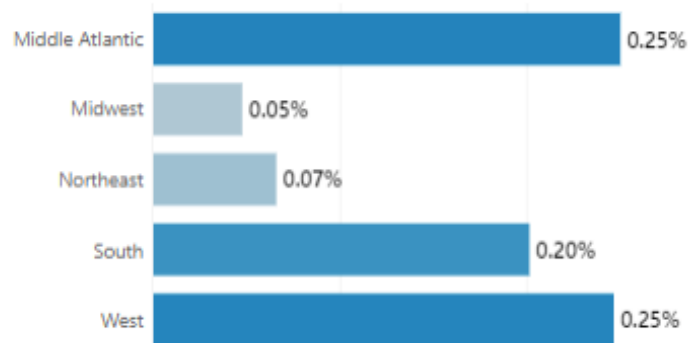- **Custom** industry filters

PEER Salary Trends

Instructions

Increases and decreases in base pay, data displayed is comparing the most recent org weighted 50th %ile Base Salary PEER data to data from 6 months prior

Job Family Trends (*click* to filter bottom charts by job family)

Administration	**Customer Service**	**Corporate/Public Relations**
-0.2% ➡ $0.0K	0.0% ↘ -$0.1K	0.3% ↗ $0.7K

Healthcare	**Retail**	**Engineers and Scientists**	**Finance**	**Hospitality**
-0.1% ➡ $0.0K	0.1% ↗ $0.1K	0.4% ↗ $0.3K	0.1% ↗ $0.1K	-0.5% ⬇ -$0.2K

Human Resources	**Insurance**	**Information Technology**	**Legal**	**Operations**	**Research and Development**	**Sales and Marketing**	**Skilled Trades**
0.5% ⬆ $0.6K	0.3% ↗ $0.6K	0.4% ↗ $0.7K	0.1% ↘ -$0.2K	0.1% ↗ $0.3K	0.9% ⬆ $0.6K	0.3% ↗ $0.4K	0.3% ↗ $0.1K

Regional Trends % Change (*click* to filter charts by region)

Region	% Change
Middle Atlantic	0.25%
Midwest	0.05%
Northeast	0.07%
South	0.20%
West	0.25%

Top Jobs by Average Base Pay *Increase* Percent

#	Job	Percent	From	To
1	Print Production Coordinator	22.0%	$48.5K	$59.2K
2	Sales Support & Administration Director	19.3%	$88.7K	$98.3K
3	Auditing Supervisor	15.2%	$235.5K	$263.3K
4	Retail Operations Supervisor	12.0%	$117.0K	$125.6K
5	Digital Marketing Executive	11.8%	$68.1K	$75.2K
6	**Travel Manager**	11.6%	$234.0K	$257.7K
7	Sales Supervisor	11.3%	$87.0K	$95.1K
8	Call Center Training Manager	10.5%	$49.1K	$53.6K
9	Real Estate Director	10.2%	$229.3K	$249.1K
10	Compensation Executive	10.0%	$99.9K	$97.1K

Bottom Jobs by Average Base Pay *Decrease* Percent

#	Job	Percent	From	To
10	Environmental Manager	-6.6%	$123.7K	$115.5K
9	Data Management Director	-6.8%	$168.1K	$156.7K
8	Shipping/Receiving Clerk	-6.9%	$39.4K	$36.3K
7	Vendor Compliance Manager	-7.5%	$111.6K	$109.2K
6	Food Server	-8.1%	$21.4K	$19.6K
5	Security Investigator	-8.1%	$88.9K	$73.4K
4	Administrative Services Director	-8.2%	$142.8K	$126.9K
3	Nurse Anesthetist	-9.3%	$172.0K	$152.5K
2	Massage Therapist	-14.5%	$24.2K	$21.9K
1	Barista	-14.8%	$32.7K	$28.9K

Transparent pricing

Build markets for your specific needs

Employee location driven

Blend industry data

Select specific organizations

Enforces DOJ guidelines

Peer 2021 Growth

Peer is growing daily and constantly adding new jobs

Peer wins

Fast Company's 2021 World Changing Ideas Award!

FAST COMPANY
WORLD CHANGING
IDEAS 2021

2021 Global Network Growth

✓ **26%** increase in the number of companies

✓ **69%** increase in the number of incumbents

✓ **10%** increase in the number of reportable countries

✓ **27%** increase in the number of jobs matched

✓ **20%** decrease in the average age of data (2 months fresher!)

✓ **5%** increase in the number of jobs reporting data in the USA

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Importance of Real Time Data
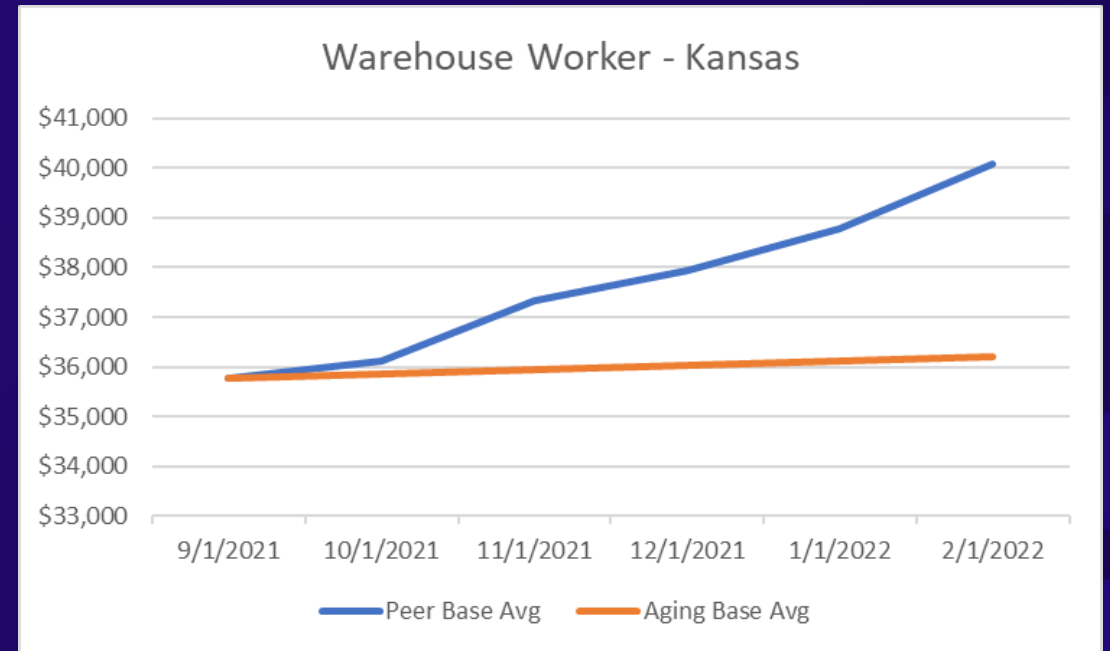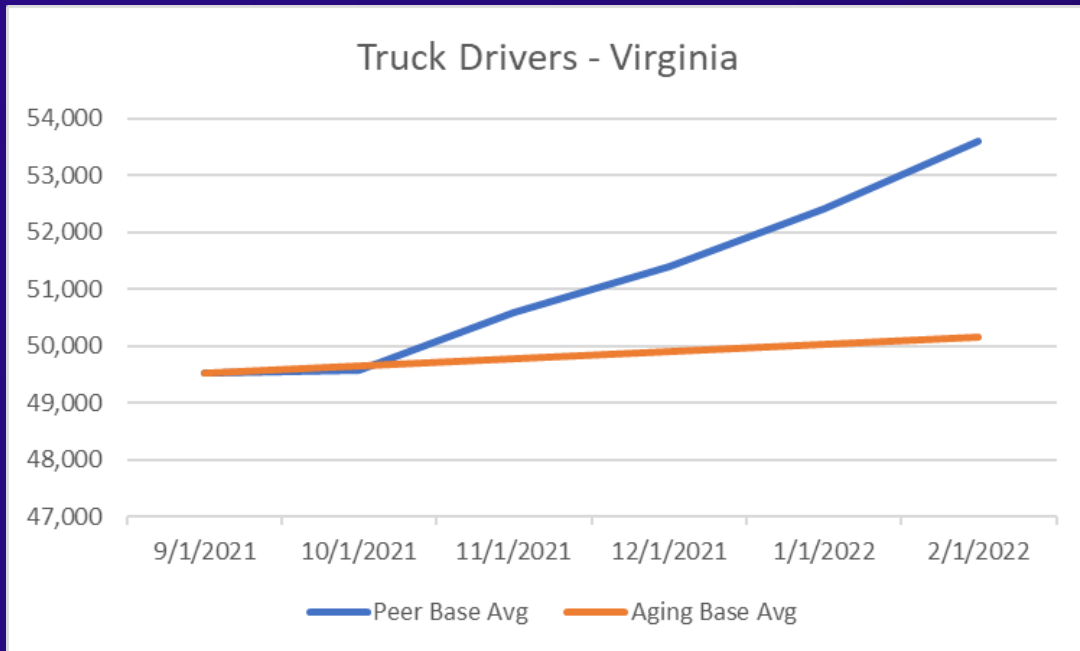
Retail industry headlines

Payscale Enterprise Retailers Top 2 Challenges in 2021: Recruitment & Retention, Rising Wages & Compression

2022 Compensation Best Practices Report

- 85.9% of retailers will raise wages in 2022 to attract and retain talent, compared to 58.3% from overall industry responses.

- 45% of retailers have changed their total rewards strategy as a result of COVID-19, compared to 31.9% from overall industry responses.

- 52.4% of retailers say that becoming more transparent about pay will become more important at their organization.

- 88.8% of retailers say they are experiencing greater labor shortages and trouble attracting talent than in previous years.

In The News....

- **2022 Retail Industry Outlook: The Great Reset** *(The Wall Street Journal, February 1, 2022)*

- **What's ahead for retail in 2022** *(National Retail Federation, January 5, 2022)*

- **The Retail Workforce is About to Go Through Some Radical Changes** *(Forbes.com, September 18, 2021)*

PEER Retail Network

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Peer Retail Network

The retail industry is rapidly evolving, your data should be too.

✓ **Exchange compensation data in near real time with leading retail brands locally and globally**

✓ **Select individual companies by name to grow your Peer network**

✓ **Set your own scopes specific to the retail industry with filters like store type, store revenue, FLSA status and hire data**

Retail Exchange Jobs

- Store Manager
- Assistant Manager
- Sales Associate
- Buyers
- Merchandisers
- Distribution Manager
- Warehouse Workers

What are the benefits?

Access near real-time data for your industry

- Say goodbye to lagging market data, understand the *current* pay landscape

- Provide leadership with up-to-date market data from your direct competitors

- No longer confined by traditional survey deadlines, effective dates and submission materials

- Data is updated regularly following DOJ guidelines

Request new jobs & companies for the Retail Network

- Rolling database, which means companies can join anytime

- Request new roles in Peer as you create them at your organization

- Invite your Peers to join the Retail Network directly in the tool

Become a part of a Community

- Join our Connect Events for the retail industry

- Participate in quarterly Retail Network webinars to help us evolve with you

- Interact with your Peers through the Community tile in Payfactors

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What are the requirements?

Establish an Autofeed from your HRIS

- Easy setup that requires you to have a HRIS with unique job codes

- Your Autofeed must have a minimum of a quarterly cadence, more often is welcome too

- Data will be added to the Retail Network following DOJ guidelines using the effective date of your feed

Match your jobs to Peer benchmarks

- 2022 will be focused on Stores & Distribution Centers – you can always match more!

- Our Comp Consulting team can assist with job matching if resources are limited

Be a Committed Partner

- Complete the foundational setup steps

- Participate in quarterly webinars with your Peers

- Provide ongoing feedback to grow and improve the Retail Network

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What is our commitment to you?

Setup & Enablement

- Host kick-off call in May 2022 for all new Peer Retail Network members

- Support you with the completion of the two foundational steps – Autofeed + Job Matching

Growth

- Focus on Stores & Distribution centers in 2022 with the goal to expand in proceeding years

- Add new jobs, market scopes and members based on market trends & network recommendations

Partnership

- Provide trend data from Peer for retail jobs and regions over time

- Continuously develop the Peer solution for retailers based on network feedback

- Connect you with your industry peers through ongoing quarterly webinars

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Interested in joining the Steering Committee?

The steering committee will consist of a maximum of 8 retailers who will be advisors to and partners with the Payscale team to help drive the future of the Peer Retail Network.

As a member of the Steering Committee, you will commit to the following:

- Attend monthly planning calls (*cadence is subject to change as we grow and evolve the network*)

- Recommend and encourage new companies to join the Peer Retail Network

- Identify new jobs, market scopes and areas of interest to focus on

- Discuss industry trend data that will be useful for all members

- Assist with the development and growth of the overall data solution for the Peer Retail Network

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Together the possibilities are endless...

If all current retail customers joined the Peer Retail Network,
we can create the most powerful data solution available in the market!

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102 Retailers are in our Global Peer Network

1.5M incumbents are currently loaded in Payfactors

Potential for **4M+** Retail incumbents

Q&A

Feel free to ask any questions in the chat!

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