

Making the Most of MarketPay

Thursday, June 9th

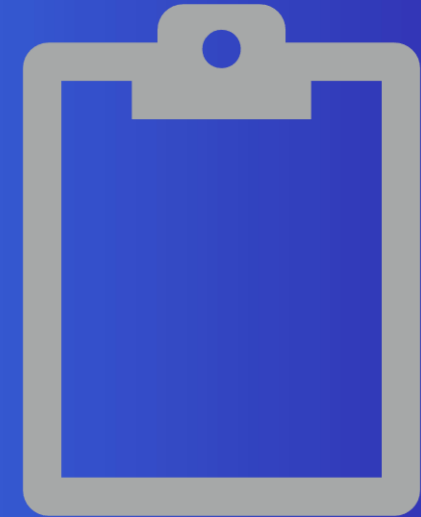
Today's Agenda

Compensation Trends

Standard Report Overview

Product Update

Payscale Connect and Academy





By the numbers

11K surveyed jobs

198 country coverage

23% total US workforce

24K annual third-party surveys loaded

400+ years compensation experience

29M jobs priced annually

478K job descriptions

1.4T combined salary value

30+ industries

62% Fortune 500

3,603 company survey participants

100M website visitors/annum

65M crowdsourced salary profiles

1800+ annual implementations

9,300 clients

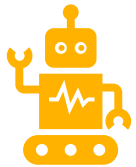


Compensation Trends



We find ourselves in an evolving landscape

4IR Horizon



Seismic Event



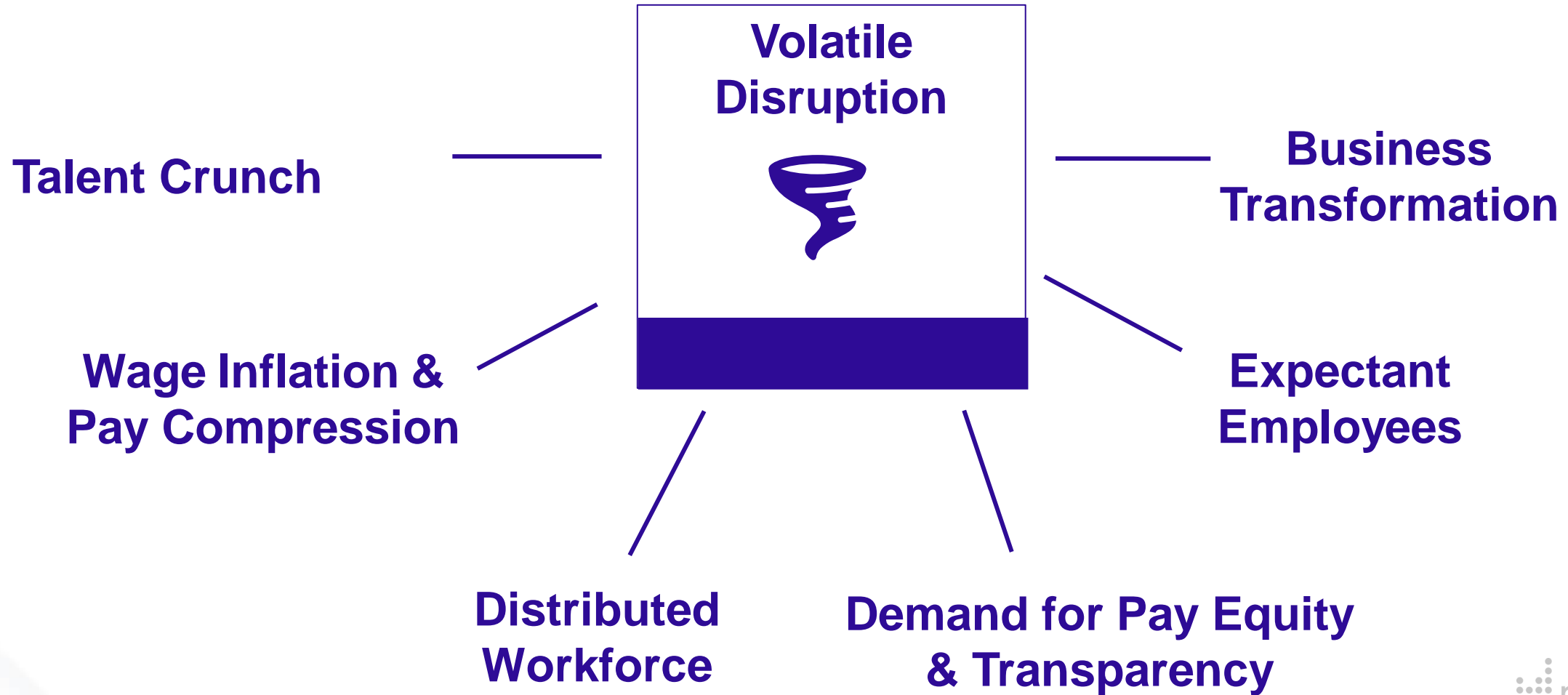
**Volatile
Disruption**



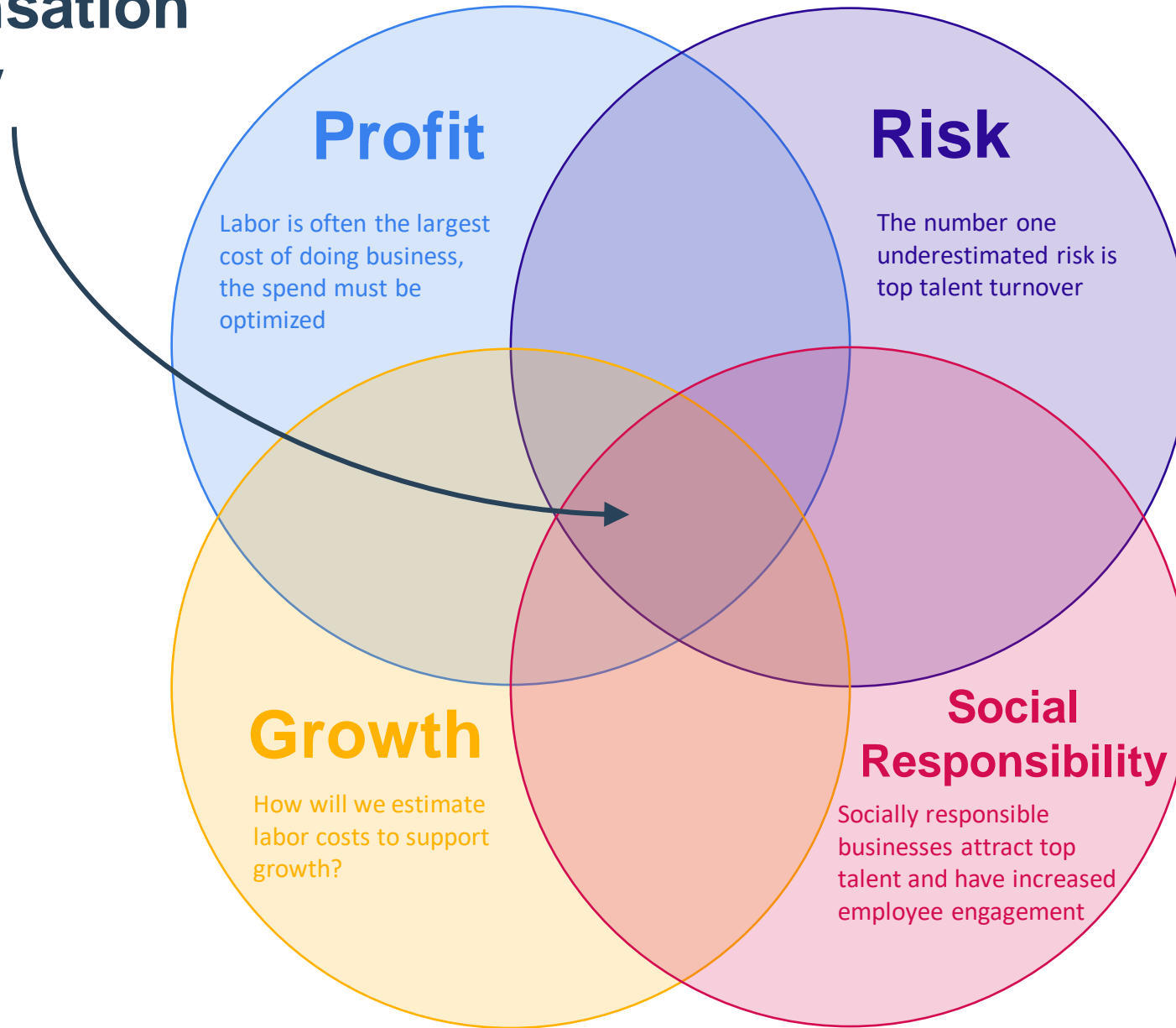
**Reset & longer-
term change**



And in the eye of a Perfect Storm



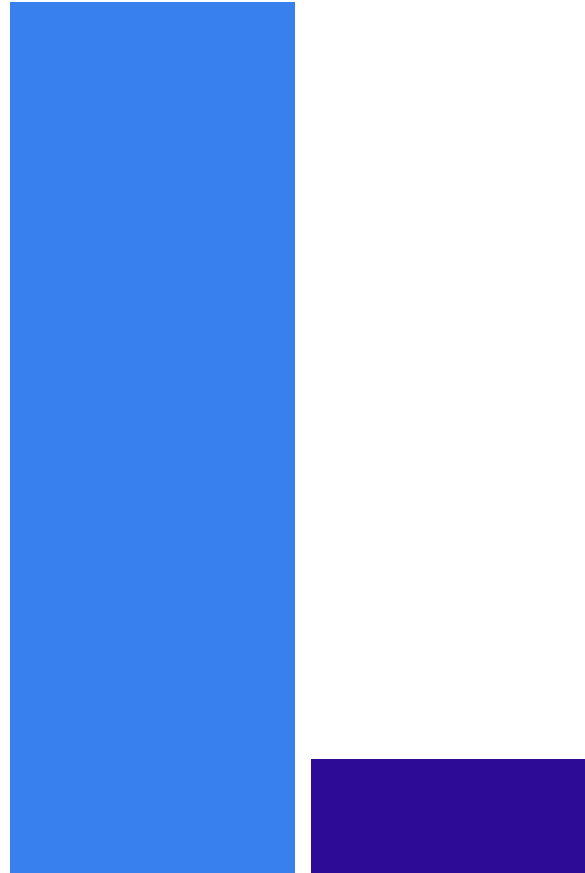
Compensation Strategy



Most companies are ill equipped...

69%

of companies
acknowledge they
need a new compensation
approach



9%

are ready to do
anything about it

**How are companies
responding?**

Payscale's 13th Annual Compensation Best Practices Report

payscale.com/cbpr



"I love this report and
can't wait to dig in."

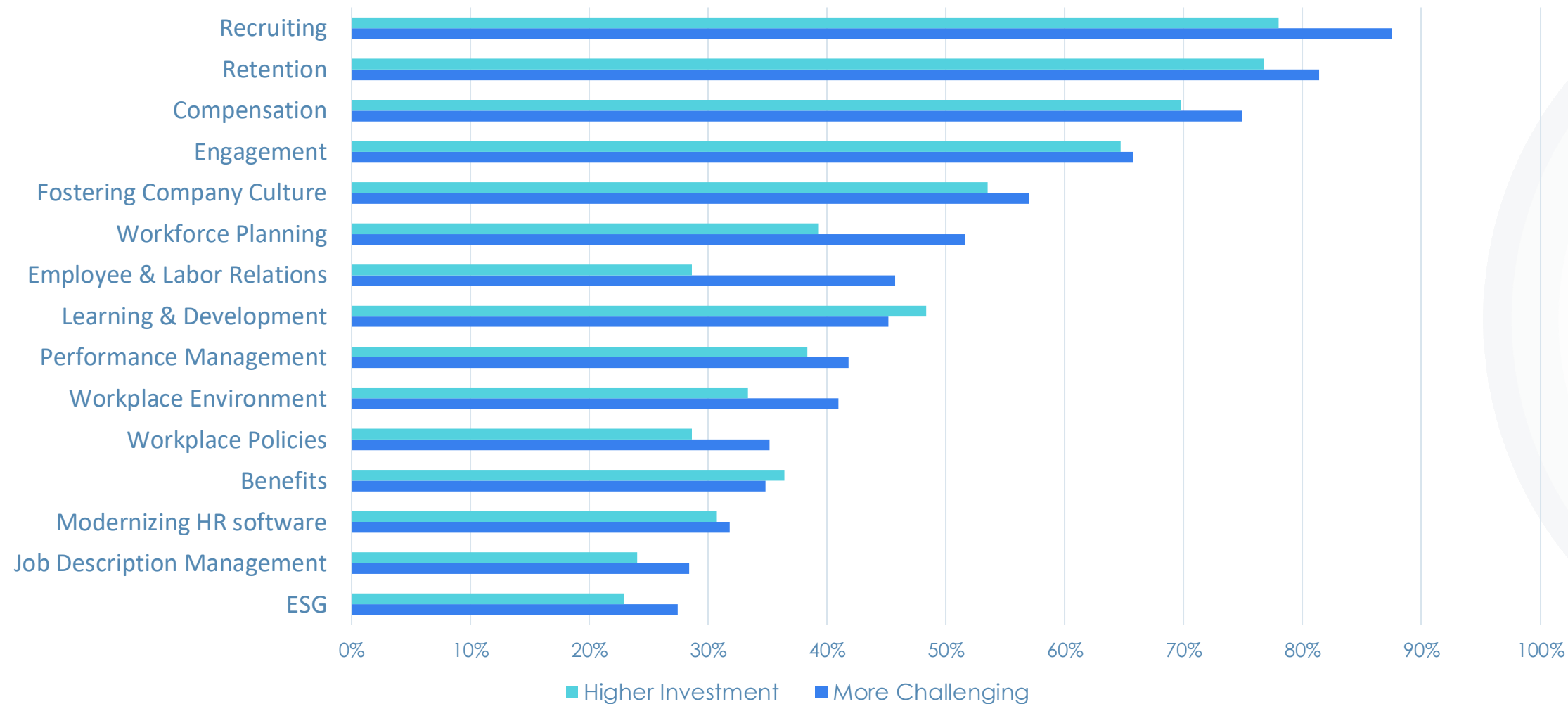
-Teri Zipper,
Managing Partner,
Sapient Insights

Payscale's 2022 Compensation Best Practices Report is a 60+ page analysis of compensation trends and charts taken from our survey of 5,578 respondents gathered responses from November 2021 to January 2022.

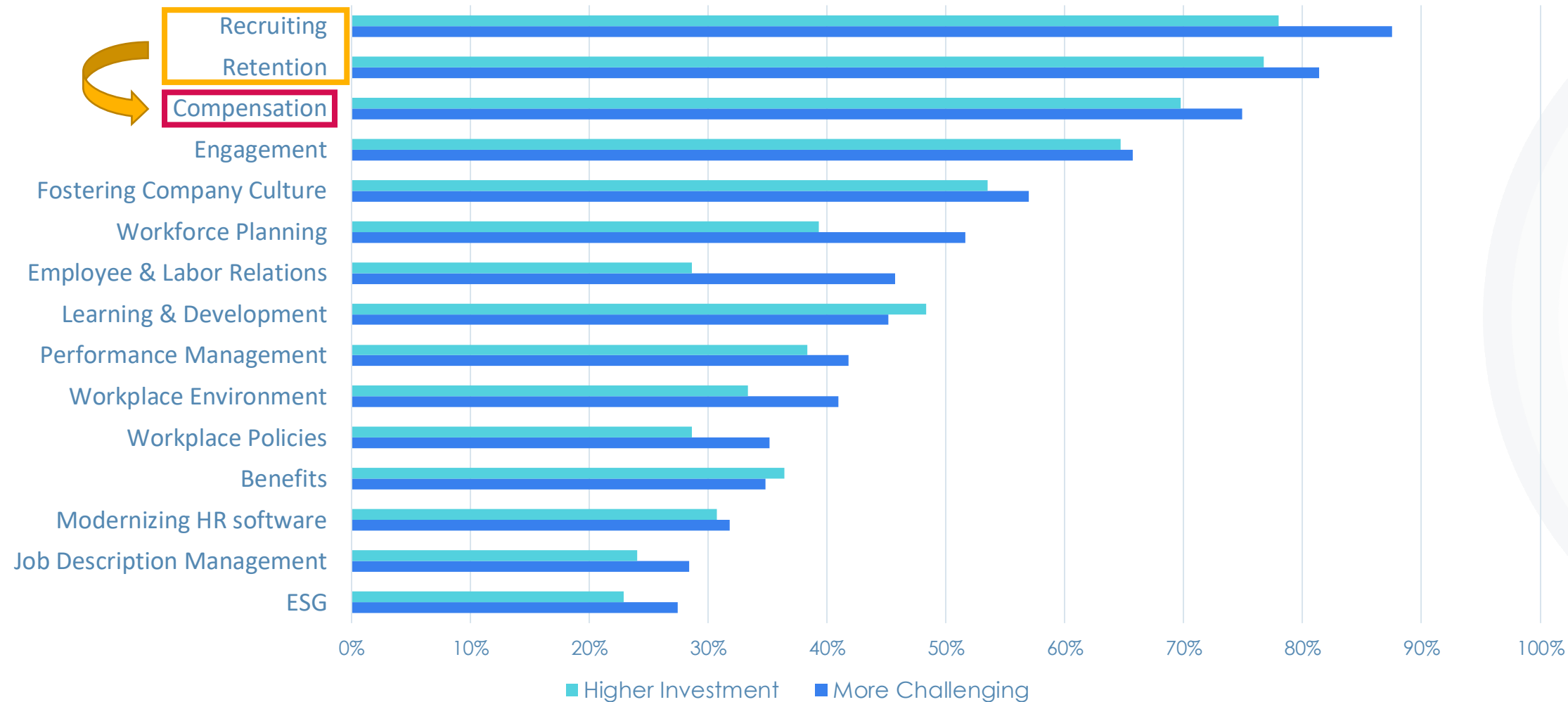
Cuts of the data include:

- Company Size (1-99, 100-749, 750-4,999, 5K-49,999, 50K+)
- Industries (15)
- Top Performers vs. Non-Top Performers
- Compensation Team vs. No Compensation Team

Greatest challenges and investments for HR going into 2022



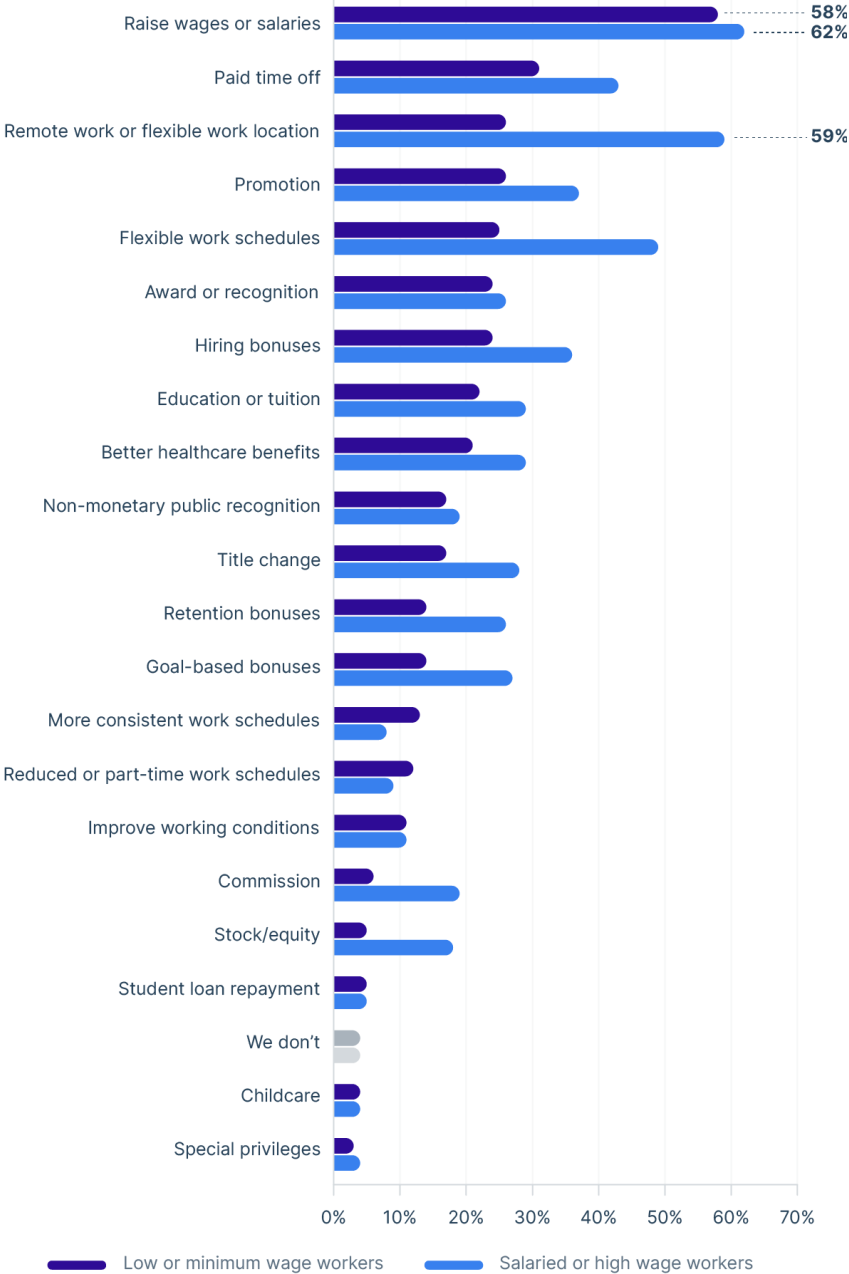
Greatest challenges and investments for HR going into 2022



What is your organization doing to attract and retain talent?

We asked organizations what they are doing to attract and retain talent in the current economy for salaried or high wage workers versus low or minimum wage workers.

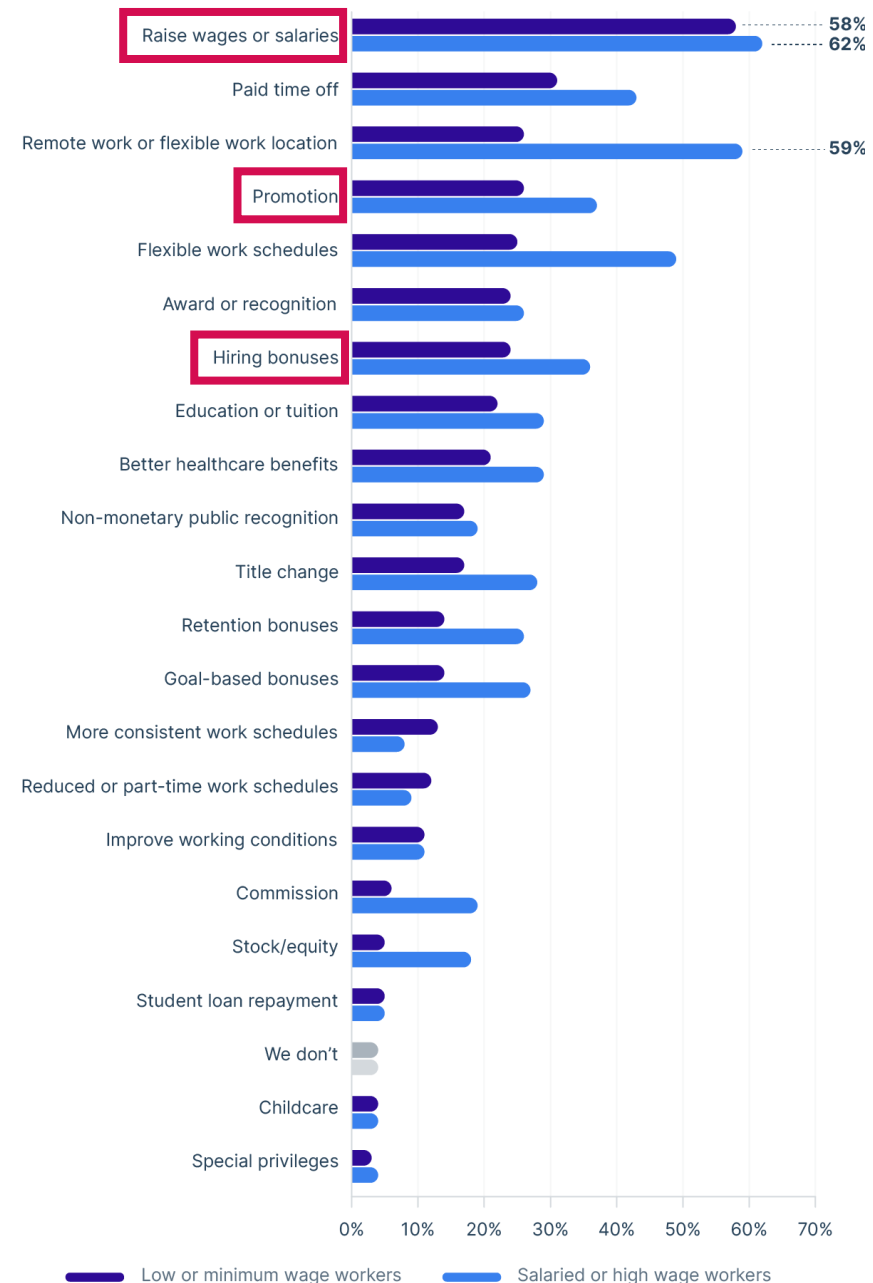
For both groups, the most popular strategy is to raise wages or salaries.



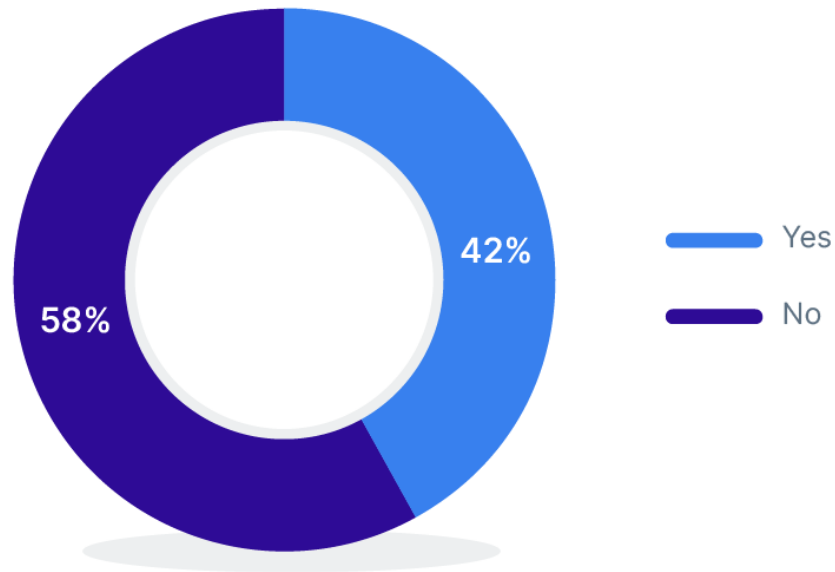
What is your organization doing to attract and retain talent?

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For both groups, the most popular strategy is to raise wages or salaries.



Did you make significant changes to your compensation data strategy in 2020 or 2021?



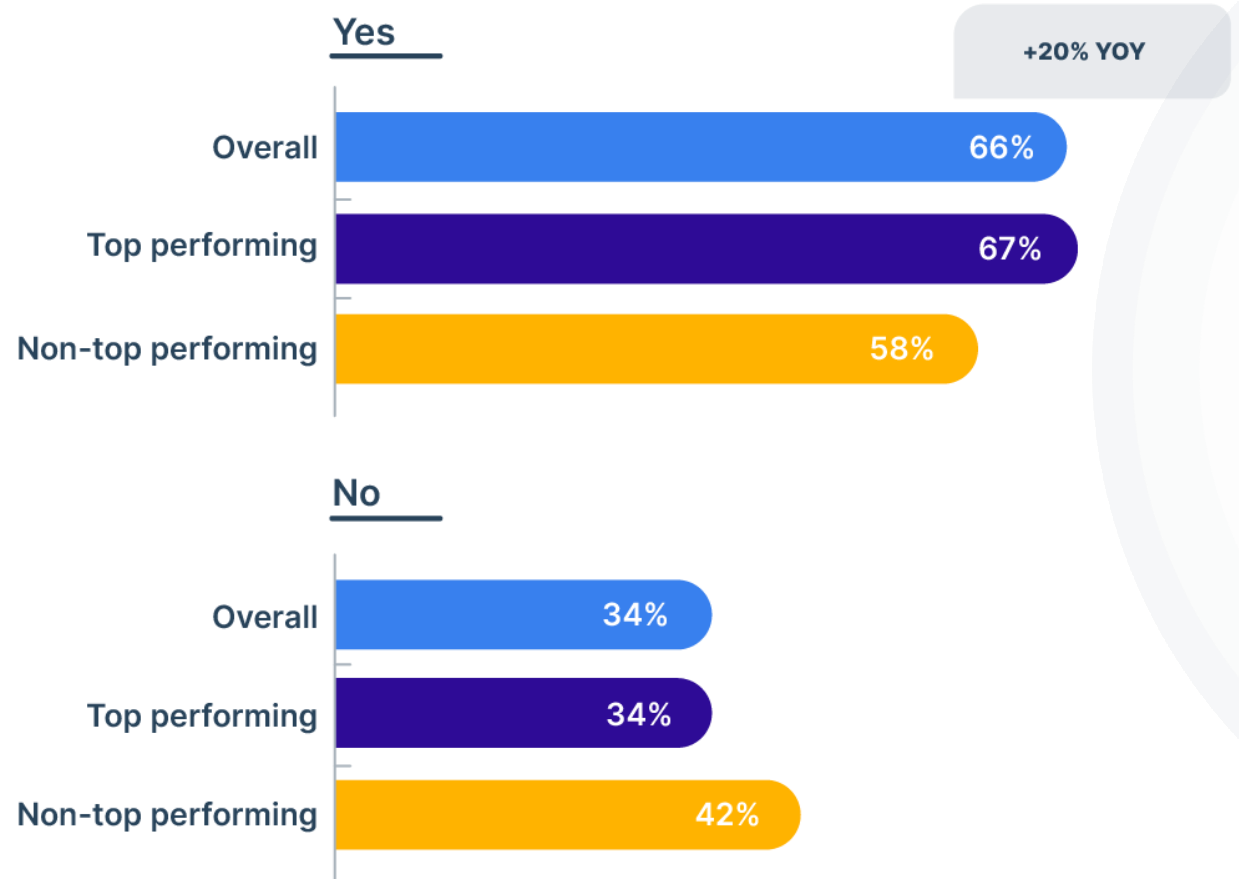
Importance of compensation activities in the next few years compared to today



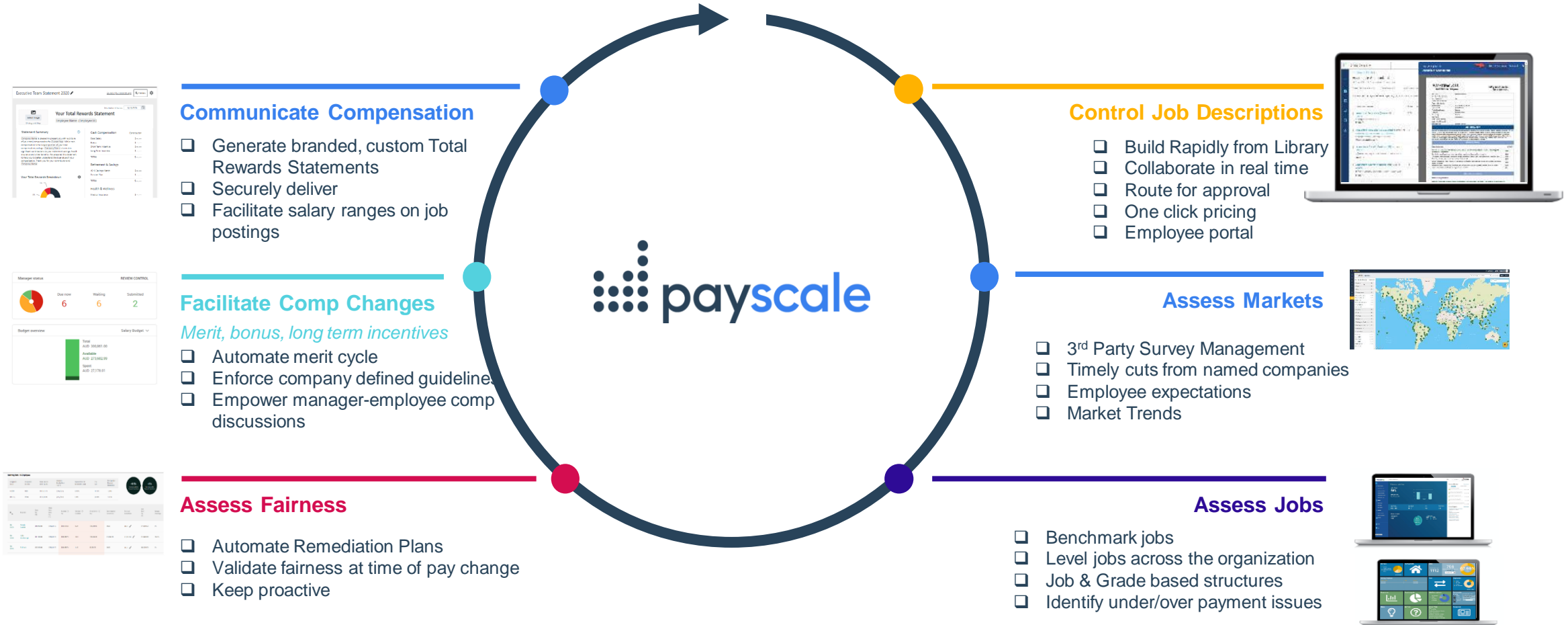
Pay equity intent is on the rise.

For the first time in the history of CBPR, pay equity analysis is now something a majority of organizations are planning on doing.

Is pay equity analysis a planned or current initiative at your organization?



Payscale Supports the Full Compensation Cycle





Standard Report Overview



Before and After Geo Adjustment Report

Before and After Geo Adjustment Report

Before and After Geo Adjustment



Geo Adjustment Impact on Salary as a % of Market by City



Ranking of Geo Differential Across Cities

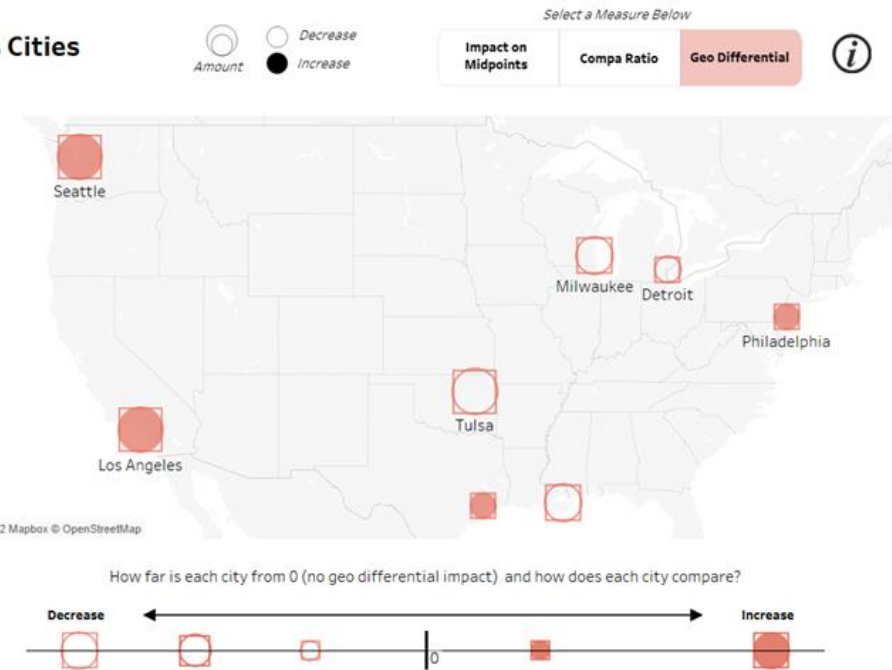
Average Geo Differential

+ 2.4%

Job Family All

City All

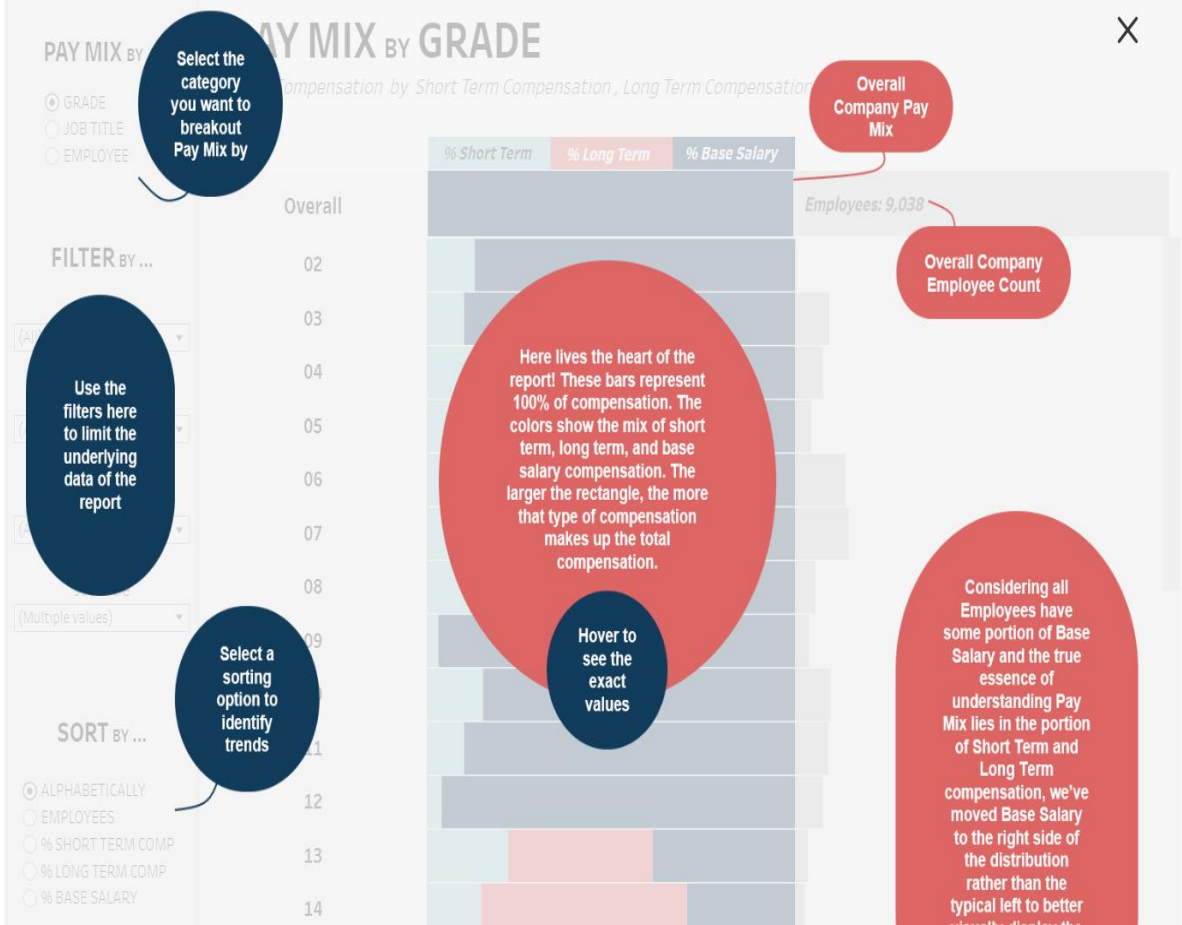
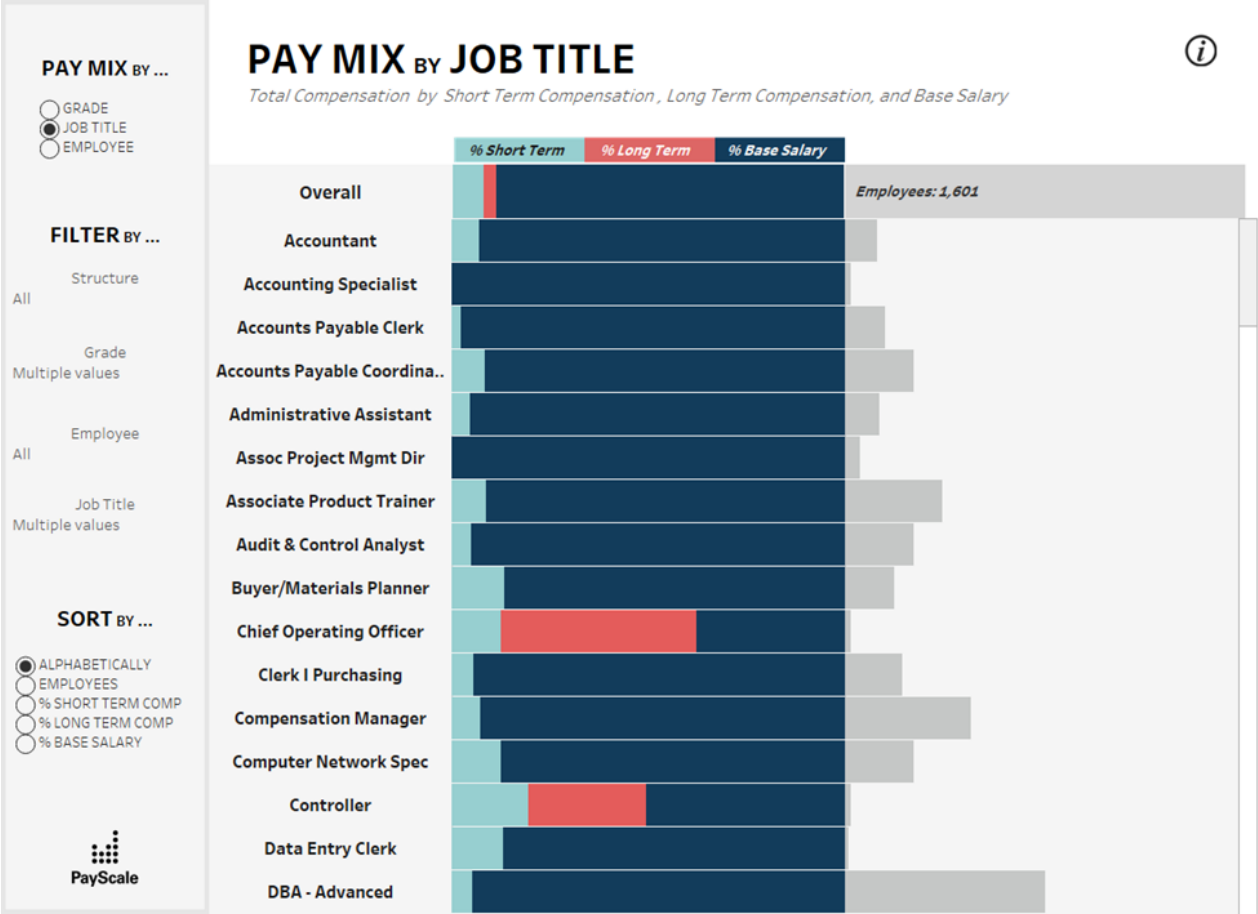
	Geo Differential	Employees
Detroit	-5.0%	70
Houston	+5.0%	414
Los Angeles	+15.0%	432
Milwaukee	-10.0%	154
New Orleans	-10.0%	423
Philadelphia	+5.0%	335
Seattle	+15.0%	157
Tulsa	-15.0%	97



* Only Includes Employees with Geo Diffs

Pay Mix by Grade Report

Pay Mix By Grade Report



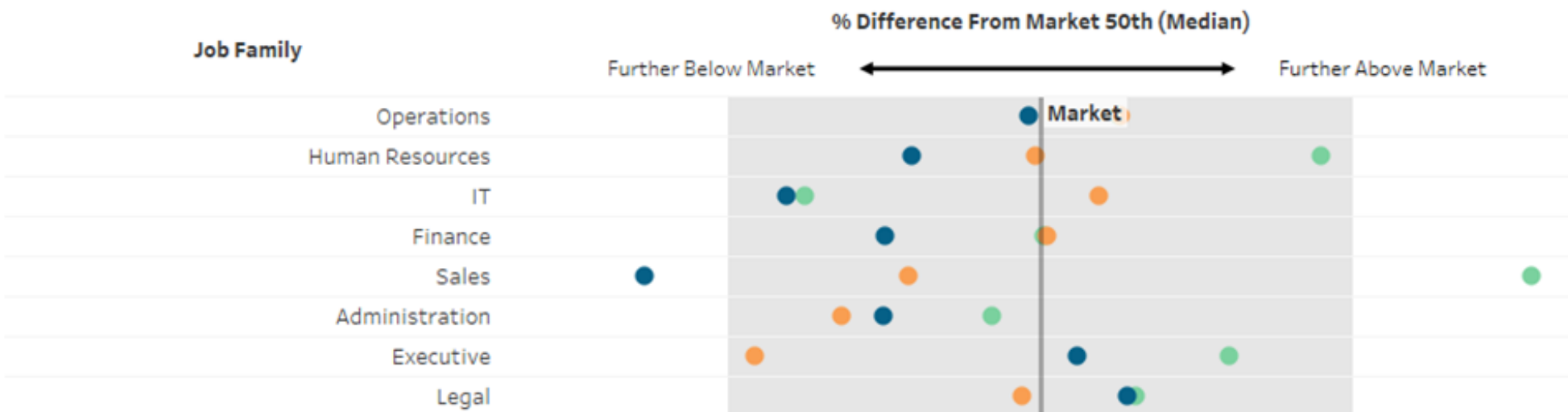
Job Family Metrics Compared to Market Report

Job Family Metrics Compared to Market Report

Job Family Metrics Compared to Market

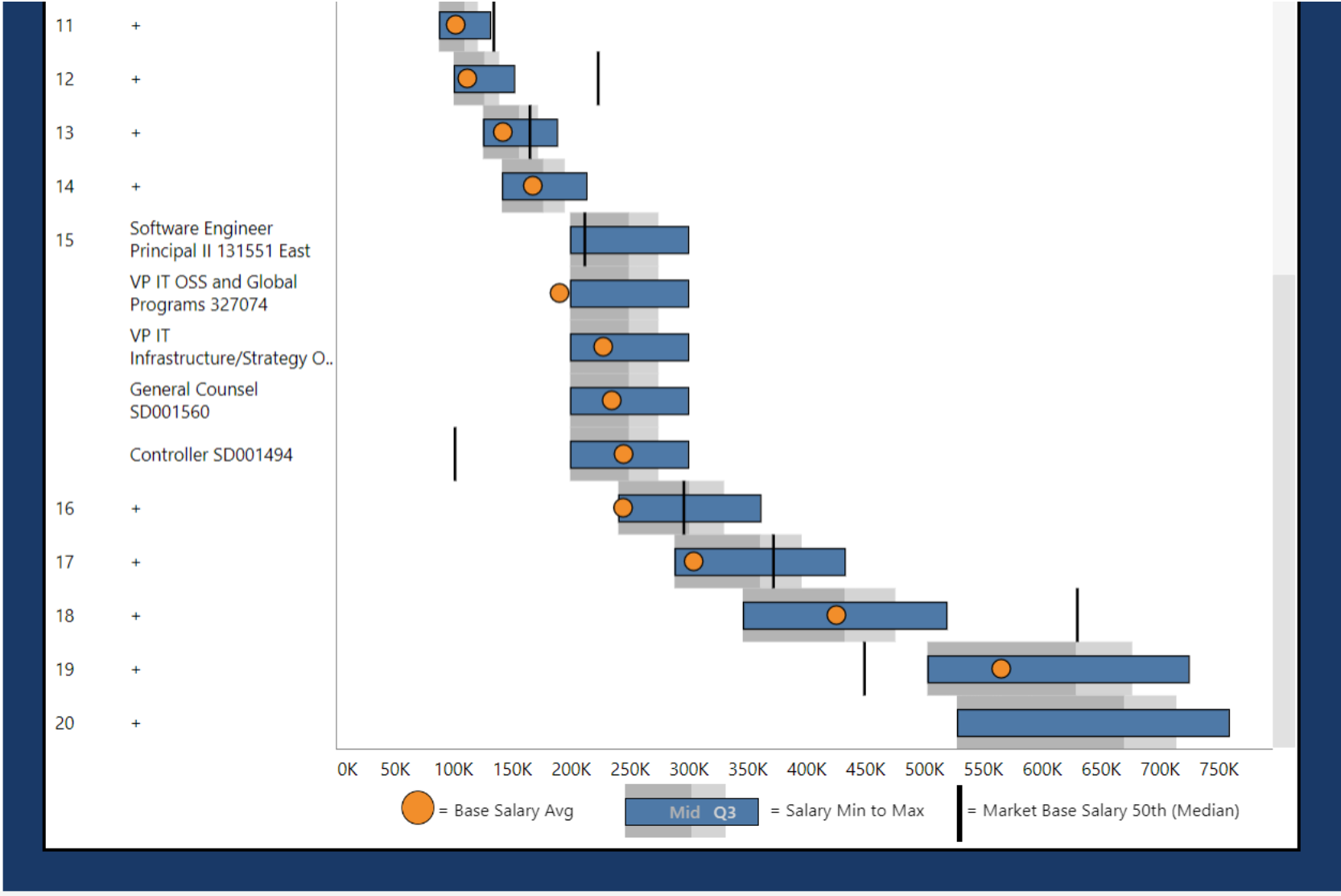
How do Midpoint, Total Cash, and Base Pay compare to Market by Job Family?

Target Window
Around Market
+/- 15%



Complete Structure Analysis with Jobs and Market Report

Complete Structure Analysis with Jobs and Market Report



Match Outlier Comparison Report

Match Outlier Comparison Report

<div>  <div> <div>Outlier Filter</div> <div> <input checked="" type="checkbox"/> Non-Outliers <input checked="" type="checkbox"/> Outliers </div> </div> <div> <div>Pay Element</div> <div>Base Salary</div> </div> <div> <div>Outlier Identifier</div> <div>15%</div> </div> </div>													
Match Outlier Comparison											Weighted Composite		
Job Identification	Survey Source Code	Survey Job Title	Survey Data Cut	Cos	EES	Adj	Wgt	Mkt 50th	Mkt 60th	Mkt 75th	Wtd Mkt 50th	Wtd Mkt 60th	Wtd Mkt 75th
Accounts Payable Coordinator (SD001140-)	MER-FAL18	Accounts Payable/Receivable - Experienced Para-Professional (..	Employee Location - City State/Province: Chicago, Illi..	23	67	1.00	1.00	46,238	49,125	53,456	47,397	49,696	53,144
	MER-FAL19	Accounts Payable/Receivable - Experienced Para-Professional (S2)	All Data	252	1,916	1.00	1.00	44,582	46,555	49,514	47,397	49,696	53,144
			Employee Location - City State/Province: Chicago, Illi..	15	48	1.00	1.00	46,713	48,869	52,103	47,397	49,696	53,144
	TW-FIN18	Accounts Payable/Receivable - Intermediate (Professional)	Total Sample	82	510	1.00	1.00	59,517	62,435	66,812	47,397	49,696	53,144
	TW-MMPS19	Accounts Payable - Entry (Business Support)	Total Sample	105	694	1.00	1.00	39,937	41,495	43,833	47,397	49,696	53,144
Accounts Payable Coordinator (SD001140s-)	MER-FAL18	Accounts Payable/Receivable - Experienced Para-Professional (..	Employee Location - City State/Province: Chicago, Illi..	23	67	1.00	1.00	46,238	49,125	53,456	47,397	49,696	53,144
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	TW-MMPS19	Accounts Payable - Entry (Business Support)	Total Sample	105	694	1.00	1.00	39,937	41,495	43,833	47,397	49,696	53,144
Accounts Payable Supervisor (SD001272-)	HEW-MP-GEO-C16	Accounts Payable-Supervisor	National	67	145	1.00	1.00	77,913	81,235	86,218	69,955	74,039	80,166
	MER-FAL18	Accounts Payable/Receivable - Team Leader (Para-Professional..	Employee Location - City State/Province: Chicago, Illi..	32	62	1.00	1.00	66,337	69,398	73,990	69,955	74,039	80,166
			All Data	248	705	1.00	1.00	66,687	70,835	77,057	69,955	74,039	80,166
	MER-FAL19	Accounts Payable/Receivable - Team Leader (Para-Professionals) (M1)	Employee Location - City State/Province: Chicago, Illi..	15	24	1.00	1.00	68,968	73,926	81,364	69,955	74,039	80,166
			Total Sample										



Product Update



Introducing...

Kevin Coogan, MarketPay Product Manager

- Joined Payscale in Aug 2021 as a Solutions Consultant
- Spent 17 years at Hay Group/Korn Ferry
 - 5 in Product Management
- PM experience with Compensation, Survey Participation and Job Evaluation software

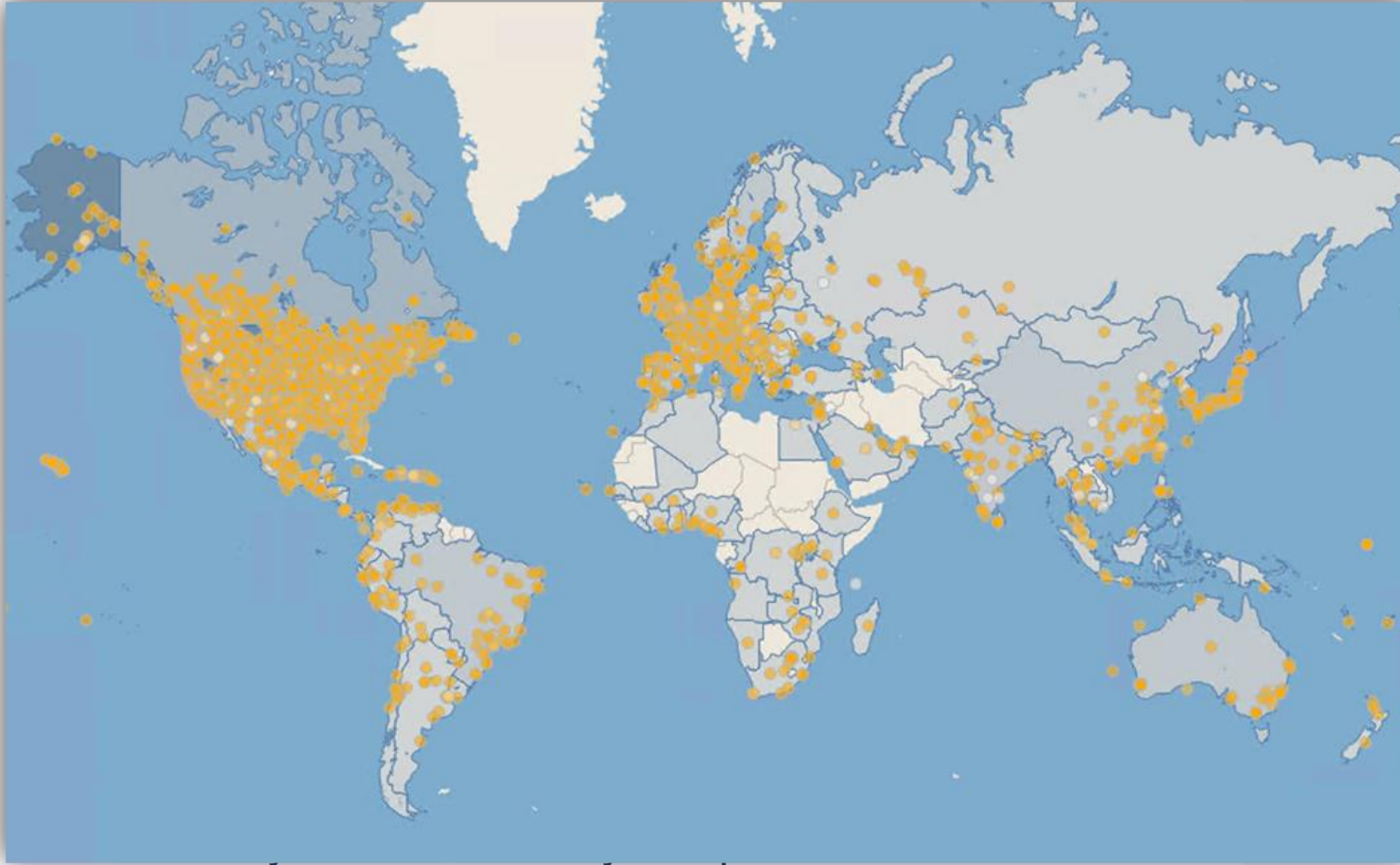


What's Our Focus?



- New types of data
- Stay connected with peers & evolving best practices

Peer



2,200 orgs participating data

7 Million employees

4,200 jobs

100+ industries covered

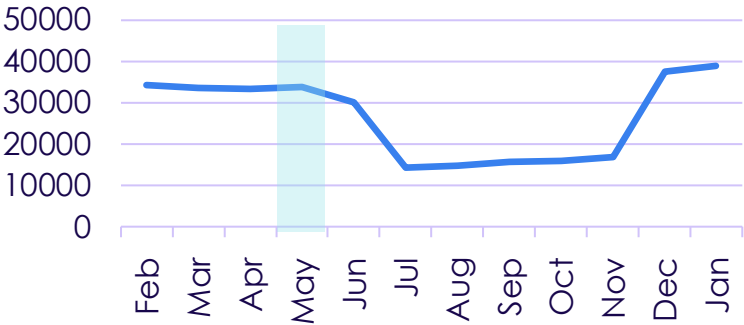
150+ countries covered

32% YOY growth

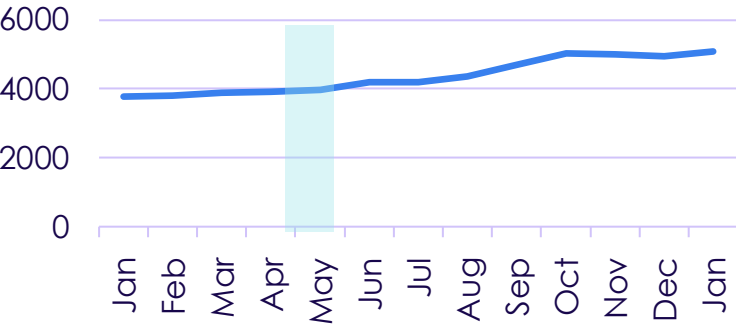
40+ companies/month joining

Peer keeps pace with market changes

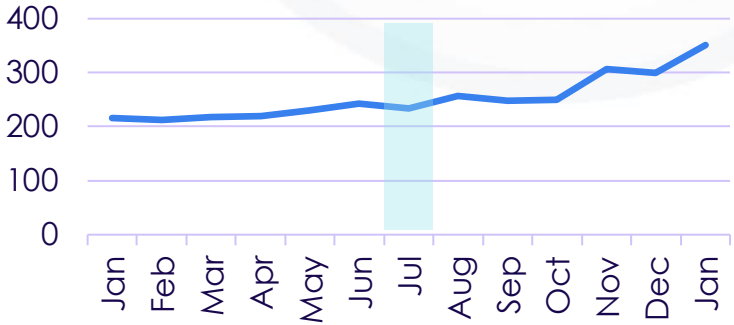
Airlines & Airports



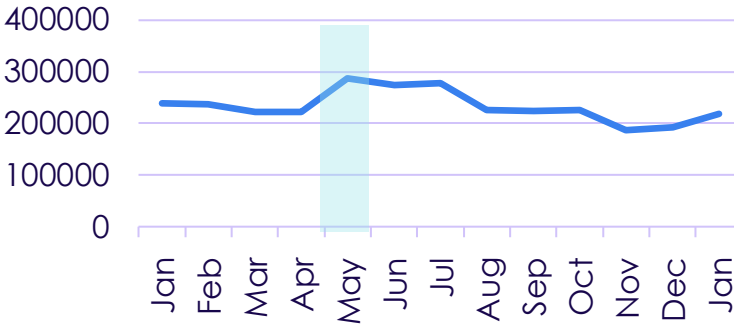
Construction



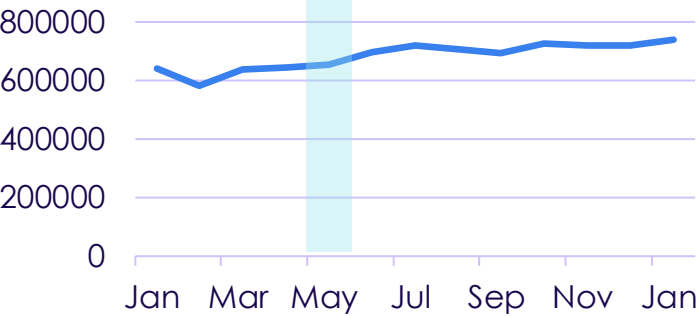
Human Resources: Diversity



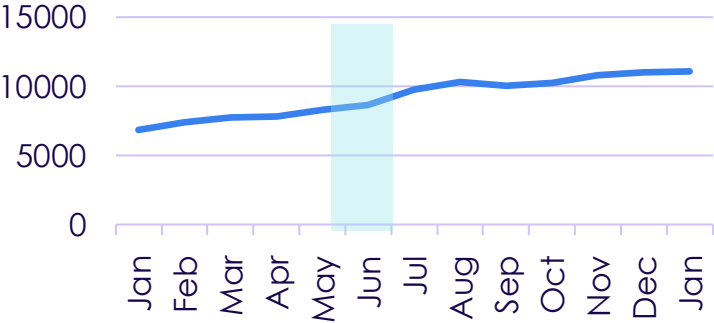
Retail



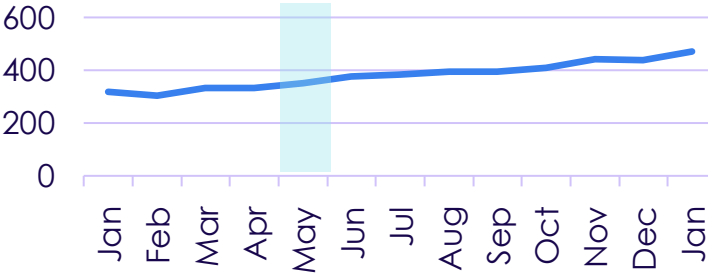
Healthcare



Manufacturing



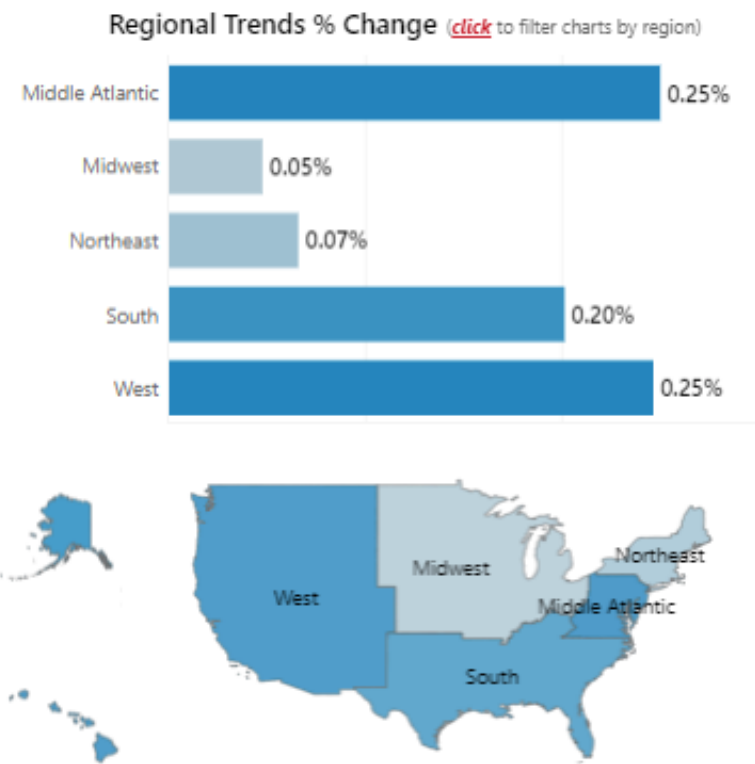
Education: Learning Technology



Peer Salary Trends

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

Administration -0.2% ➡ \$0.0K	Customer Service 0.0% 🟡 -\$0.1K	Corporate/Public Relations 0.3% 🔼 \$0.7K	Healthcare -0.1% ➡ \$0.0K	Retail 0.1% 🔼 \$0.1K	Engineers and Scientists 0.4% 🔼 \$0.3K	Finance 0.1% 🔼 \$0.1K	Hospitality -0.5% 🟡 -\$0.2K
Human Resources 0.5% 🔼 \$0.6K	Insurance 0.3% 🔼 \$0.6K	Information Technology 0.4% 🔼 \$0.7K	Legal 0.1% 🟡 -\$0.2K	Operations 0.1% 🔼 \$0.3K	Research and Development 0.9% 🔼 \$0.6K	Sales and Marketing 0.3% 🔼 \$0.4K	Skilled Trades 0.3% 🔼 \$0.1K



Top Jobs by Average Base Pay Increase 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

		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

The screenshot displays the Payscale software interface. On the left, there are two filter panels. The top panel, titled 'Industry (OR)', lists various industries with checkboxes and counts: Real Estate Management & Develop... (170), Education (152), Hotels, Restaurants & Leisure (145), Government (106), Consumer Finance (79), Independent Power Producers & Ener... (47), Airlines (45), Insurance (44), Machinery (44), Health Care Providers & Services (43), Real Estate Investment Trusts (REITs) (38), Air Freight & Logistics (37), Oil, Gas & Consumable Fuels (35), Commercial Banks (31), and Professional Services (28). Below this list are links for 'SHOW MORE' and 'SHOW LESS'. The bottom panel, titled 'Company Name (OR)', lists specific companies: Plante Moran (258) and Greystar Real Estate Partners, LLC (168). Below this list are links for 'SHOW MORE' and 'SHOW LESS'. In the center, a map of New York City is displayed, showing various neighborhoods and landmarks. On the right side of the map, there is a list of companies with their counts: Marriott International, Inc (44), National Basketball Association, Inc. (22), Crowe LLP (21), Hines Interest LP (18), and JetBlue Airways (18). Below the map, there is a section for 'Inc Weighted' and a checkbox for 'Include 395 incumbents that do not have location data'. A red exclamation mark icon is visible in the bottom right corner of the map area.

Guidelines

✖ At Least 5 Companies

The results should not contain less than 5 companies

Companies: 2

✖ Data Dominance

The results must not contain a company that makes up more than or equal to 50% of the overall data cut

The Travelers Companies	59.38%
Marriott International, Inc	40.63%

✔ Similarity Check

The results should not contain Companies or Employees that are too similar to an existing Peer cut. Please refine your filters.



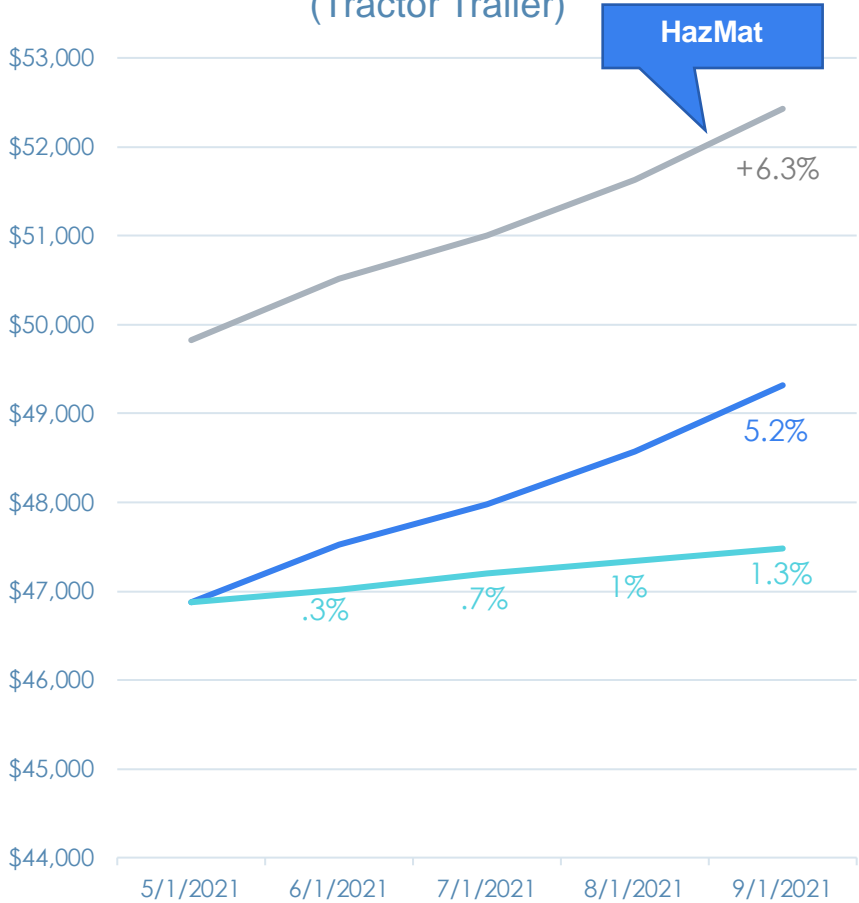
Add

Cancel

payScale

Near Real Time Data + Skills

Truck Driver
(Tractor Trailer)



Diversity & Inclusion Manager, Senior



Data Scientist
II



Traditional Aging



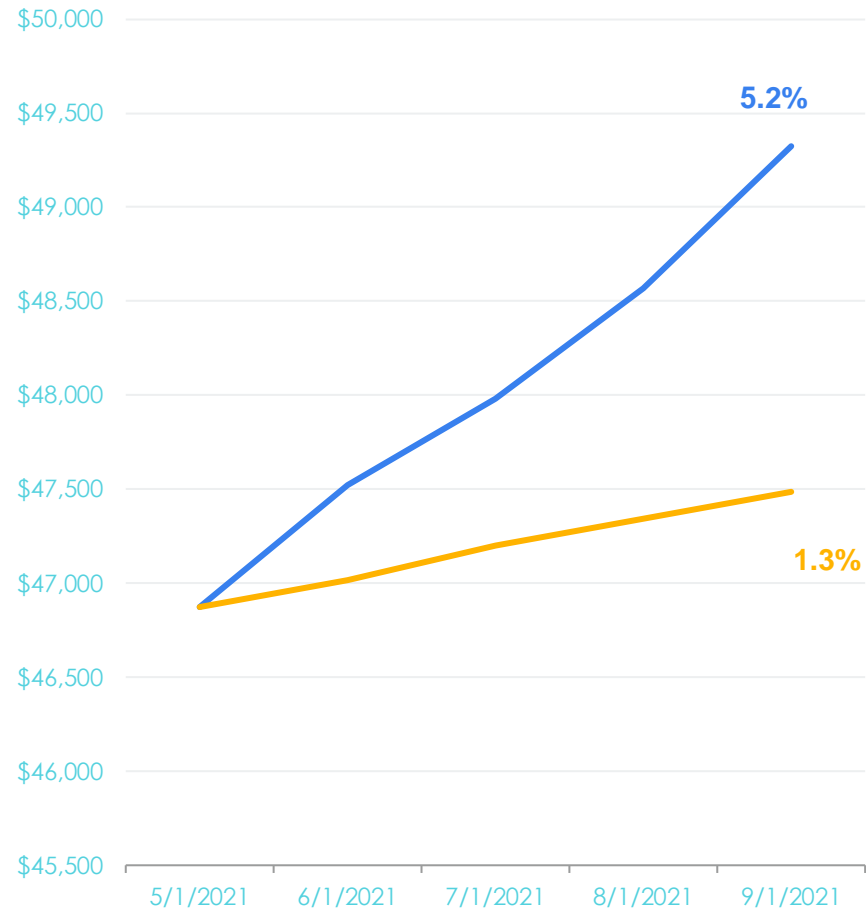
Near Real Time



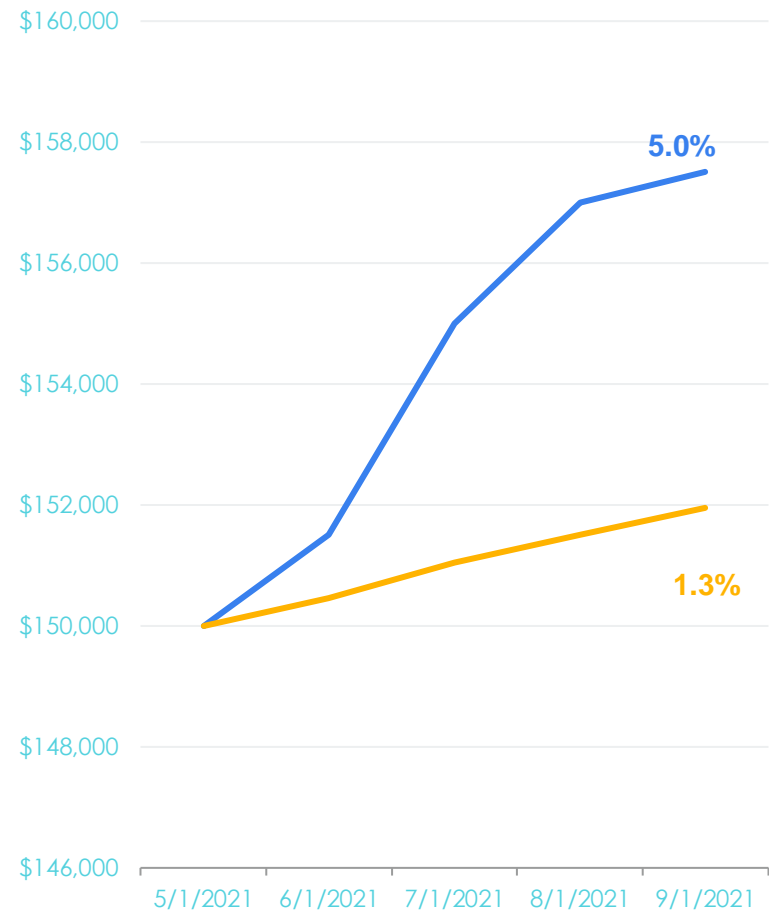
Near Real Time w/ Skills

Importance of Real Time Data & Skills

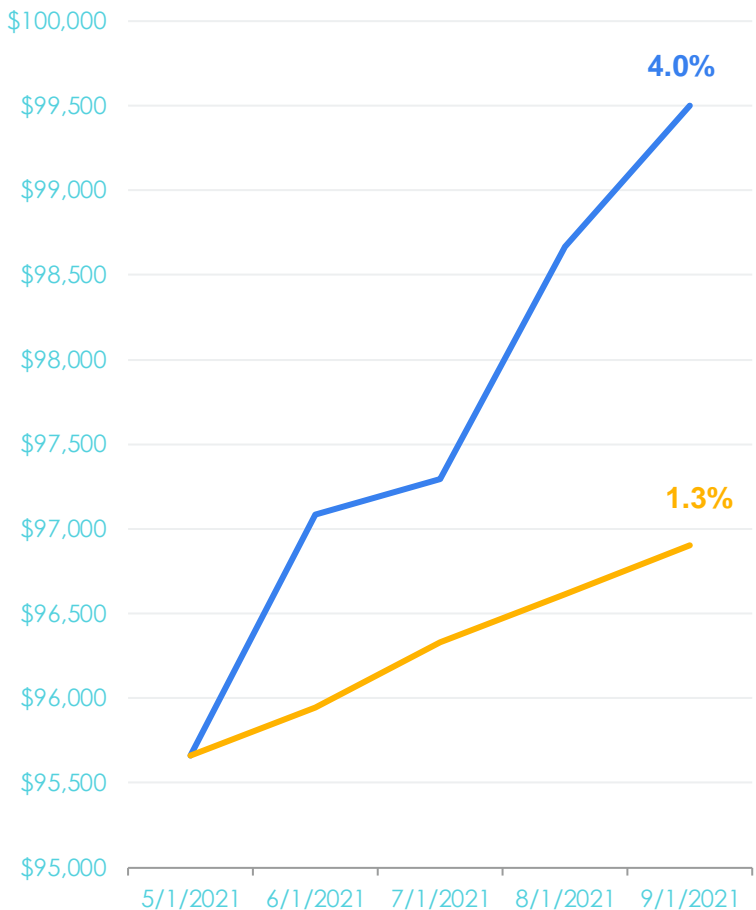
Truck Driver (Tractor Trailer)



Diversity & Inclusion Manager, Senior

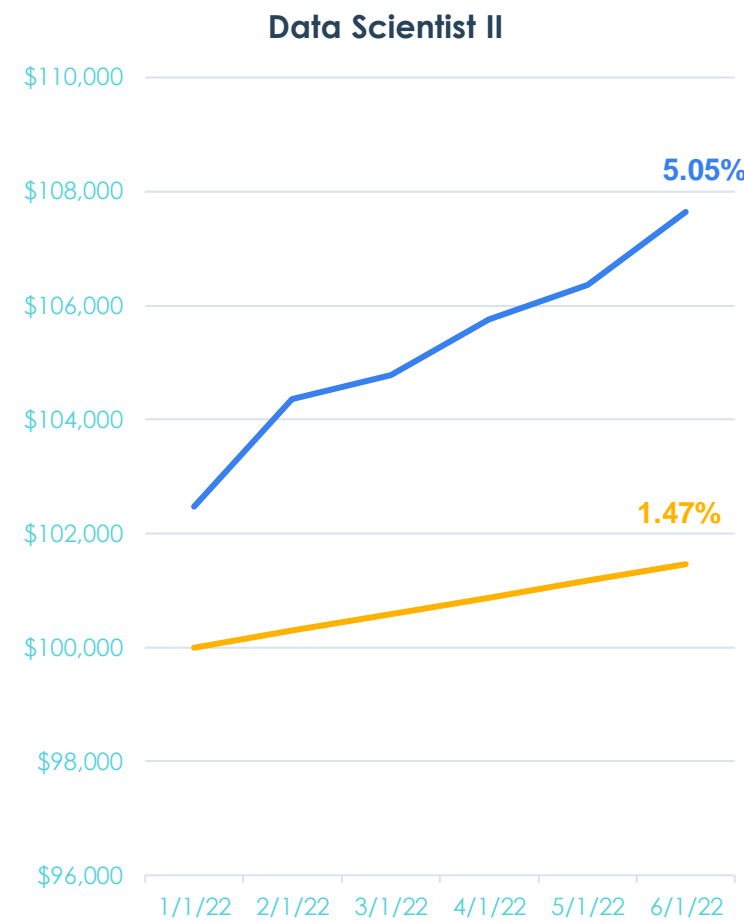
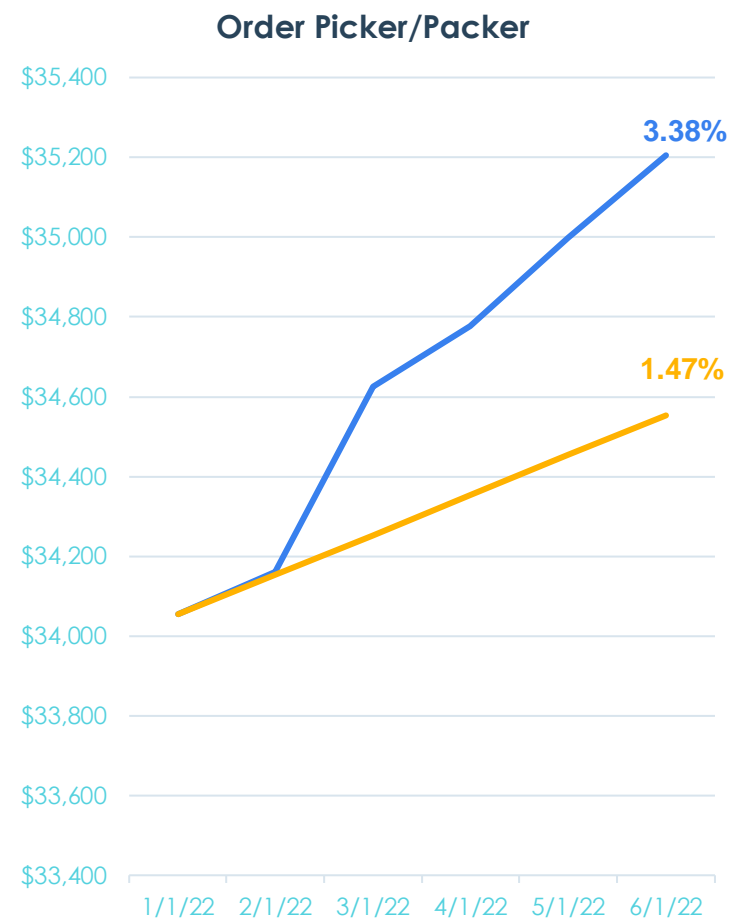
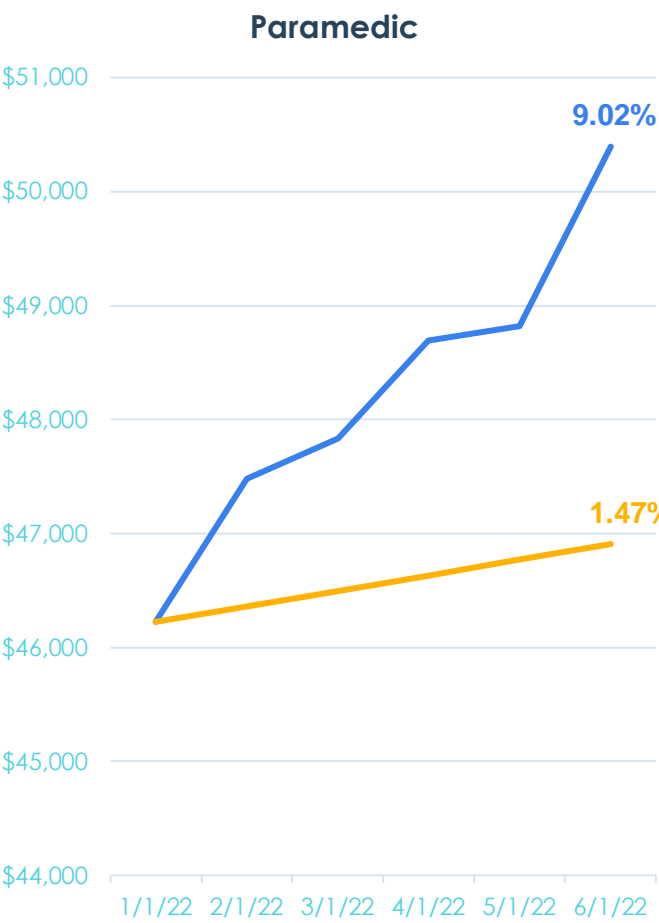


Data Scientist II



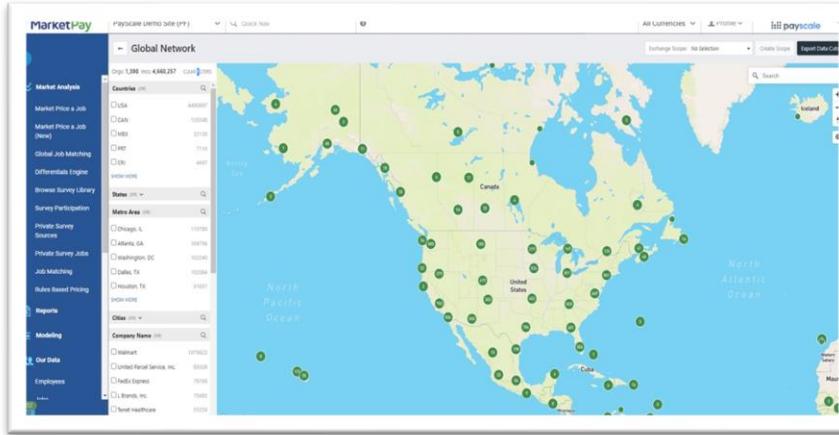
Traditional Aging Peer data

Importance of Real Time Data

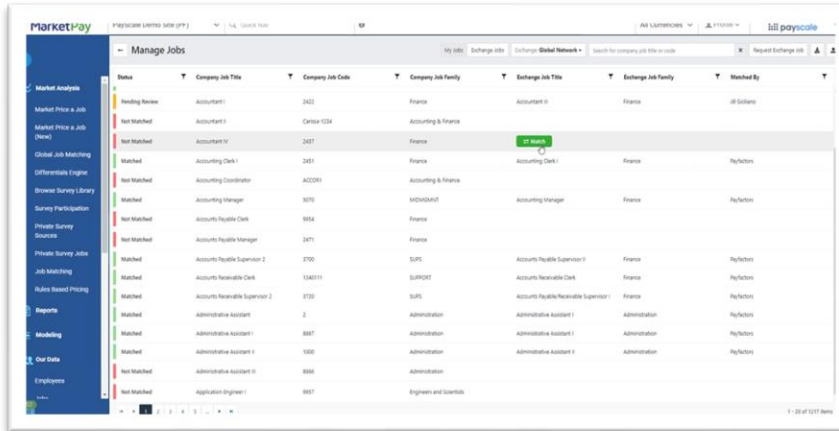


Traditional Aging Peer data

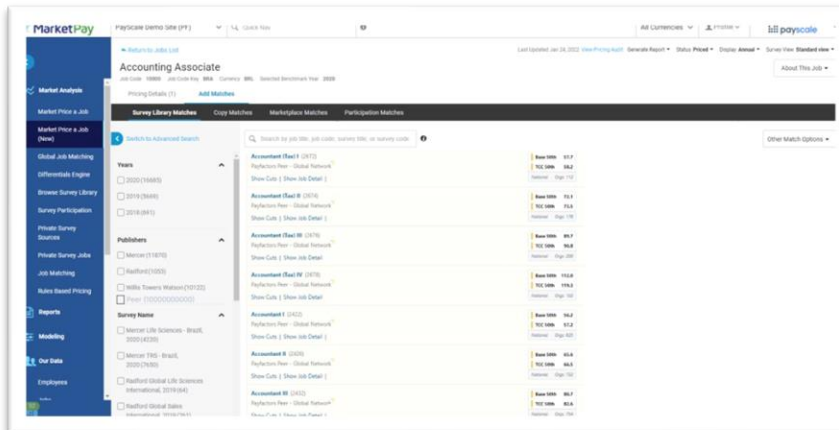
Peer Data across the pricing workflows



Create Saved Scopes

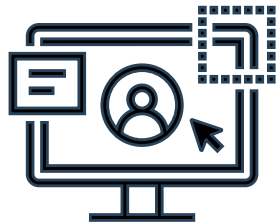


Match Jobs



Update Composites

Payscale Connect Single Sign On



**Accessing Payscale Connect
has never been easier!**



Payscale Connect and Academy

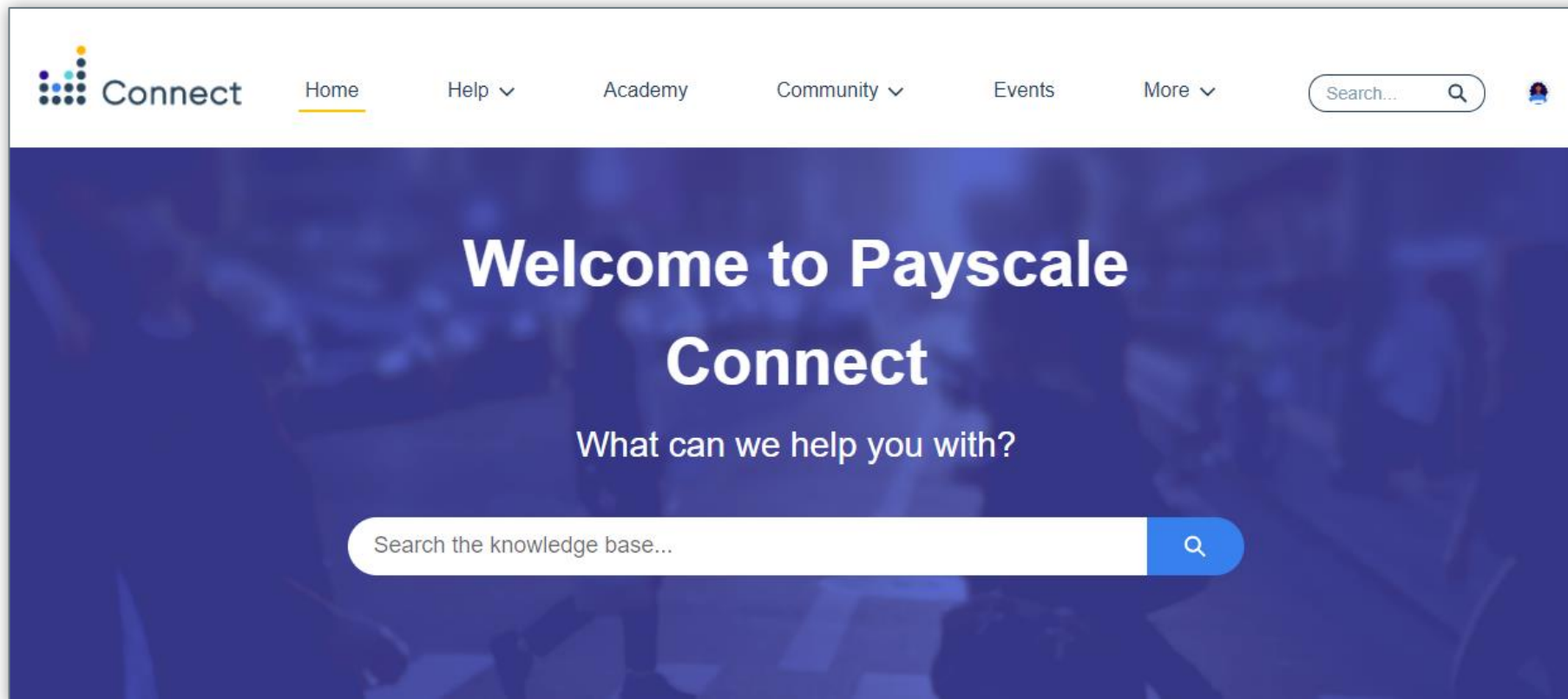


Payscale Connect

One-stop hub for Payscale help

Articles • Training • Community • Support • Learning • Resources

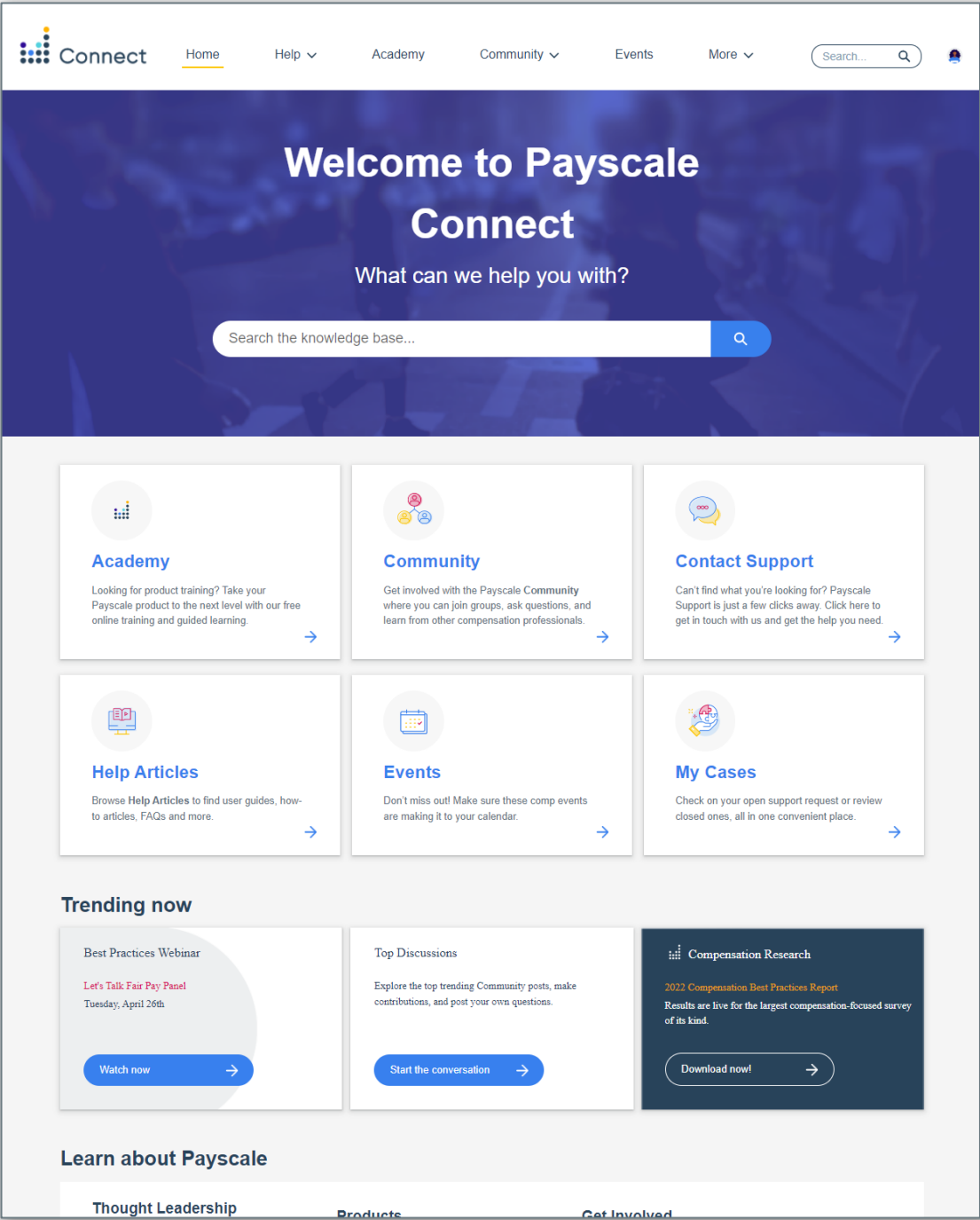
Product Webinars • Thought Leadership • Industry Events • Product Feedback



Payscale Connect Homepage

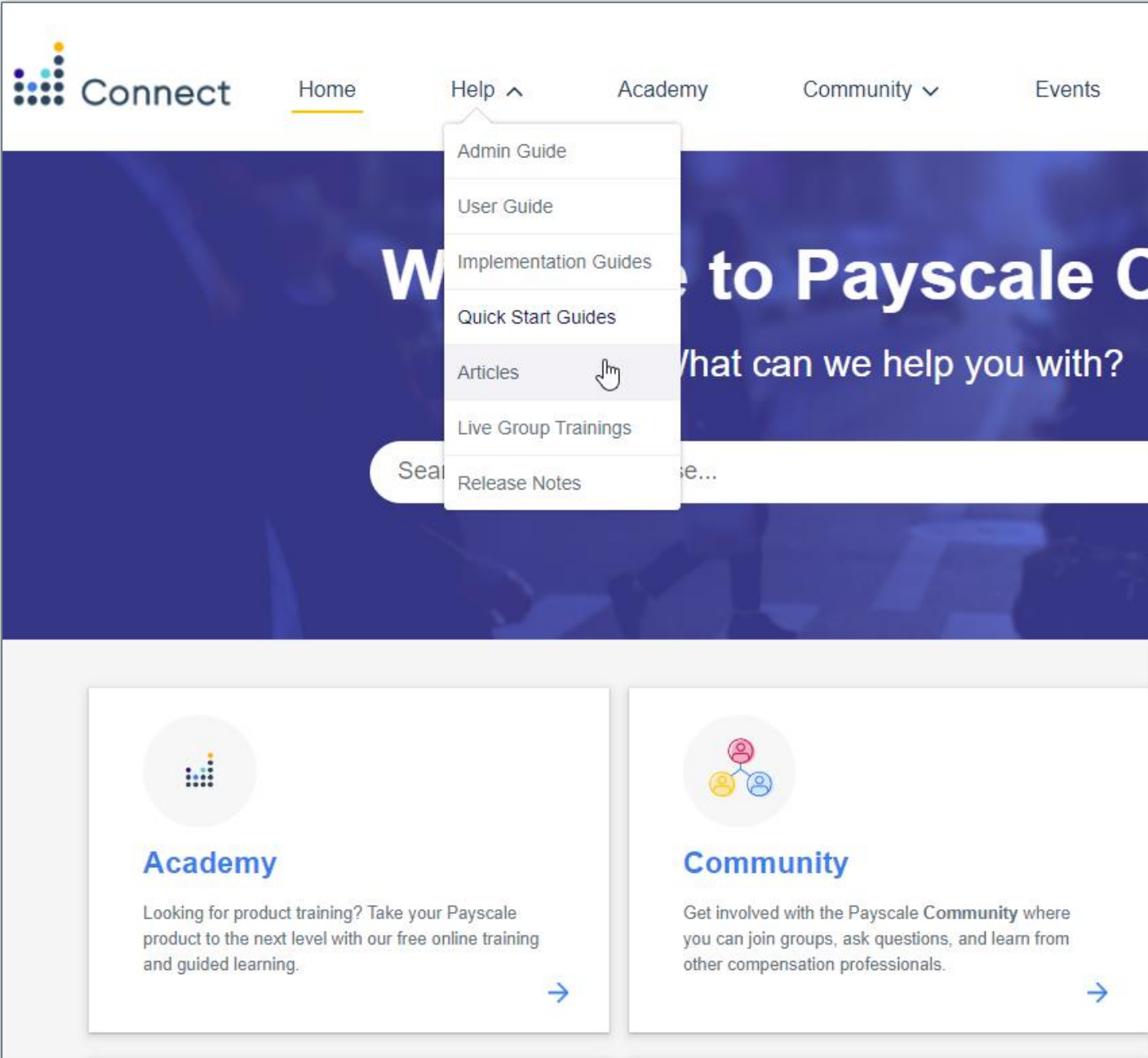
Search by
keyword

Navigate with the homepage
tiles



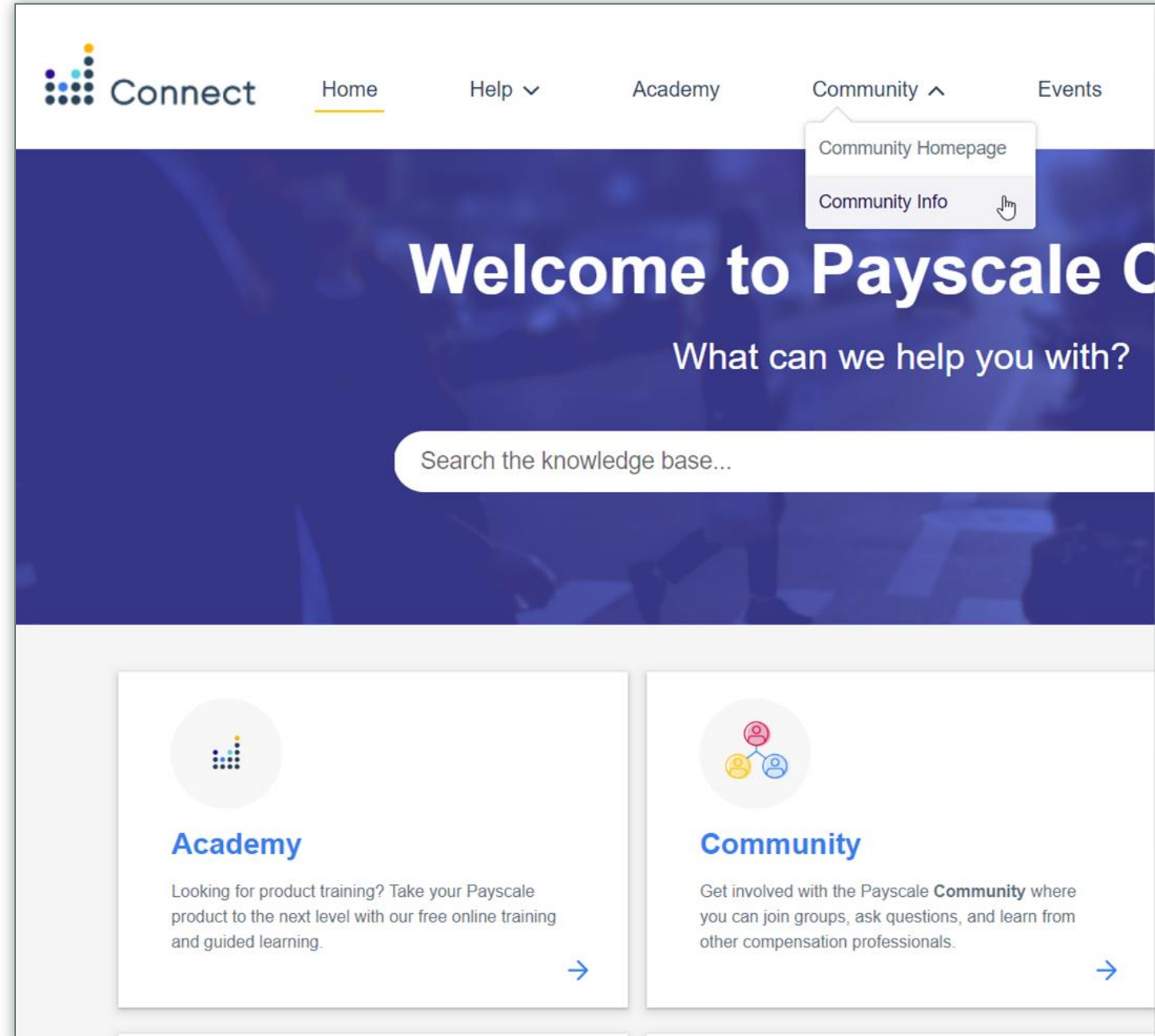
Payscale Connect Homepage

Open the **Help Menu** to find quick links to articles, guides, and live trainings



Payscale Community

The Payscale Community is a place to connect with other compensation professionals and share your knowledge. Or just ask a question.



Payscale Community

Join discussion groups focused on
compensation industry topics that
matter to you

Stay up to date with all the latest
Payscale news and announcements

Exciting improvements are being
planned for the community in 2022.
Stay tuned as we revamp and refresh
the community for all Payscale users

The screenshot displays the Payscale Community website. At the top, a navigation bar includes the 'Connect' logo and links for Home, Help, Academy, Community (highlighted), Events, and Contact Support. A search bar is located on the right. Below the navigation bar is a dark blue header with the text 'Payscale Community' and a sub-header: 'Ask questions, find answers, and network. Ready to jump in? Support a peer by answering a question below.'

The main content area is divided into two columns. The left column, titled 'Get Involved', contains three cards: 'Explore all groups' (with a description: 'See what your peers are discussing about the top comp & business challenges.'), 'My groups' (with a description: 'Quickly navigate to the public and private groups you've joined to keep them top of mind.'), and 'Comp Collective' (with a description: 'Join other PayScale customers at the forefront of compensation innovation.'). The right column features a 'Newest Posts' section (stating 'You don't have any posts yet.') and a 'Featured Customer' section for Emma Equity, a Payscale Product Expert. A bio for Emma Equity is provided, highlighting her passion for compensation and her role in helping customers improve their compensation management.

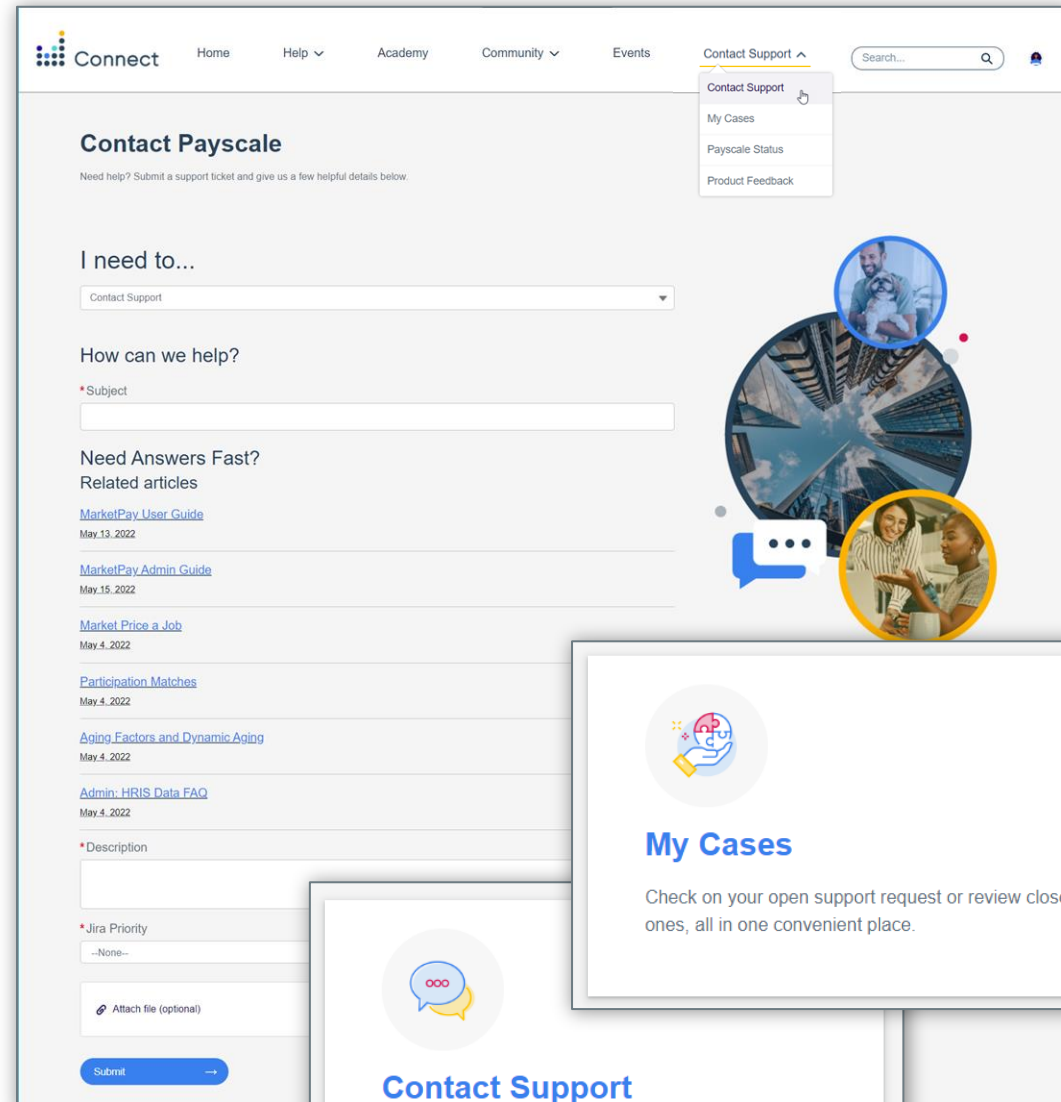
Below the 'Get Involved' section is a 'Social and announcements' section. It contains three cards: 'News and Updates' (with a description: 'Make it a habit to check here and stay up to date on all things Payscale.'), 'Comp Today Blog' (with a description: 'Keep up with the latest compensation trends and best practices.'), and 'Community Info' (with a description: 'Get familiar with how to participate, the points and ranking system, and the code of conduct.'). Below these cards is a 'COMP COFFEE' podcast player showing a list of episodes with their titles and durations. To the right of the podcast player is a social media post from Payscale, featuring a quote from Tamara Lewis, MBA, SPHR, Talent & Culture, Vice President at Conrad N. Hilton Foundation, about the company's commitment to transparency and equity.

Contact Support and My Cases

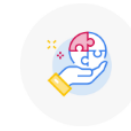
The Contact Support menu has helpful links to assist when you run into trouble

Click on Contact Support at the top of the page when you need expert help. Or click the homepage tile. Use the support form to submit your request or question

Keep track of your support case and monitor its progress in My Cases



The screenshot shows the 'Connect' website interface. At the top, there is a navigation bar with links: Home, Help, Academy, Community, Events, and Contact Support. The 'Contact Support' link is highlighted, and a dropdown menu is visible with options: Contact Support, My Cases, Payscale Status, and Product Feedback. Below the navigation bar, the main content area is titled 'Contact Payscale' and includes a sub-header 'Need help? Submit a support ticket and give us a few helpful details below.' The form contains several sections: 'I need to...' with a dropdown menu, 'How can we help?' with a text input field, 'Need Answers Fast? Related articles' with a list of links and dates, and 'Description' with a text input field. There are also fields for 'Jira Priority' and 'Attach file (optional)'. A 'Submit' button is at the bottom of the form. On the right side of the page, there is a large circular graphic with images of people and a dog, and a speech bubble icon.



My Cases

Check on your open support request or review closed ones, all in one convenient place.



Contact Support

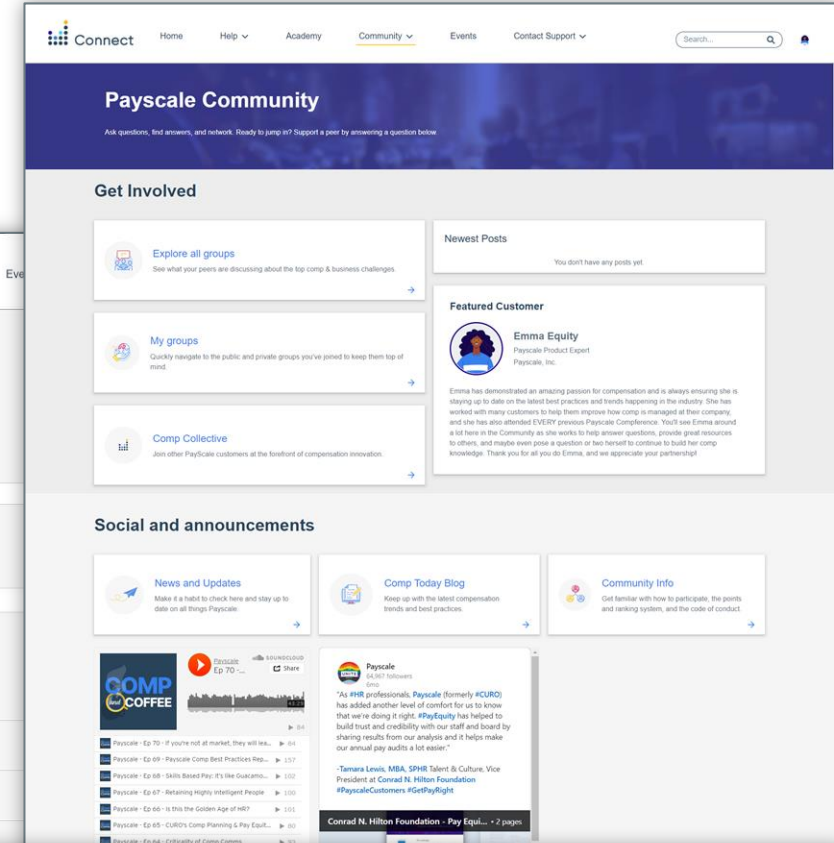
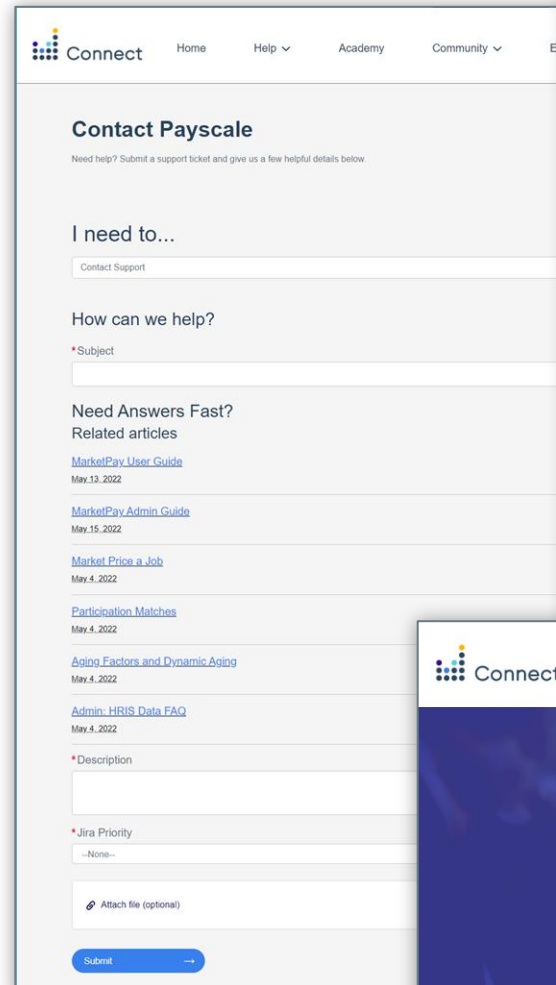
Can't find what you're looking for? Payscale Support is just a few clicks away. Click here to get in touch with us and get the help you need.



Payscale Connect

Coming Soon!

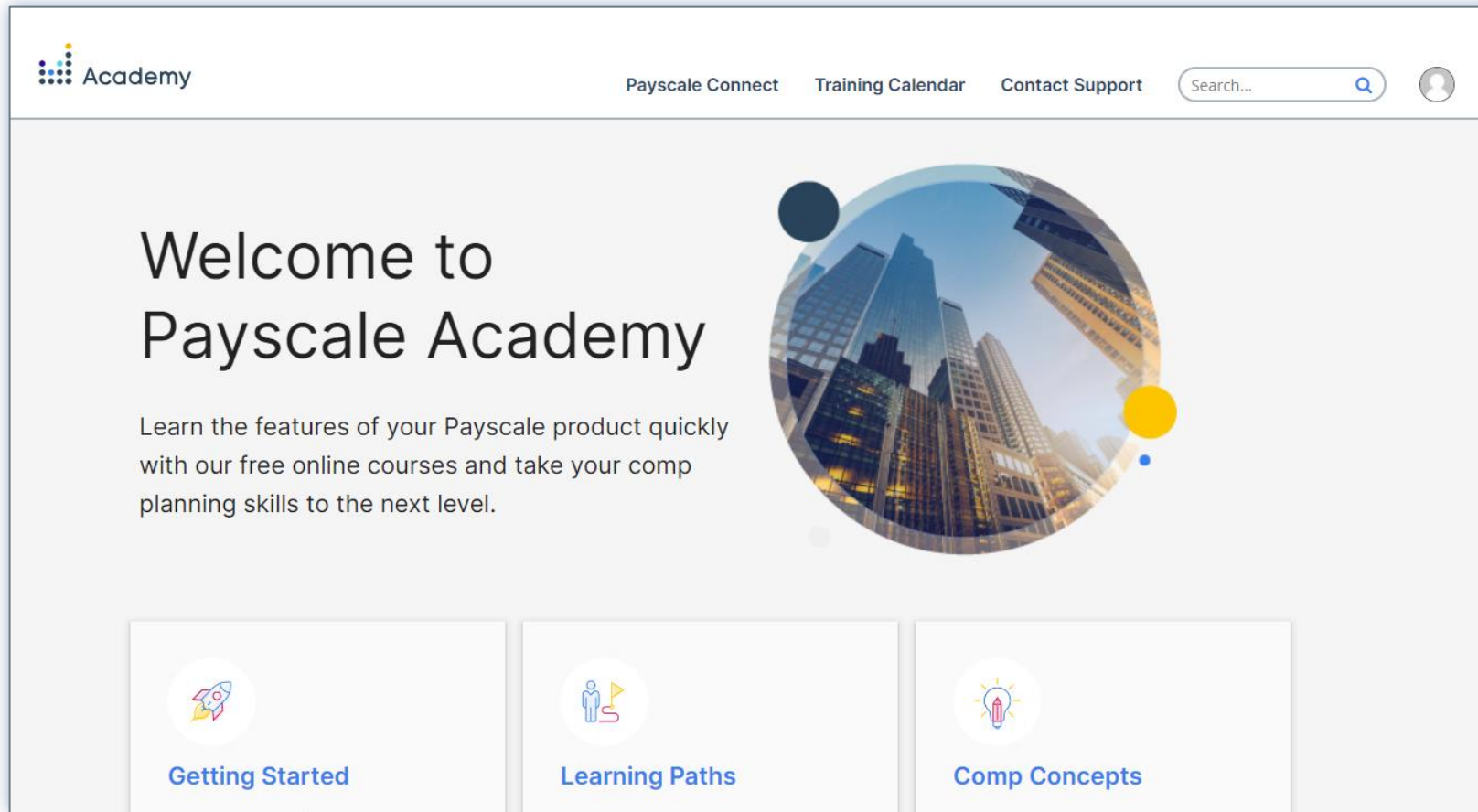
- Improved help article experience
 - Find articles faster with a new organization system and improved page layout
- Faster, easier login!
 - Login with SSO right from MarketPay
- Brand new, revamped Community
 - Connect with other compensation professionals and help answer questions



Payscale Academy

In-depth, Self-Paced Product Training Resources

Short-form videos • Product Training • Informative lessons • Live Group Training • On-demand product Webinars



Payscale Academy

Academy is the on-demand training component for Payscale's Support and Education experience

Welcome to Payscale Academy

Learn the features of your Payscale product quickly with our free online courses and take your comp planning skills to the next level.



Getting Started

Learn about all the different educational resources that Payscale Academy has to offer.



Learning Paths

Courses, videos, and tutorials designed to help you learn all the features of your Payscale product.



Comp Concepts

Establish a strong compensation planning foundation with these resources that help you learn about general comp concepts.



Live Group Trainings

Register for a Live Group Training session led by one of our Payscale experts, or view on-demand recorded sessions.



All Courses

See all the courses and resources that Payscale Academy has to offer.



Explore Payscale

Want to learn more about Payscale? Check out the products, data, and services we provide.



Payscale Academy Learning Paths

Thoughtfully curated content presented as convenient, self-paced lessons. Complete all the lessons in a course or pick and choose what you need

Academy

Payscale Connect

Training Calendar

Contact Support

Search...

Take your Payscale product knowledge to the next level with our guided curriculums. Organized into short, focused lessons these learning paths will get you started quickly and keep you going.

Paths are divided into three levels of educational content: Core Concepts, Digging Deeper, and Advanced. Work through each level progressively or choose the level that best matches your need.

Complete

Welcome to MarketPay!

From login requirements to featured functionality and modules, this course introduces the MarketPay product. Learn more about important features and where to find them.

45 min

Registered

Market Pricing

Whether you're using one data source or ten, this course gives you an understanding of how to market price jobs in MarketPay. Start with the basics and then dive into advanced pricing functionality.

61 min

Complete

Standard and Custom Reporting

Analyze your pay practices using standard reports or generate custom reports to illustrate how your compensation strategy is impacting your organization.

35 min

Registered

Data Analytics and Modeling

Analyze your compensation strategy by creating interactive dashboards or tabular reports. Understand the impact of potential decisions by using the built-in modeling tools.

88 min

New!

Survey Participation

Use the Survey Participation Center (SPC) module to create reports that satisfy publisher requirements for survey data submission.

65 min

Coming Soon!

Site Administration

Coming Soon!

Q&A

Feel free to ask any questions in the chat!

