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What's New

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Agenda

I. What's New
   I. Pricing Project Launch Retrospective & Updates
   II. Structures
   III. Peer Matching

II. What's on the Horizon
   I. Looking Ahead at Pricing Projects
   II. Fair Pay & Payfactors
   III. Job Description Collaboration

III. Closing Remarks

What's New

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Pricing Projects

Launched on June 15, 2022

Why we made changes...

- Legacy page running older technology

- Long list of customer feature requests

- Inconsistent user interface

Retrospective

Learnings Since Launch-

- **User Feedback:** broader user acceptance testing inclusive of more external users

- **Communication:** proactive and clear communication

- **Change Management:** voluntary opt-in for features updates

- **Performance:** anticipation of increased traffic and preventative measures to ensure stability

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Structures

- Refreshed, more interactive user experience

- Alignment between Job and Grade range features

- Enhancements related to:
  - Rounding capabilities
  - Regression line alignment
  - Modifying range values
  - Model comparison reports
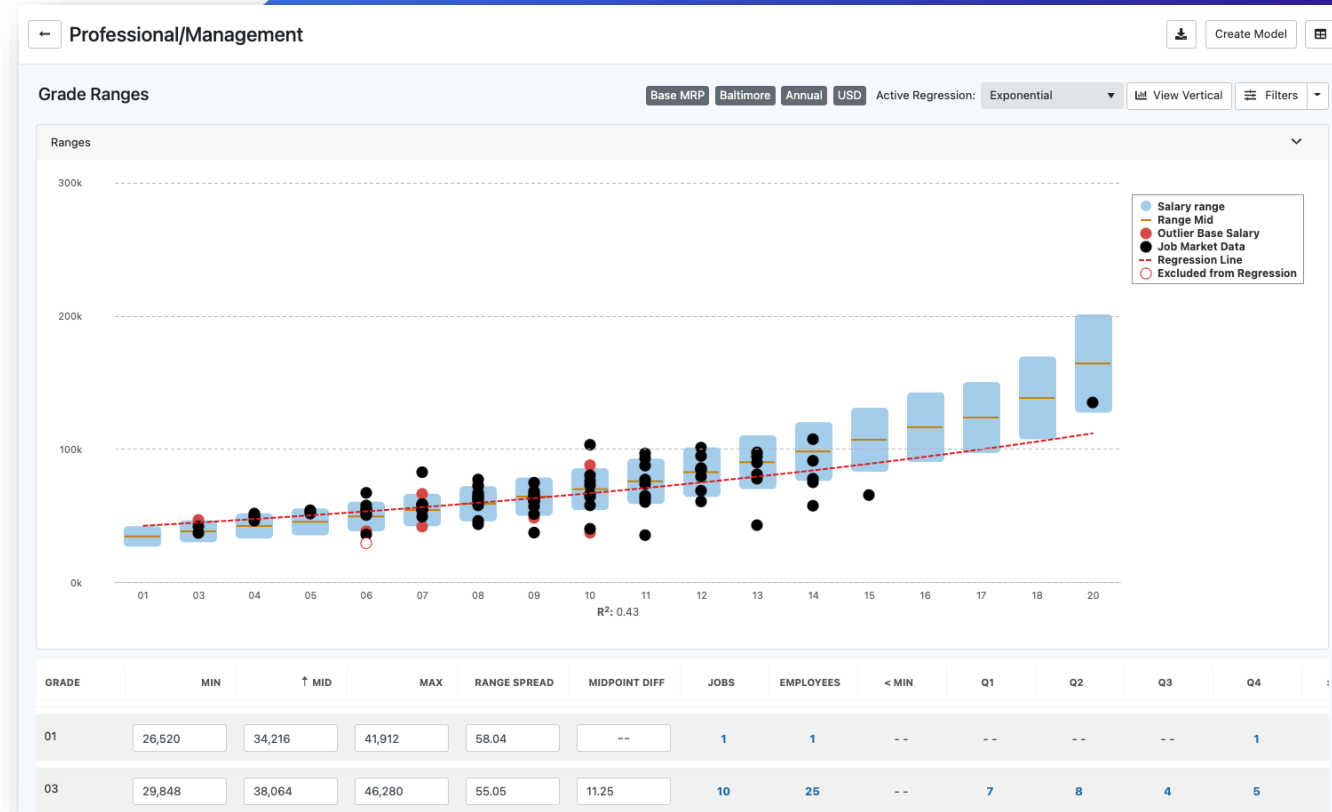
Do you have Structures feedback?

Reach out to your Customer Success Manager or use the Ideas tile to share.

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Peer Match Suggestions & Match Score

Launched on August 10, 2022

What we built:

- Suggested Peer Matches for unmatched company jobs
    - Payfactors helps you match your company jobs to Peer jobs by suggesting matches based on your job title in addition to how you have already priced your jobs

- Peer matches and match suggestions have a strength score
    - You can override existing scores and provide scores for matches that the system can't score

Why we built this

- Provide better match suggestions and allow users to choose the most appropriate level of Peer job for their company job

What's on the Horizon

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Pricing Projects Enhancements

- **Improved Reliability**

- **Ability to Merge Temporary Jobs**

- **Better Project Organization**
  - Archived status
  - Tabbed view

- **Improving the User Experience**
  - Configuration of columns
  - Auto-sync

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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

Job Description Collaboration

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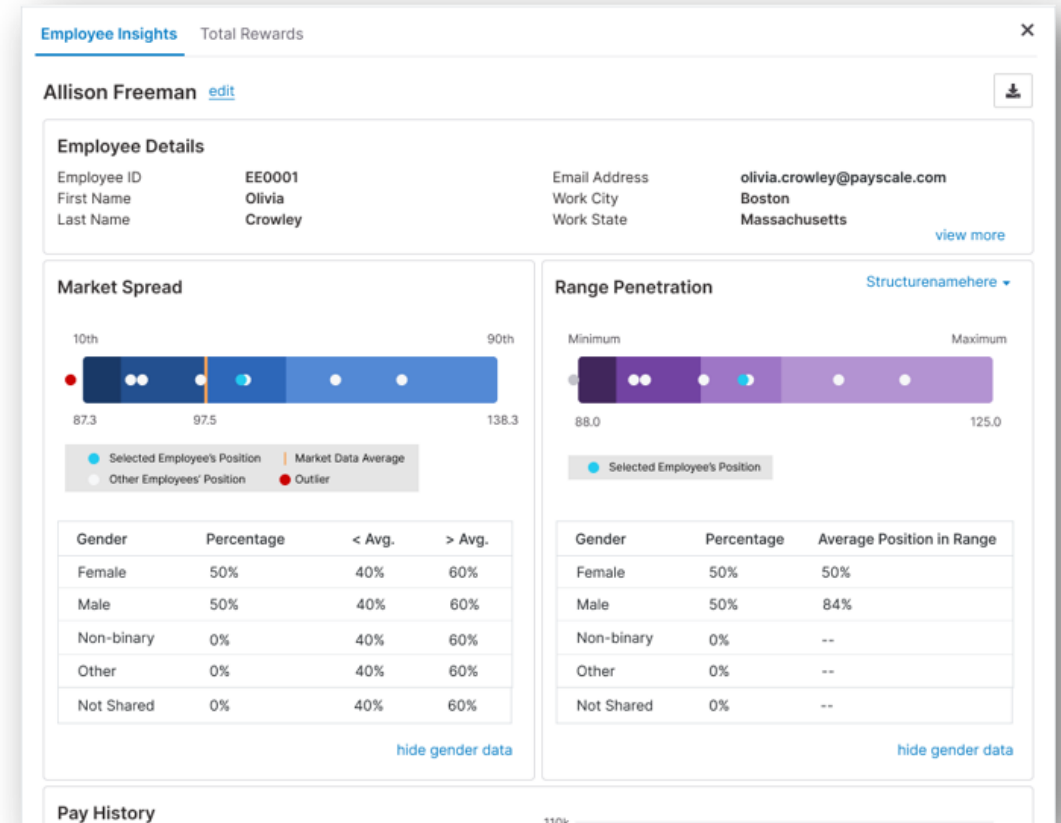
Job Description Collaboration

What we've been building...

A solution to support real-time, invite-only, concurrent collaboration on job descriptions between you and the people at your organization who can define the job best.

Why we've been building it...

Writing a job description isn't easy! By supporting efficient collaboration directly within Job Description Manager you'll be able to include the right people in the authoring process and eliminate the need to support an external process for collaboration.

COMPFERENCE22

Are you playing the long game, when it comes to your compensation strategy?

October 18-20, 2022

What does your total rewards bench look like these days? What's your game plan?

Get ready to quarterback your comp strategy. Come craft your organization's Playbook for the Future alongside peers, coaches, teammates, cheerleaders, and raving fans, at Compference22.

Thank you!

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