



What's New

Tuesday September 20, 2022





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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

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

←

Accounting

Search for a Job Title or Code...

X

Share1

Notes0

Project Details

Select Market

Analyze

Settings

Austin, TX

Annual

Effective 9/1/22

Project In Progress

X Clear Selections

Add Jobs

Match

Remove

Move

Add Peer Data

Blend

Publish Pricings

Sync

	Job Title	Info		Base						Rothersham Ba...		Bon...		
<input type="checkbox"/>		Orgs	Incs	Avg	25th	50th	MRP (55th)	75th	90th	Avg	%	10th	Avg	
<input type="checkbox"/>	▶ Accountant I	--	--	56.5	51.3	56.5	57.6	62.3	67.5	43.6	75.7	2.2	57.5	
<input type="checkbox"/>	▶ Accountant II	--	--	65.5	58.9	65.3	66.6	72.2	78.5	+	--	2.3	66.5	
<input type="checkbox"/>	▶ Accountant III	--	--	82.2	74.0	81.7	83.4	90.6	98.6	+	--	2.7	84.3	
<input type="checkbox"/>	▶ Accountant IV	--	--	104.4	90.1	102.5	105.2	116.5	129.0	+	--	3.0	104.8	
<input type="checkbox"/>	▶ Accounting Clerk I	--	--	40.4	37.5	41.4	42.2	45.9	50.0	+	--	2.0	40.9	
<input type="checkbox"/>	▶ Accounting Clerk II	--	--	43.6	39.9	44.1	45.0	48.9	53.2	+	--	2.0	44.0	
<input type="checkbox"/>	▶ Accounting Clerk III	--	--	52.5	47.9	53.4	54.4	58.9	63.9	+	--	2.1	53.0	
<input type="checkbox"/>	▶ Accounting Director	--	--	175.0	154.6	175.2	179.2	196.8	216.2	+	--	6.4	202.9	
<input type="checkbox"/>	▶ Accounting Director Senior	--	--	195.4	183.3	206.1	209.4	223.8	239.8	+	--	10.3	231.1	
<input type="checkbox"/>	▶ Financial Reporting Accountant I	--	--	60.5	54.5	61.0	62.0	66.4	71.2	+	--	2.2	62.9	
<input type="checkbox"/>	▶ Financial Reporting Accountant II	--	--	72.2	65.0	72.4	73.7	79.5	85.9	+	--	2.6	75.0	

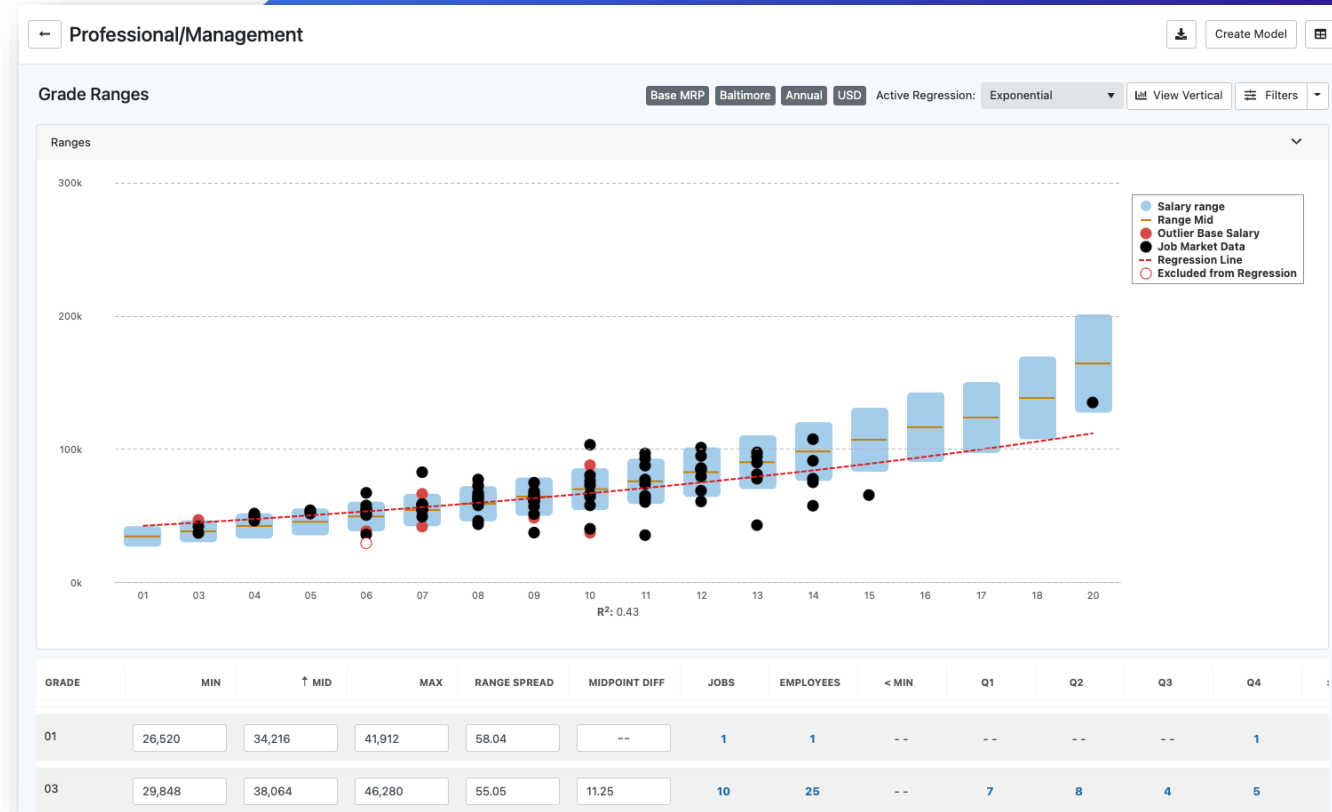
Retrospective

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

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.

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

The screenshot displays the 'Manage Jobs' interface in the Payfactors system. The top navigation bar includes the 'payfactors' logo, a 'Walk-Thru' dropdown, and a user profile for 'Bill Bell (Galactic Incredible)'. The main content area features a table with columns for Status, Match Strength, Company Job Title, Company Job Code, Company Job Family, Exchange Job Title, Exchange Job Family, and Matched By. The table lists several jobs, including 'Data Scientist', 'HR Manager', and 'IT Software Engineer I' and 'II'. The 'HR Manager' job is highlighted, and its details are shown in the 'Job Information' panel on the left. The 'Suggested Exchange Jobs' panel on the right shows two suggestions: 'Human Resources Manager' and 'Human Resources Manager Senior', both with a 'Match' button and a 'Base 50th' score.

Status	Match Strength	Company Job Title	Company Job Code	Company Job Family	Exchange Job Title	Exchange Job Family	Matched By
Not Matched		Data Scientist	N1000	Data			
Not Matched		HR Manager	N2000	Human Resources			
Matched	●●●	IT Software Engineer I	3334	Information Technology	Software Engineer I	Software Development & Engineering	Payfactors
Matched	●●●	IT Software Engineer II	3341	Information Technology	Software Engineer II	Software Development & Engineering	Payfactors

Job Information

Company Job

Title: HR Manager
Family: Human Resources
Level: 5
Description: No Job Description Available

Suggested Exchange Jobs

Human Resources Manager ●●● (2 Job Levels Available)
Base 50th: 111.9 [Match]

Human Resources Manager Senior
Base 50th: 148 [Match]

What's on the Horizon



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

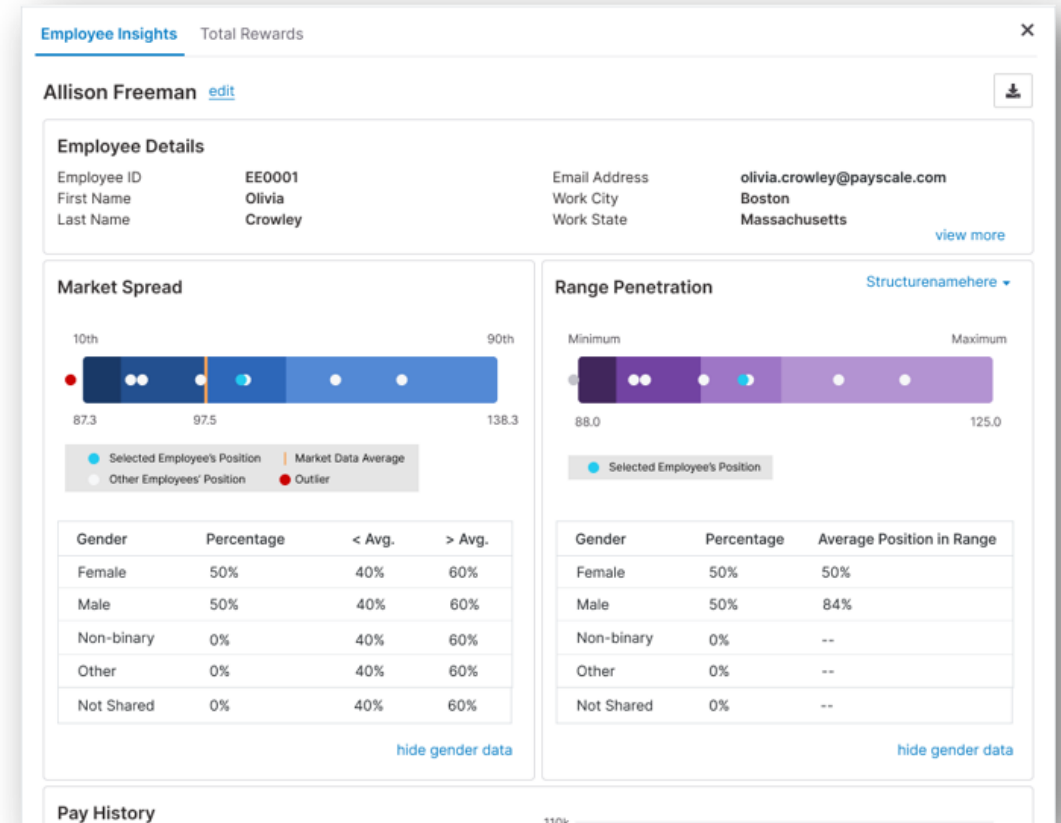
Fair Pay Insights

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



What we've been building...

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.





Click [HERE](#) to Register today!

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!

