



MarketPay Q2 Customer Summit

Confidently Navigate the Future of Compensation



Welcome! We're so glad you're here.

Today's speakers



Chris Hays

Chief Executive Officer at
Payscale



Peh Teh

Chief Product Officer at
Payscale



Hunter Blake

Senior HR Director, Compensation &
HR Analytics at Milliken

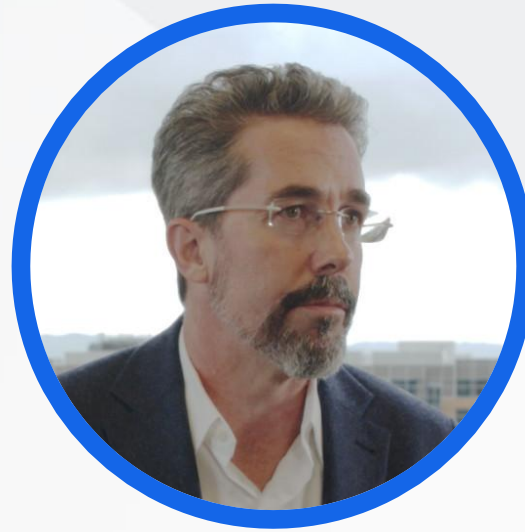


Today's agenda

- 1 Welcome with Chris Hays
- 2 Product Innovation Overview
- 3 Success Snapshot with a Customer
- 4 What's **new** & **coming soon** in MarketPay
- 5 Q&A



Opening remarks



Chris Hays

CEO at Payscale



Listening at Scale. Delivering with Impact.

UserVoice Status Update

64 Ideas submitted

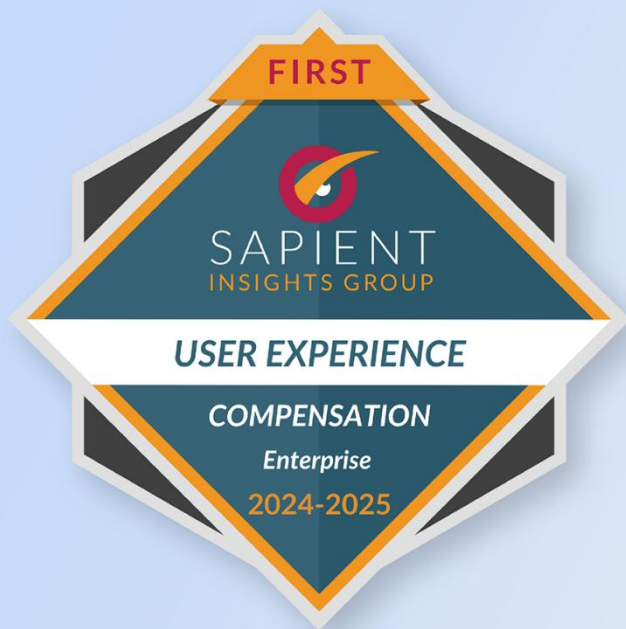
4 Enhancements delivered

4 New enhancements on the roadmap

189 Customer votes on feature ideas



Your feedback makes MarketPay best-in-class



Payscale's MarketPay ranked First in enterprise compensation solutions for user experience and vendor satisfaction in Sapient Insights Group's 27th Annual HR Systems Survey Report according to customers.



In a downturn, guesswork is expensive. Actionable data pays for itself.

A bad hire can
cost a company



Misaligned compensation
comes at a high cost

Adds up to
MILLIONS
in unnecessary payroll
expenses annually

Paying employees is your
business's largest expense





MarketPay Product Vision

2025 & Beyond





Confidently Navigate the Future of Compensation



Intelligent Market Pricing

Effortless. Flexible. Productive.

MarketPay is becoming the easiest way to price jobs with precision—no matter how complex—thanks to AI-driven speed and accuracy.



Trusted Data

Accurate. Reliable. Continuous.

With the market's largest, most trusted dataset, Payscale helps you confidently price any job, anytime, anywhere.



Next Generation UX

Delightful. Efficient. Intuitive.

We're redesigning MarketPay to help you do more with less—faster workflows, fewer clicks, and smarter compensation decisions.



MarketPay Product Roadmap

Spring 2025

Summer 2025



Intelligent Market Pricing

- ✓ **NEW Price at scale Experience**
April
A faster, more consistent, and scalable way to apply your company's unique pricing philosophy across groups of jobs without losing match quality.
- ✓ **ENHANCED Price at scale: Manage Match Hierarchy**
May
Faster, more consistent match creation with ability to preview, edit, and see historical context of match priority changes directly within MarketPay.

ENHANCED Price at scale: Impact Analysis Dashboard
Get high level impact analysis across all matches generated to gain confidence in applying your matches.



Trusted Data

- ✓ **EXPANDED Payscale Pulse: Enhanced Specialty Data**
May
Access industry specific data and improvements to Calculated Cuts across international cuts, Colleges & Universities, Construction, Healthcare, Business Services, and Retail.

EXPANDED Payscale Pulse: Manufacturing Data Enrichment
Access expanded manufacturing data to confidently price across your production, technical, and skilled labor workforce.



Next Generation UX

- ✓ **ENHANCED PS Connect Link Access**
February
Hassle-free access to community, learning, and support.
- ✓ **ENHANCED Job Family & Level Filters**
February
Increase job match precision with enhanced survey search.

NEW Modern Navigation & Home page
Elevate key actions to take and navigate streamlined compensation workflows with a brand-new user experience starting from log in.





Confidently Navigate the Future of Compensation

CUSTOMER FEEDBACK



Intelligent Market Pricing

Effortless, Flexible, Productive.

“The AI price matching and the Price at scale innovations in MarketPay are the areas that I think will help us out the most with managing all of our survey job matches and pricing strategies.”

Director of Compensation, Enterprise Investment Banking Company



Trusted Data

Accurate, Reliable, Continuous.

“I love Payscale Pulse. We have seen new matches become available and the increased data cuts have allowed us to use the geographic and calculated cuts in recent matches. Payscale Pulse has been a huge help in our recent job matching efforts.”

**Liz Bouvette, Compensation Consultant
University of Colorado Anschutz Medical Center**



Next Generation UX

Delightful. Efficient. Intuitive.

“I really like the new MarketPay Homepage design. I feel like it’s easier to read and is a nice new feature I’m looking forward to.”

Senior Compensation Analyst, Enterprise Healthcare Services University



Chat with a customer

Milliken Company Profile

- Industry: Manufacturing
- Employees: 7,000
- Customer Since: 2017



Hunter Blake

Senior HR Director, Compensation &
HR Analytics at Milliken



**How has MarketPay
supported Milliken's
compensation
processes?**



**What outcomes have
you observed as part
of your partnership
with PayScale?**



**What excites you
about the future
of MarketPay?**



Discover what's fresh and new

Check out the latest already available in MarketPay today!



Meet the people who make it all happen



Gerard Smith

VP, Data Expansion
at PayScale



Caroline Burgess

Principal Product Manager at
PayScale



Michael Veary

Product Manager II at PayScale





Trusted Data

Released May 2025

Payscale Pulse

An enhanced dataset that delivers insights you can trust.

1.3M

New incumbents
added in the last
quarter

375+

Companies added
in the last quarter

370+

Jobs added in the
last quarter

11

New international
surveys available:

Germany
Spain
France
United Kingdom
India
Italy
Japan
Mexico
Australia
Canada
China

5

New industry
surveys available:

Retail (Global Industry)
Construction
Business Services &
Consulting
Colleges & Universities
Healthcare

marketpay





Trusted Data

Released May 2025

Payscale Pulse

Customer Testimonial

Most loved features:

- ✓ Quarterly updates
- ✓ Robust data coverage

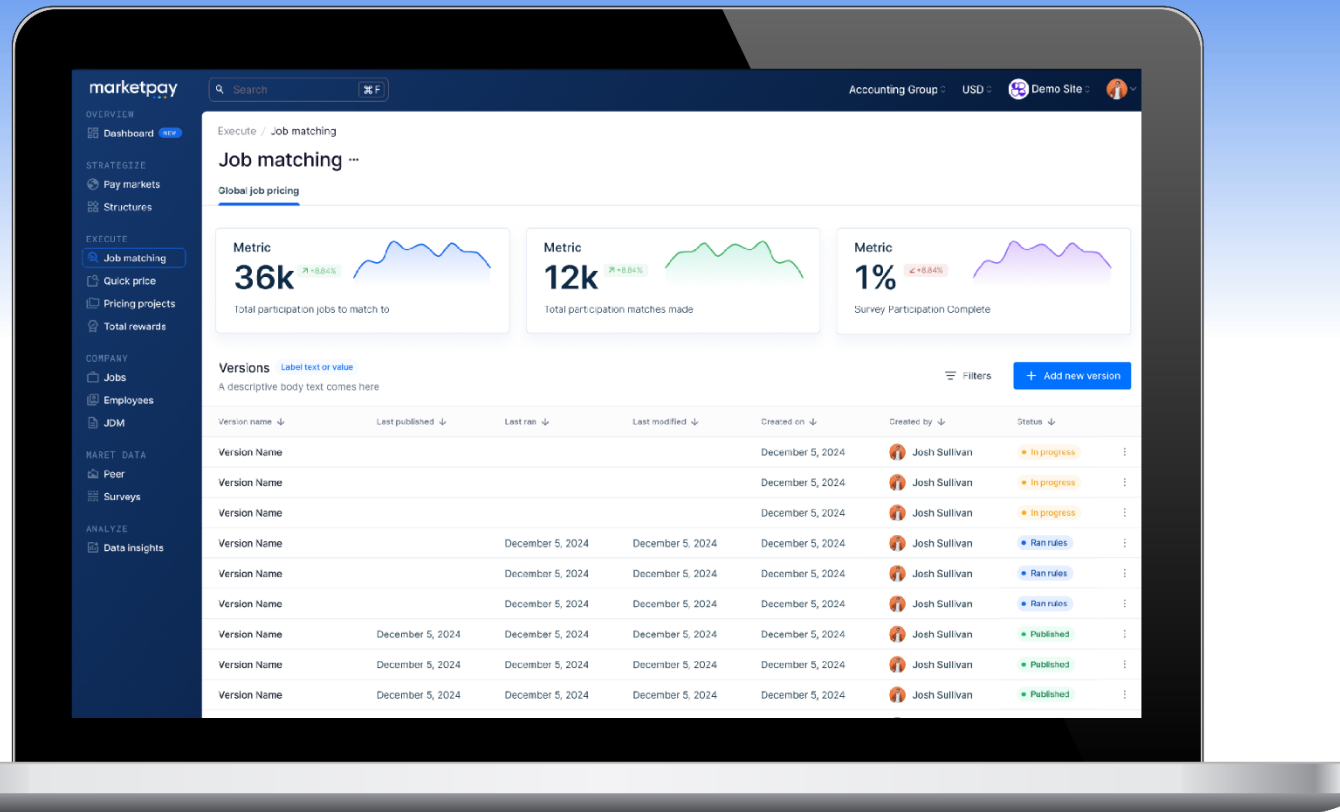


Eric Collison

Senior Global Compensation Analyst
at BeyondTrust



NEW! Price at scale across multiple jobs without sacrificing match quality



- **Maintain consistent pricing** across jobs by generating matches aligned to your pay methodology.
- **Improve match quality** by ensuring top-priority matches remain intact year over year.
- **Move away from spreadsheets and manual work** with a repeatable, reliable workflow.

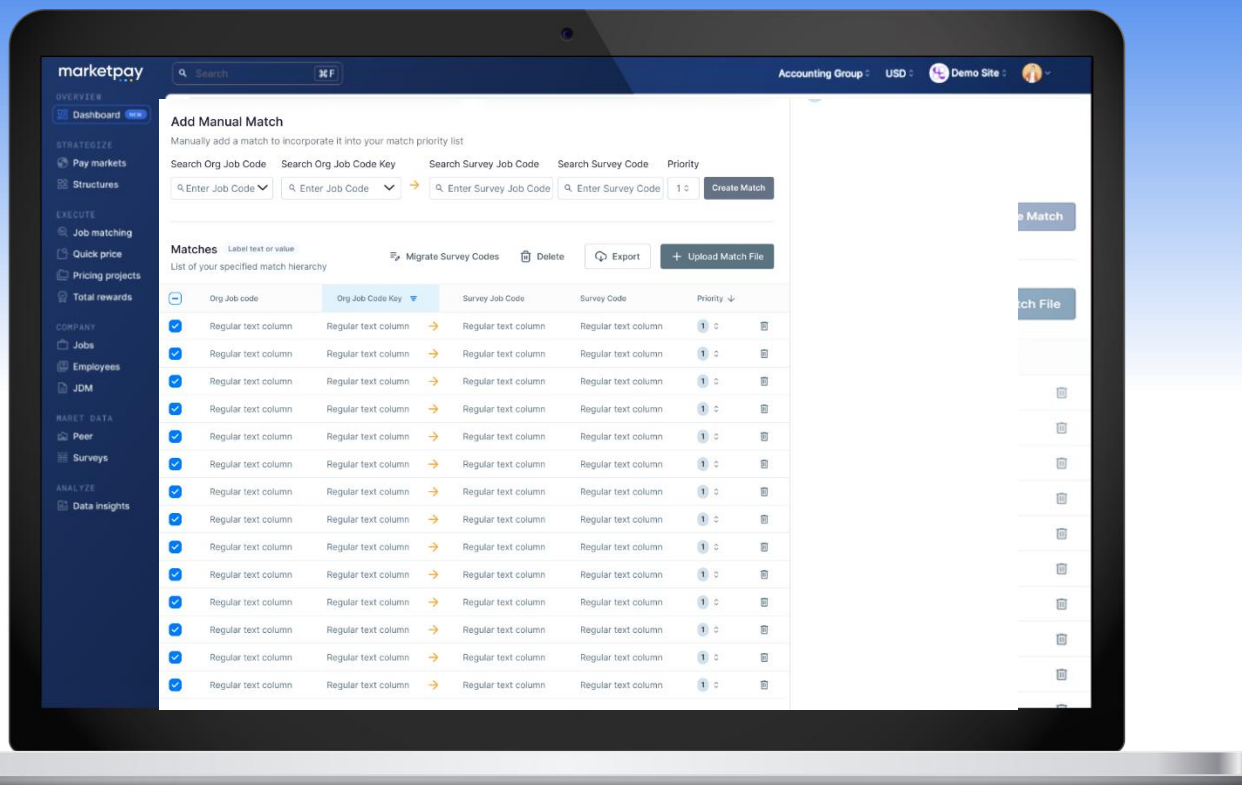


Demo Time

Price at Scale



ENHANCED! Manage match hierarchy in Price at scale



You're now able to edit and maintain your match hierarchy directly within MarketPay. Use your match upload file as the starting point, then make agile updates as your compensation landscape changes. Here you can...

- View your match priority file directly in the product - no more blind uploads.
- Add a new match manually and delete or exclude matches in bulk.
- Ensure consistency with the ability to make year over year survey code updates.
- Export your changes to keep track of historical changes.



Demo Time

Manage Match Hierarchy

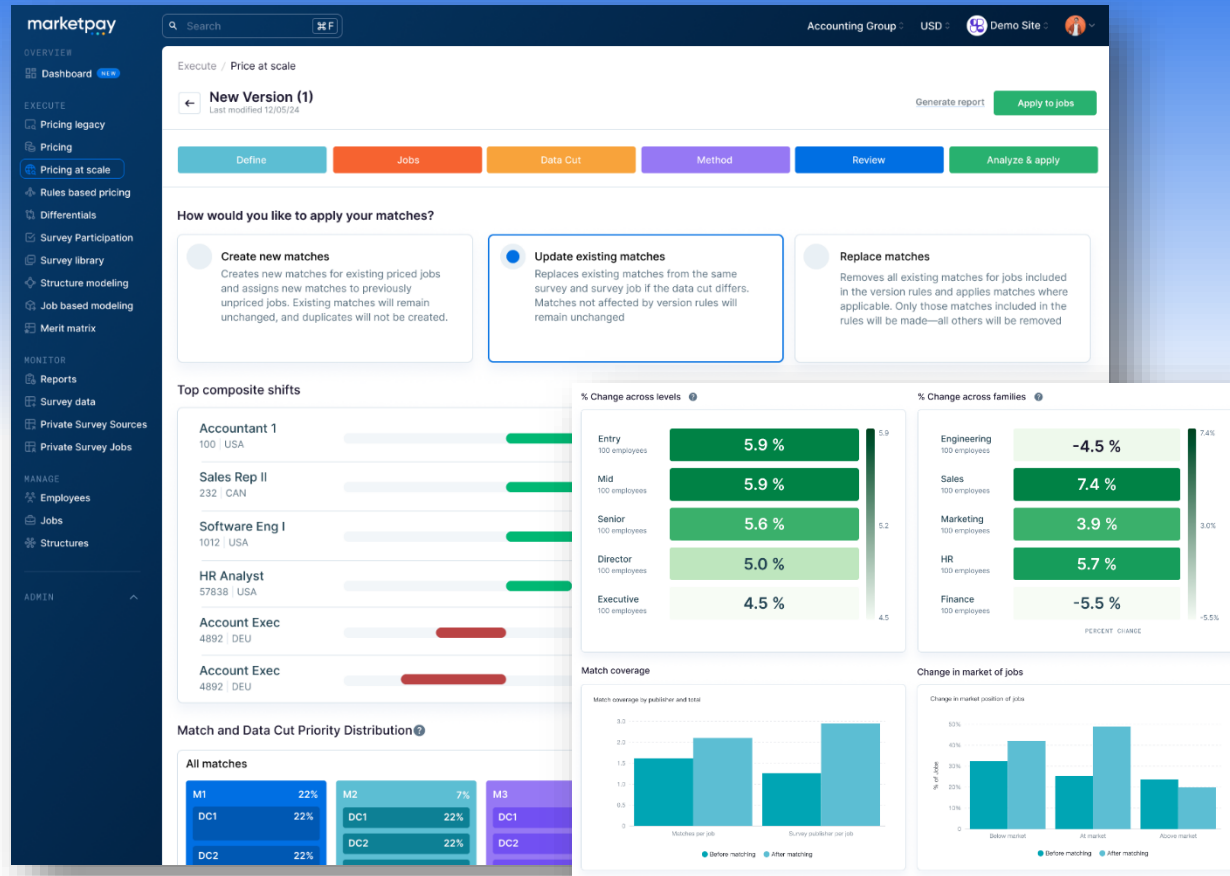
Discover what's coming soon

Get a sneak peek into the future of MarketPay





COMING SOON! Impact Analysis in Price at scale



Get high level impact analysis across all matches generated to gain confidence in applying your matches.

- **Top composite shifts:** Highlights jobs with the biggest swings in market composite values based on the new matches.
- **Change in market position:** Measures how your current pay compares to market before and after applying matches.
- **Match coverage:** Shows how robust your job matches are across the org and where they deviate from your intended methodology.

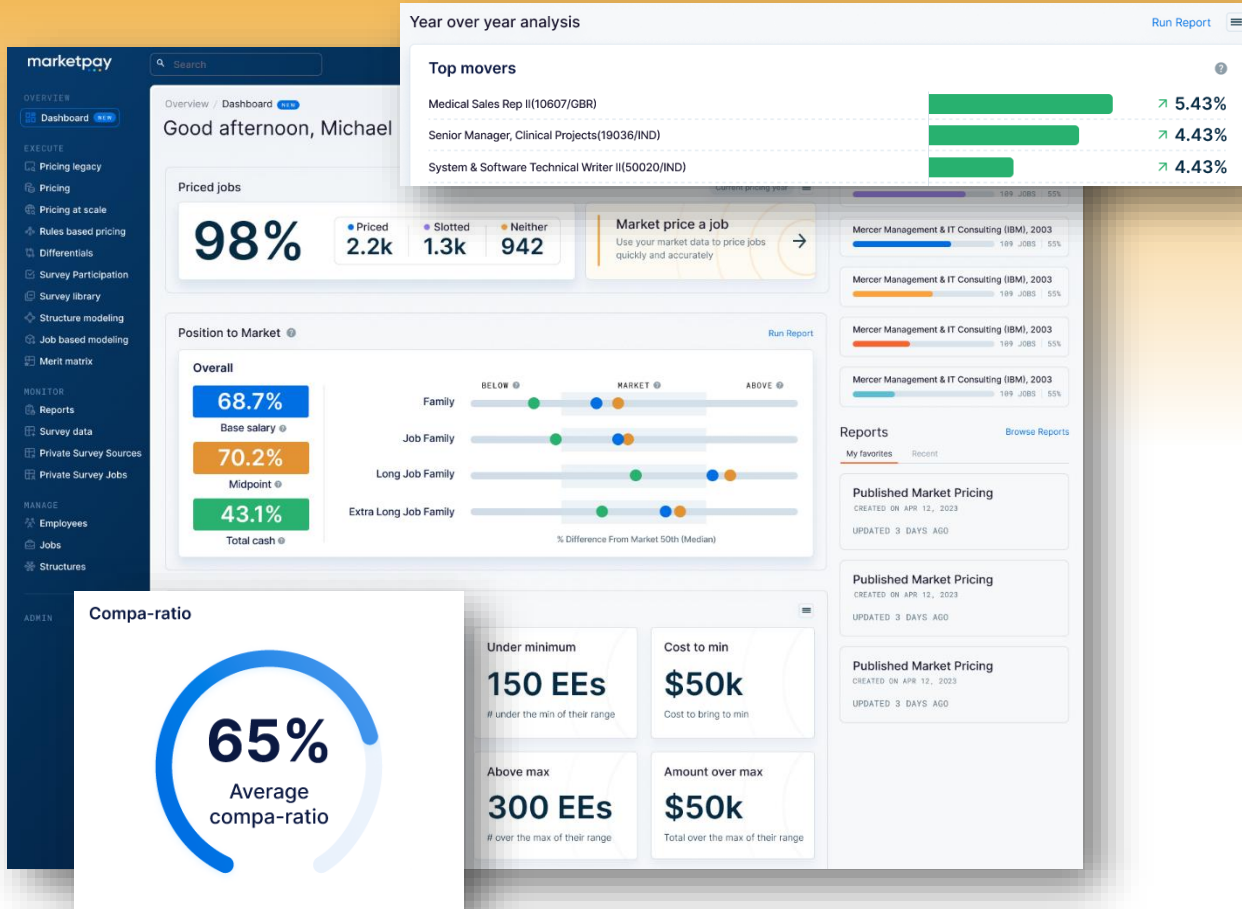


Demo Time

Impact Analysis in Price



COMING SOON! Navigation & Homepage experience



The redesigned MarketPay Homepage **puts compensation expertise at your fingertips with a personalized, workflow-driven layout** that boosts efficiency, sharpens focus, and keeps you effortlessly on track.

- **Discover what matters fast** - Instantly surface key data and usage insights to drive smarter decisions.
- **Accelerate your workflow** - Jump back into tasks and access critical resources right from the homepage.
- **Stay in control** - Navigate confidently with a personalized layout that keeps you focused and efficient.



Demo Time

Impact Analysis in Price



Trusted Data

Quarterly Releases

COMING SOON: Expanded Data with Payscale Pulse

June 2025

NEW Manufacturing Data!

Payscale Pulse for Manufacturing will be available in June with manufacturing specific roles to confidently price across your production, technical, and skilled labor workforce.

Beyond...

Ongoing Quarterly Updates

As part of our philosophy to deliver the most fresh and relevant data for our customers, we will continue to update Payscale Pulse on a quarterly basis. Our data team is laser focused on job growth to deliver the data you need.



Trusted Data

Payscale Pulse

An enhanced dataset that delivers insights you can trust.

"I love Payscale Pulse. We have seen new matches become available and the increased data cuts have allowed us to use the geographic and calculated cuts in recent matches. Payscale Pulse has been a huge help in our recent job matching efforts."

Liz Bouvette, Compensation Consultant,
University of Colorado Anschutz Medical Center

Same mission, bolder vision



Q&A



Thank you

