



MarketPay Q1 Customer Summit

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



Rajashree Campbell

Head of Compensation at
Memorial Sloan Kettering

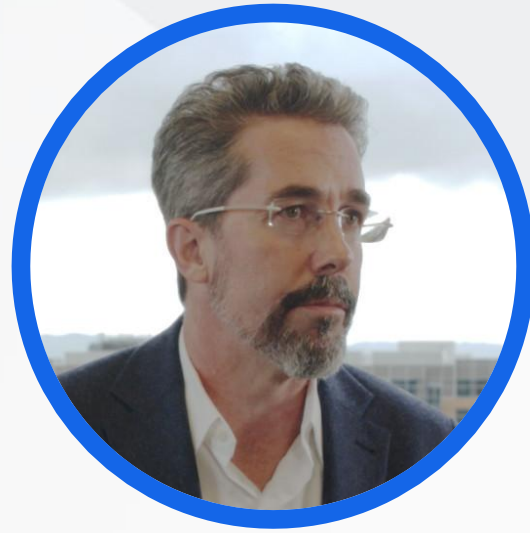


Today's agenda

- 1 2025 Vision
- 2 Success Snapshot with a Customer
- 3 What's **new** in MarketPay
- 4 What's **coming soon** in MarketPay
- 5 Q&A



Opening remarks



Chris Hays

CEO at Payscale



What we've accomplished together in 2024



Commitment to continuous
customer feedback



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Commitment to continuous customer feedback



Leveraging AI to boost pricing efficiency



What we've accomplished together in 2024



Commitment to continuous customer feedback



Leveraging AI to boost pricing efficiency



Expanded, enterprise-level data





MarketPay Product Vision

2025 & Beyond



Payscale Driving Innovation



By the numbers

20%

of the U.S. workforce is managed by Payscale

\$2.9T

in employee salaries is managed in Payscale solutions

65%

of Fortune 500 companies partner with Payscale to manage their compensation programs

3K+

custom training, compensation, and benchmarking projects completed per year

50M

jobs priced by Payscale in 2024

160

On our innovation team, including engineers, data scientists, security experts, and product managers



Precision and flexibility for compensation experts



Intelligent Market Pricing

Effortless, Flexible, Productive.

Payscale Confidential: This document is intended to provide insight into Payscale's current view of its future product development plans. It is intended for information purposes only and should not be interpreted as a commitment on the part of Payscale.





Precision and flexibility for compensation experts



Intelligent Market Pricing

Effortless, Flexible, Productive.



Trusted Data

Accurate, Reliable, Continuous.

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Next Generation UX

Delightful. Efficient. Intuitive.

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MarketPay Product Roadmap Q4/Q1 2024

Winter 2024

Spring 2025



Intelligent Market Pricing

- ✓ **ENHANCED Match Propagation**
October
Publish a single job match across multiple territories & receive notifications of jobs without data coverage.
- ✓ **ENHANCED Global Job Matching Core Functionality**
November
Ensure accurate, consistent application of your pricing methodology using rules and global propagation.
- ✓ **NEW AI Match Suggestions**
December
Unlock top tier job matches with AI-driven recommendations.

NEW Pricing At Scale Experience
Gain more confidence in match quality with a refreshed module and an approachable, step-by-step workflow.

ENHANCED Dashboard
Enjoy a refreshed dashboard for MarketPay highlighting a modern next generation user experience.



Trusted Data

- ✓ **NEW Culpepper Data for Payscale**
December
Grow and streamline your compensation data access by purchasing Culpepper data directly from Payscale.
- ✓ **NEW Payscale Pulse Dataset – Formerly Payscale Compensation Surveys**
October
Access more Payscale data than ever via 4,700+ jobs, 3,800+ organizations, 9+ million incumbents, and 1200+ scopes.

NEW Payscale Pulse Quarterly Release
Enjoy quarterly refresh of expanded data, improvements to Calculated Cuts, and access global data for 12 additional countries.



Next Generation UX

- ✓ **ENHANCED Configurable Comp. Data Elements**
October
Upgraded visibility into total cash, target cash, total guaranteed pay, and direct comp in data cut slideout.
- ✓ **ENHANCED Configurable Timeout Length**
November
Banish timeout interruptions and set your own from 10-60 mins.
- ✓ **ENHANCED Filter Out Jobs with Zero Employees**
January
Filter out jobs with no employees attached.

ENHANCED Job Family & Level Filters
Increase job match precision with enhanced survey search.

ENHANCED Hide 0 Weighted Matches
Streamline report views in compensation summary reports.

ENHANCED PS Connect Link Access
Hassle-free access to community, learning, and support.

Chat with a customer



Rajashree Campbell

Head of Compensation at
Memorial Sloan Kettering



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



**What sets
Payscale apart?**



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



Discover what's fresh and new

Check out the latest already available in MarketPay today!



1,200+
different
scopes!

Introducing PayScale Pulse

An enhanced dataset that delivers insights you can trust.



Robust HR-Reported data

Company data from over 3,800+ organizations with 4,900+ jobs and 9M+ incumbents – at your fingertips.



Timely insights

Stay relevant with quarterly updates and data averaging less than 5 months old.



Fill critical gaps

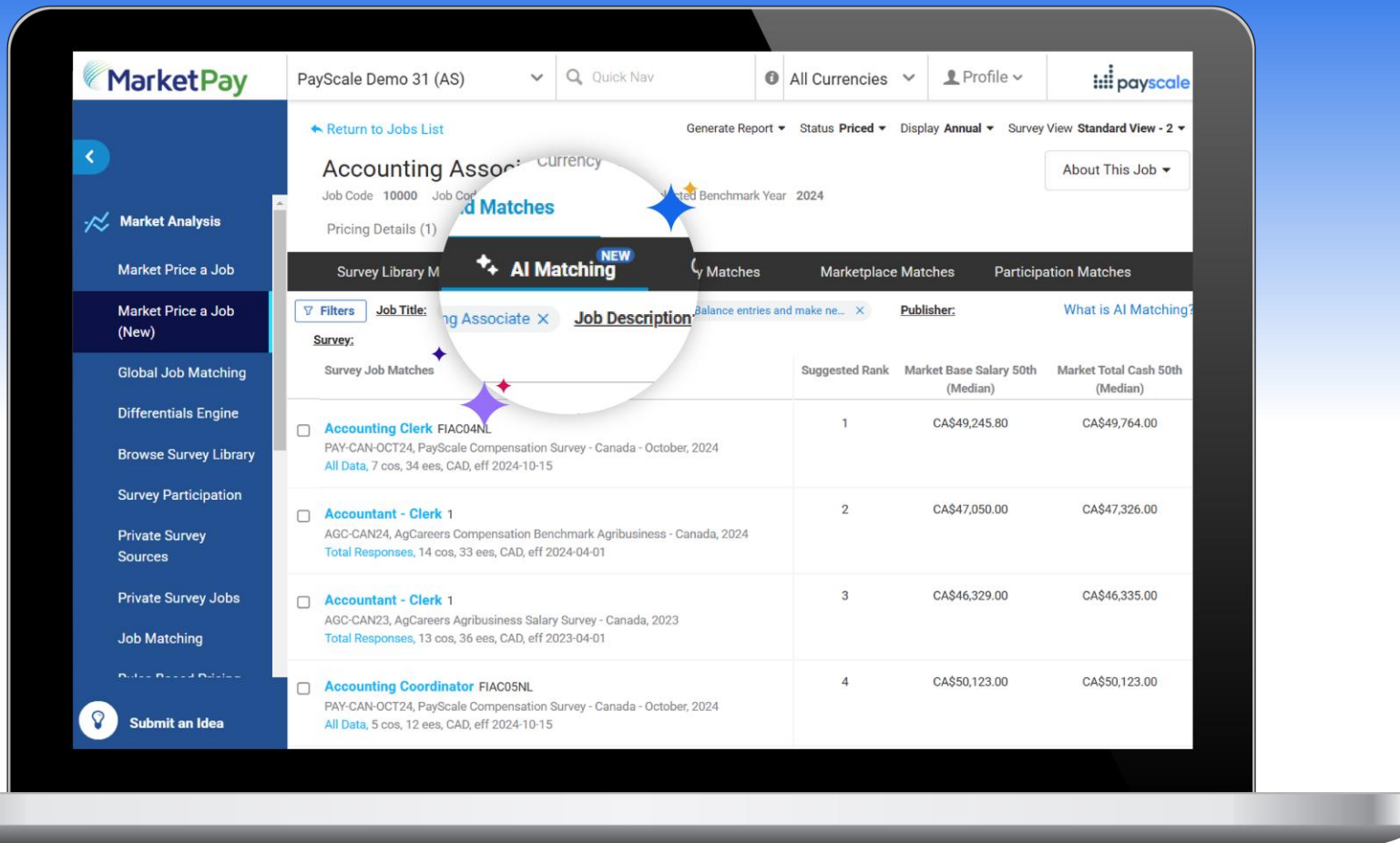
AI-powered Calculated Cuts fill in where traditional data falls short to help you price with confidence.

Starting February 4th, take advantage of this special offer and **get a one year trial included in your MarketPay subscription.**





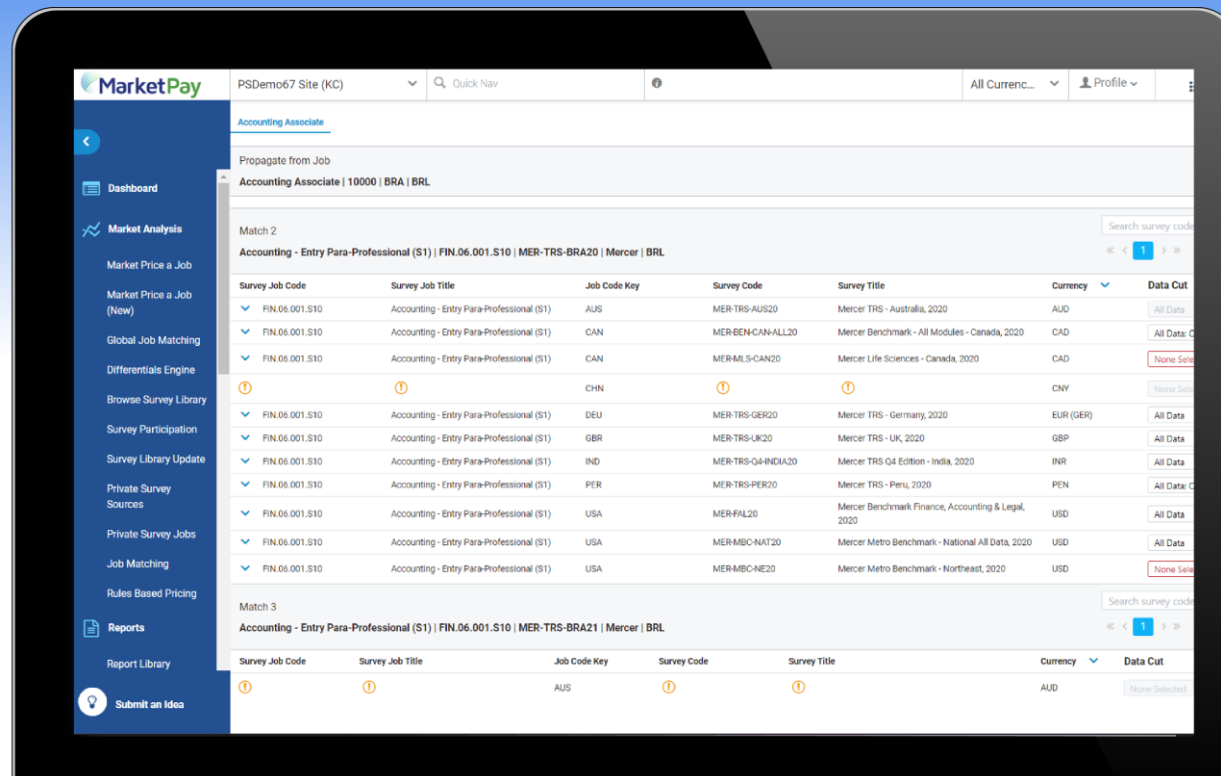
Market price faster with AI Match Suggestions!



- Instantly identify strong survey matches using just your job title, purpose, and currency.
- Price with precisions using optional filters to drill in further.
- Spend less time sifting through rows of data - while pricing with more confidence than ever.



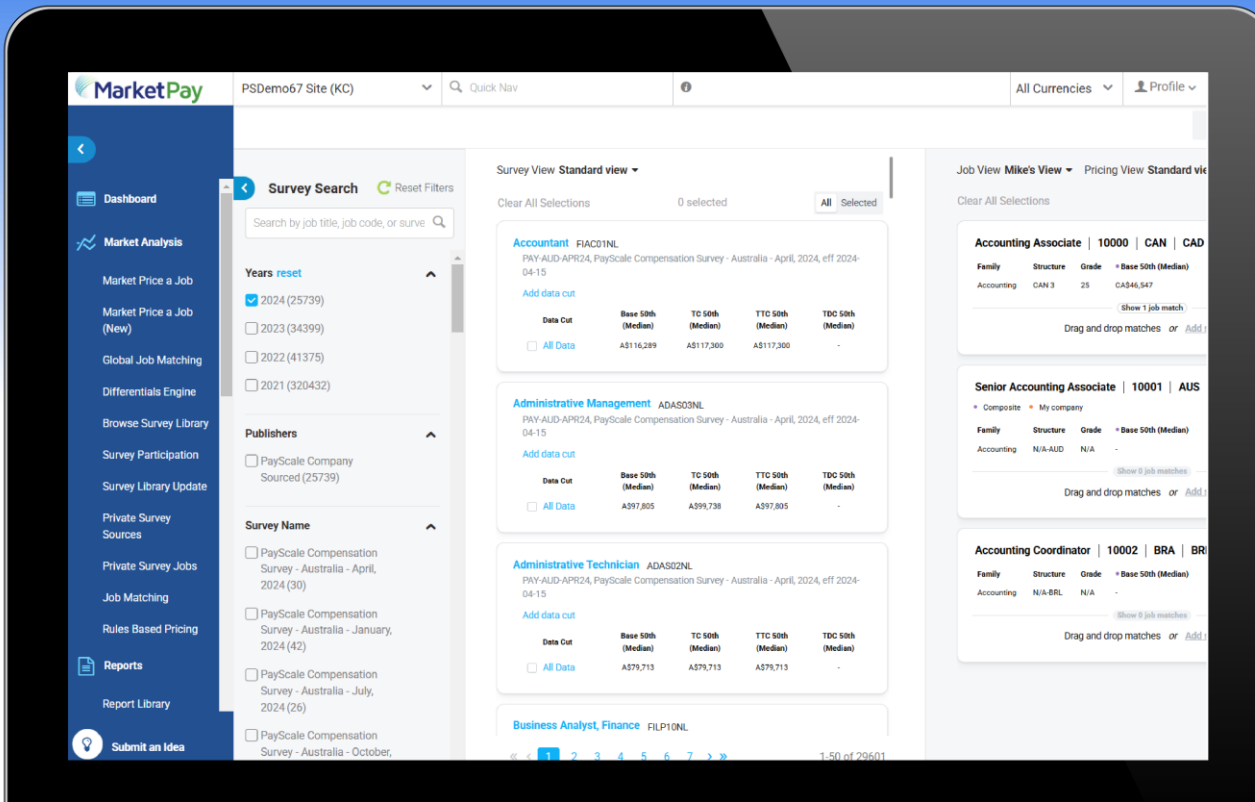
Propagate multiple job matches from a single source job across multiple territories at once



- Apply a single survey job match across multiple locations with a few clicks.
- Improve consistency in job matching across regions.
- Streamline pricing decisions with greater visibility into data gaps.



Match several jobs at once with multi-job pricing

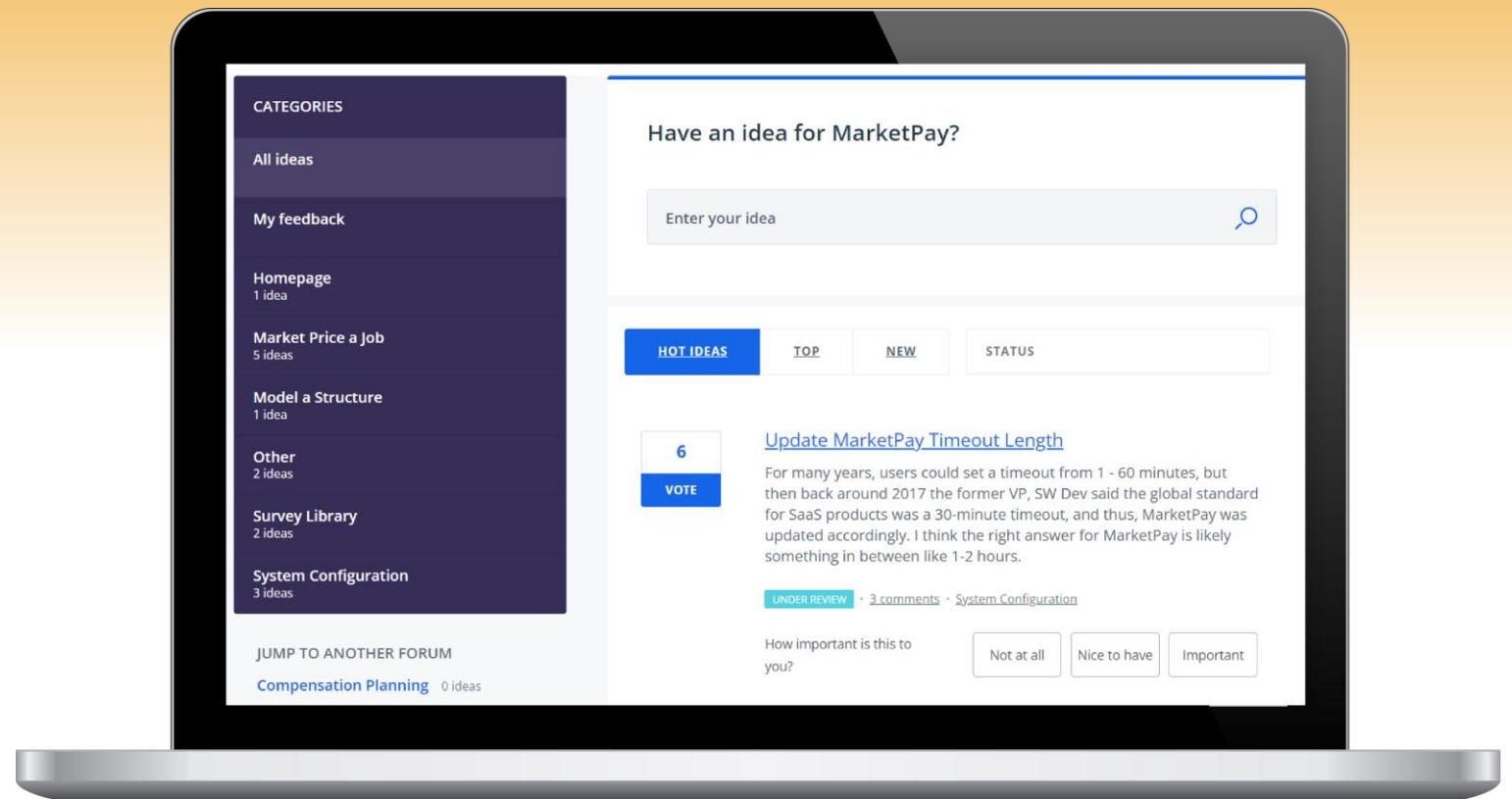


- Streamline survey matching by pricing multiple jobs simultaneously, saving time and ensuring consistency in pay decisions.
- Optimize your process by viewing company jobs and survey library on the same screen.
- Use filters to search and apply survey matches across multiple jobs efficiently.



Drive the direction of our future roadmap with MarketPay's new product feedback tool

- Submit product feedback, vote on feature ideas, and influence the future of MarketPay—all in one place.
- See what requests are being submitted and stay informed with regular updates on idea evaluation and prioritization.



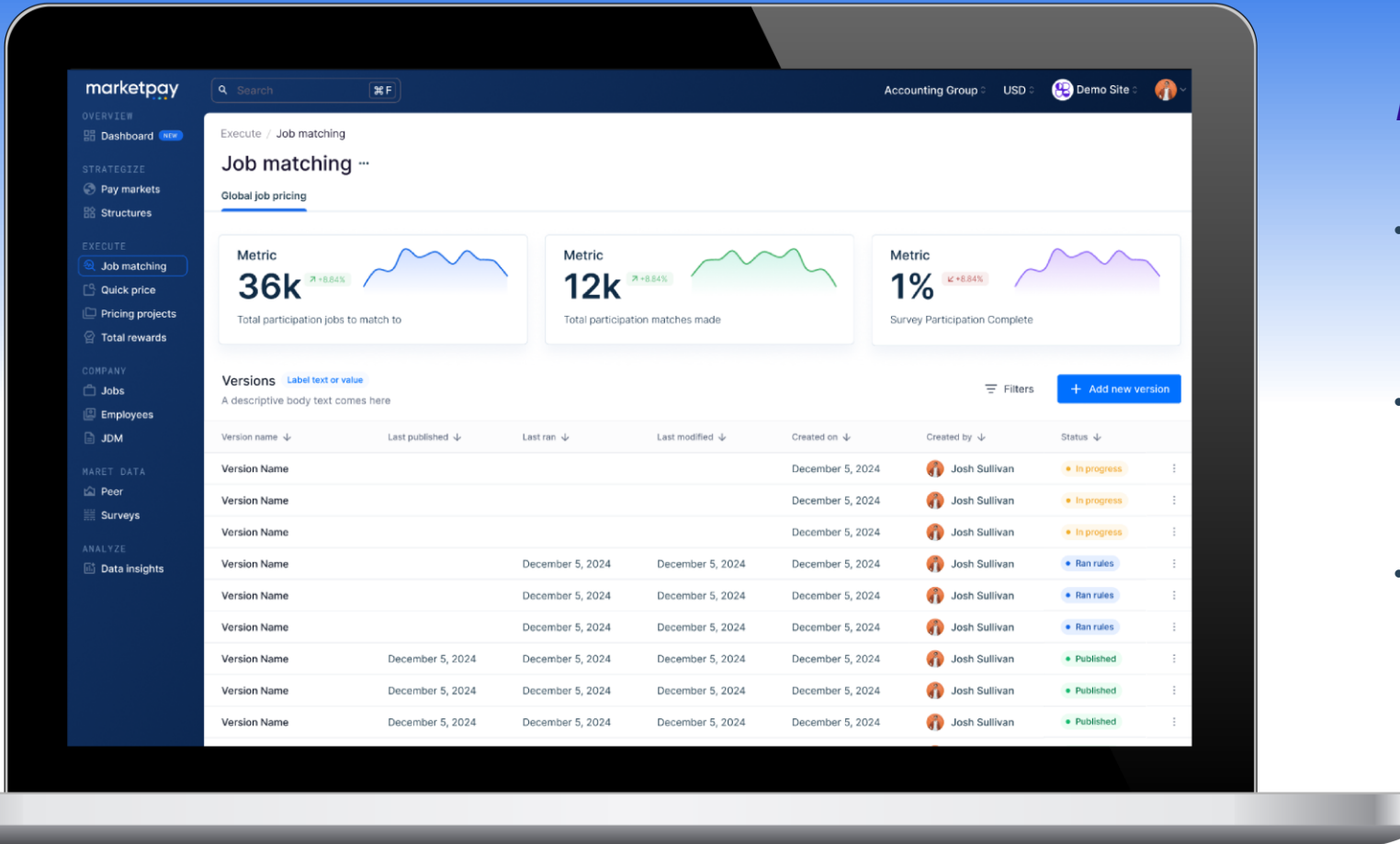
Discover what's coming soon

Get a sneak peek into the future of MarketPay





COMING SOON! Pricing At Scale Experience



Formerly Global Job Matching

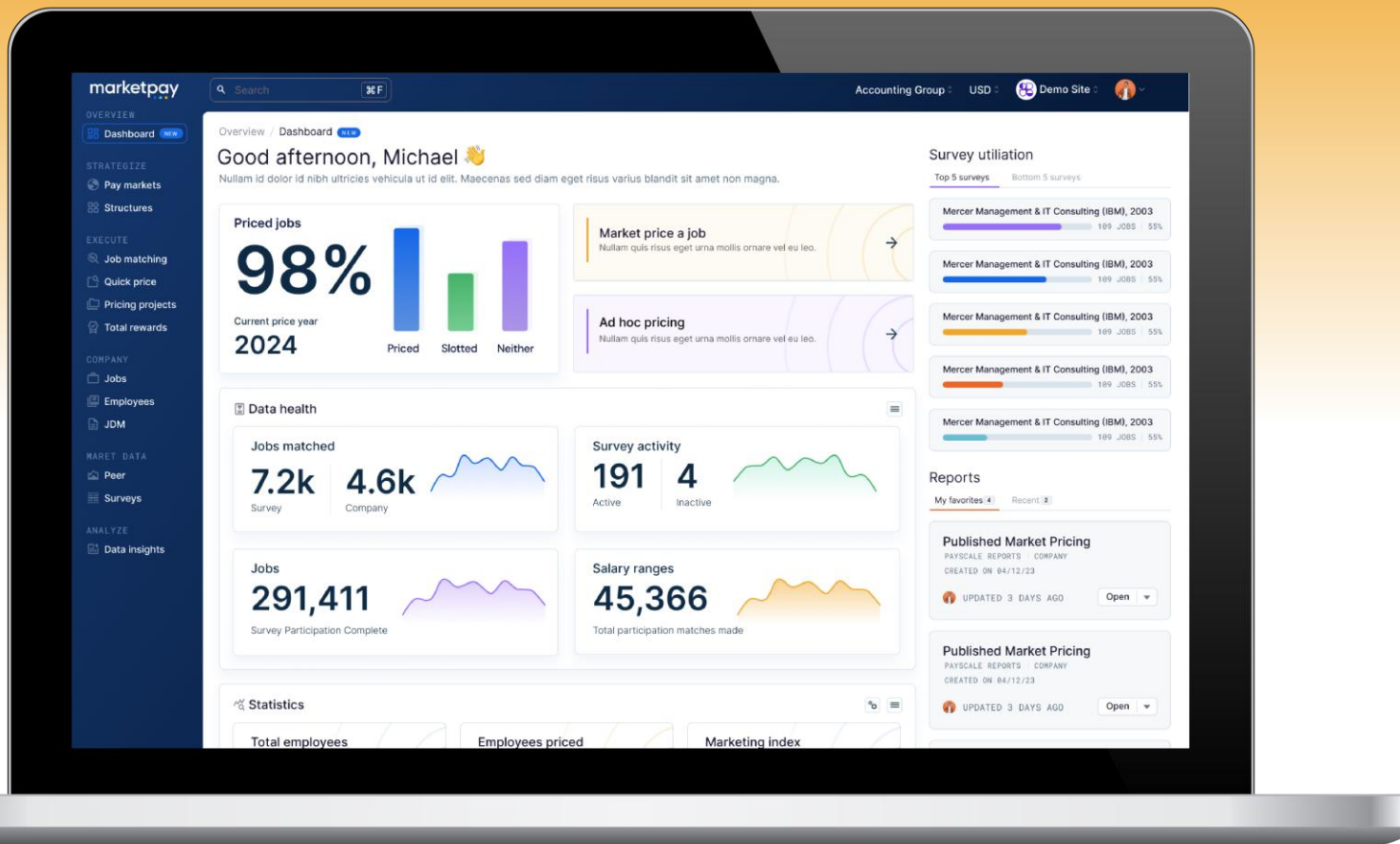
- Navigate effortlessly through streamlined workflows to match jobs faster at scale.
- Make clear, informed decisions with an intuitive system that helps you identify gaps.
- Outpace competitors and meet evolving market expectations with an agile pricing process.

PRIVATE PREVIEW





SNEAK PEEK: Revitalized Dashboard Experience



- First impressions matter. Enjoy a modernized dashboard experience that surfaces relevant analytics in an easy-to-digest format.
- Gain visibility into key metrics that matter most to your organization.

Show what you know

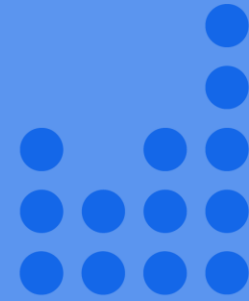
Get your MarketPay certification through Payscale Academy



MarketPay Product Certification

Uplevel your product knowledge, establish professional credibility, and boost your marketability in the workforce.

Q&A



Thank you

