



Payscale Innovation Unleashed

Summer 2024



Brittany Innes

Sr. Director of Product Management

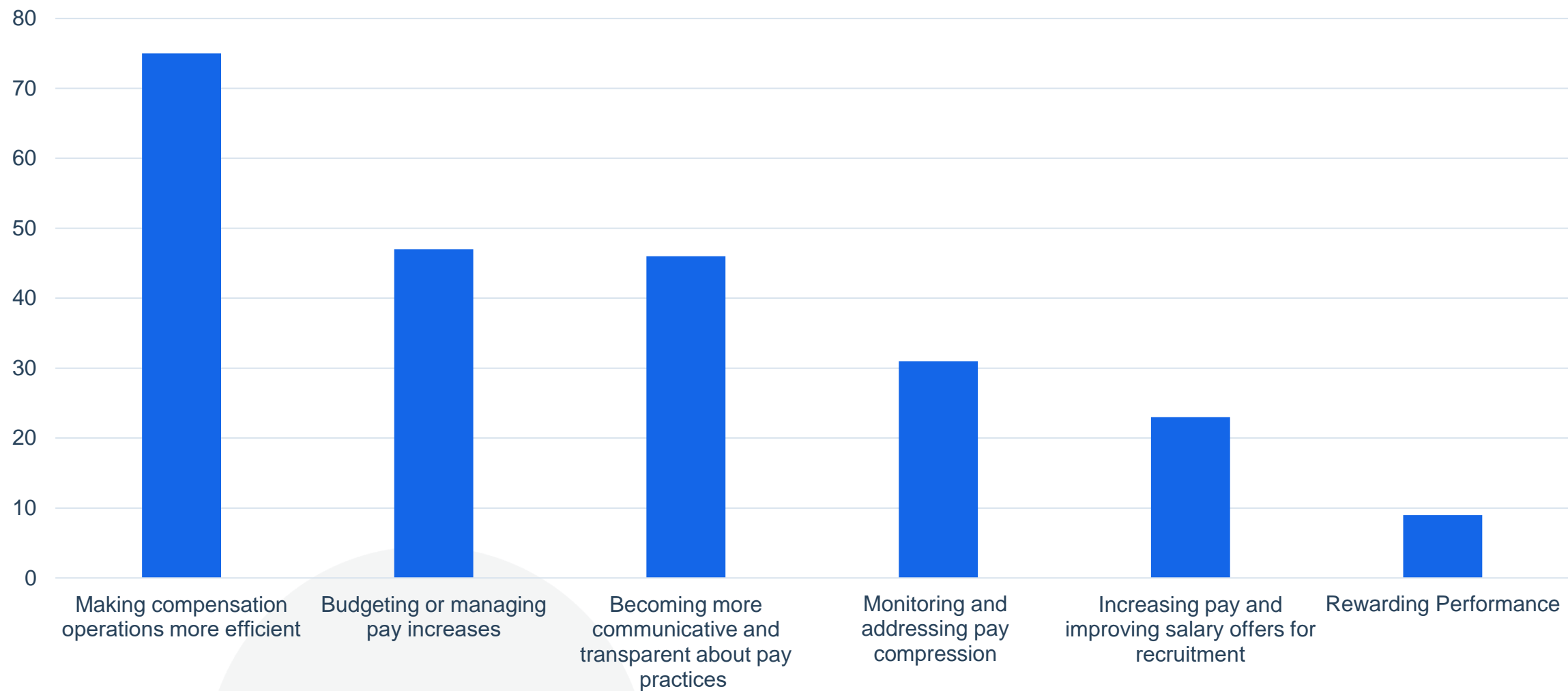


Brooke Grimes

Sr. Director of Product Marketing

Today's speakers

In April, what compensation activities were most important to you?



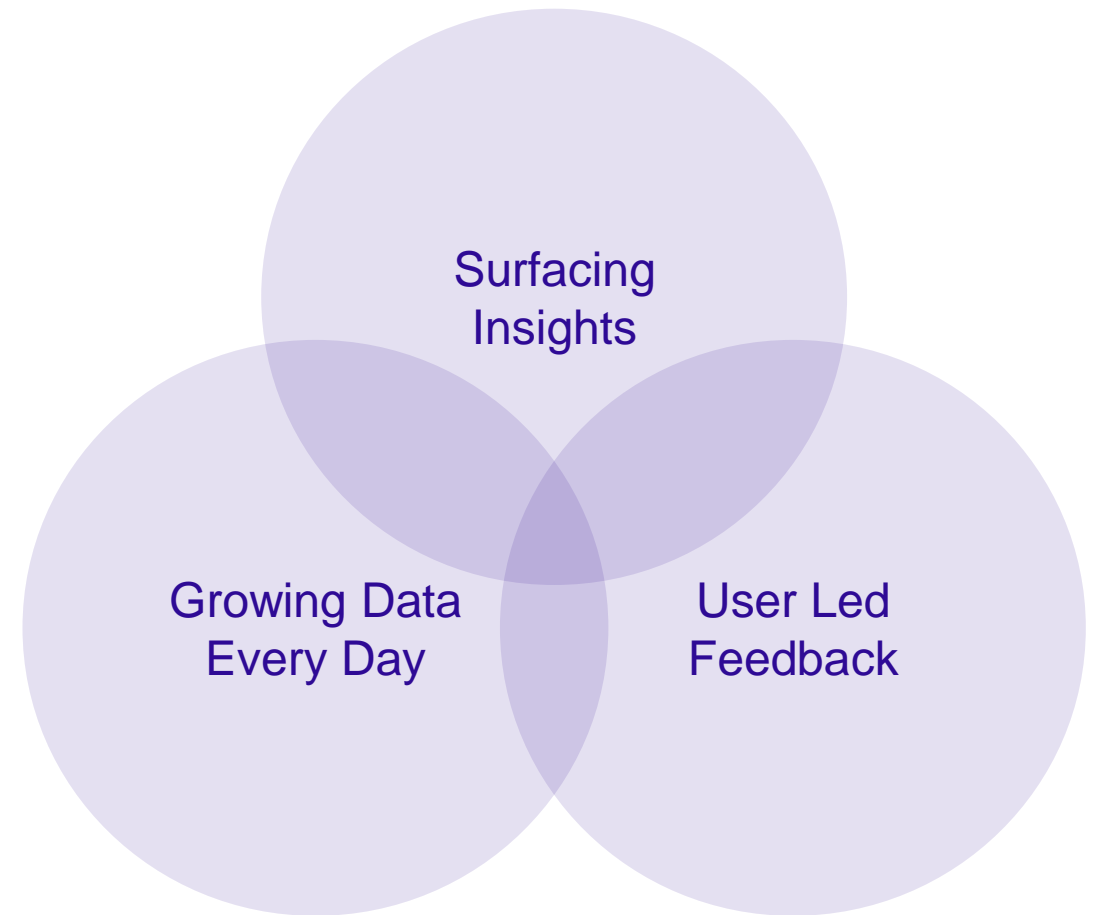
Poll: What compensation activity has become the most important for you today?

- A. Rewarding performance
- B. Budgeting or managing pay increases
- C. Increasing pay and improving salary offers for recruitment
- D. Maximizing compensation budget
- E. Making compensation operations more efficient
- F. Monitoring and addressing pay compression
- G. Becoming more communicative and transparent about pay practices
- H. Other



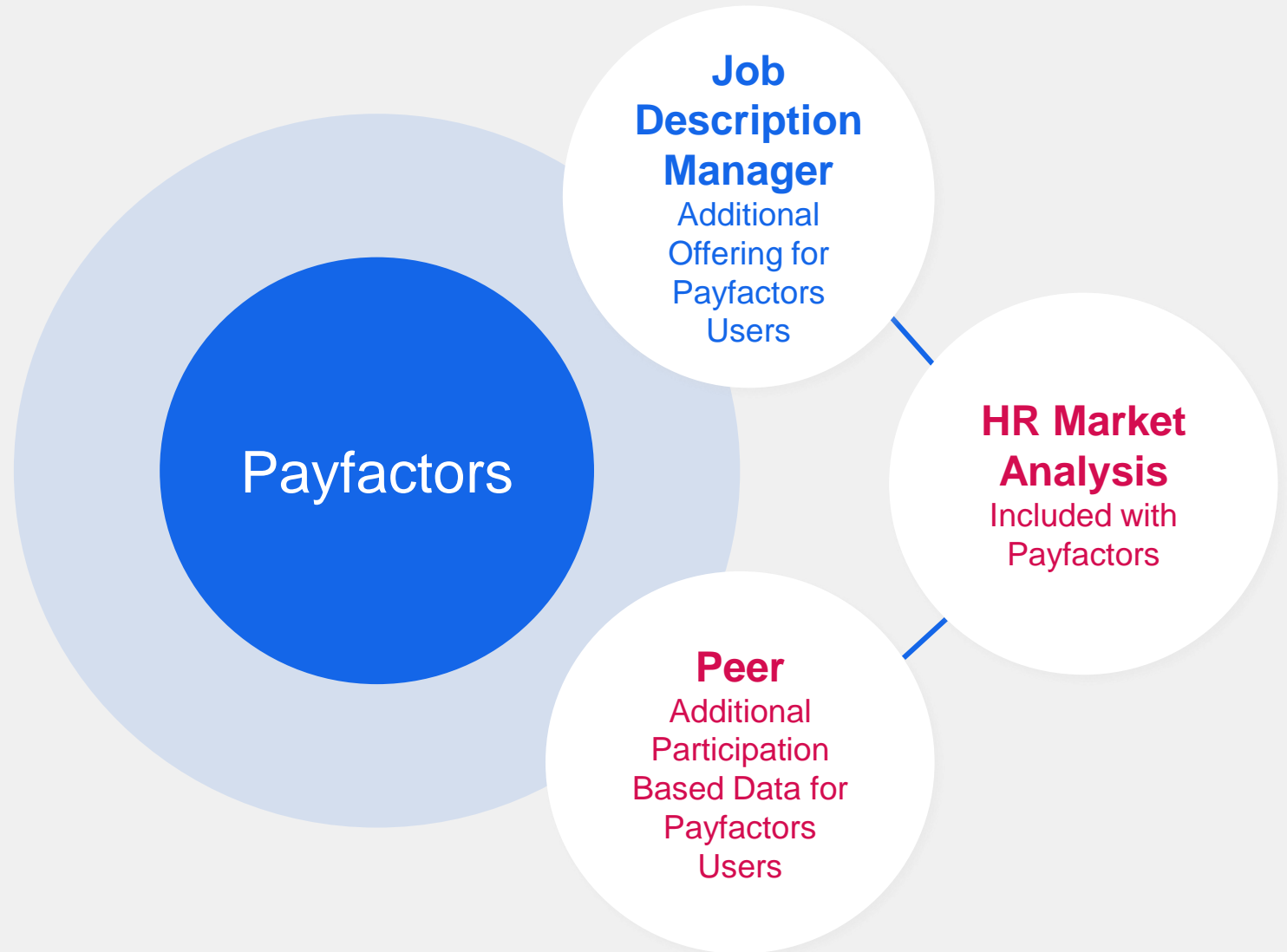
What's Driving Payscale Today?

Payscale is dedicated to helping our clients meet and exceed the biggest challenges facing them today. Our innovation teams are constantly speaking with our users, looking at feedback directly from the product and looking ahead to what is coming next for HR and Compensation teams. ***With Payscale, you can count on us to continually use data-driven research to try new things to move the industry forward.***



Innovation across Payscale

Payscale has a broad range of data, products, services and resources to support you on your compensation journey. Today we will explore specific enhancements to the products listed here.



Agenda

- 1 Surfacing Insights
- 2 Growing Data Every Day
- 3 What Else is Happening Around Payscale

Surfacing Insights

Our users want more than just a way to complete a process more efficiently. You are asking technology to help elevate attention areas and opportunities to maximize investment.

NEW Job Family Management

NEW Data Aging Transparency

COMING SOON New Surveys Experience

COMING SOON Match Suggestions

COMING SOON New Dashboards

COMING SOON AI Job Summaries





NEW Job Family Management

Centralize your job families and levels with Job Family Management

The screenshot displays the Payfactors Job Family Management interface. The top navigation bar includes the Payfactors logo, a 'Walk-Thru' dropdown, and a user profile for 'Payfactors Admin (Payscale Demo - Olivia)' with a 'PA' role. The main header is 'Job Family Management'. Below this, there's a 'Family Management' tab and a breadcrumb 'Acme, Inc. Job Families'. A search bar is present with the text 'Search for a job family...'. A 'New Job Family' dropdown menu is open, showing options for 'Merge' and 'Delete'. On the left, a sidebar contains various icons. The main content area features a grid of job families, each with a title, number of jobs, and number of employees. An 'Unassigned Jobs' box is also visible.

Job Family	Jobs	Employees
Unassigned Jobs	25	1
Account Management	22	0
Administration	98	1
Banking	205	1
Biostatistics	24	0
Clinical Logistics	77	0
Clinical Trial Ops	247	0
Commercial Operations	59	0
Communications	4	0
Consulting	71	0
Customer Support	76	0
Data Management	117	0
Executive	108	0
Facilities	19	0
Human Resources	192	0
Information Technology	106	0
IT Admin/Support	76	0
IT Design/Development	72	0
Laboratory Sciences	27	0
Legal	55	0
Library Sciences	6	0
Marketing	98	0
Medical Communications	73	0
Medical Imaging	15	0
Medical Sciences	152	1

+ New Job Family Management Service

The job family view... is something we have been looking for in Payfactors, and I like the way we can see all of the job families and how many jobs and employees are in each.

It's exactly one of the things we have wanted.

Kate Hurley
Compensation Senior Manager
Vertex Pharmaceuticals





NEW Data Aging Transparency

Age and apply your compensation data better with Data Aging Transparency

payfactors

Walk-Thru

Dashboard

Community Archive

Pricing Projects

Quick Price

Pay Markets

Jobs

Surveys

Data Insights

Service

Data Uploads

Structures

Job Description Manager

Employees

Connect

Peer

Total Rewards

Ideas

Data Management

Uber Ingest

Aging Example

Search for a Job Title or Code...

Share

Project Details

Select Market

Analyze

Settings

Clear Selections

Add Jobs

Match

Remove

Move

Peer Data

Blend

Publish Pricings

Job Title	Published	Job Code	Aging Factor	Aging Source	Wtg.	Adj. (%)	25th	50th	MRP																																																																																																																																												
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<div>Wtg. Adj. % Job</div> <table><tbody><tr><td>1.00</td><td>0.00</td><td>45</td><td>Notes (0)</td><td>45</td><td>20.0</td><td>Country & Survey</td><td>0</td><td>--</td><td>--</td></tr><tr><td colspan="10">AACSB: Faculty Salaries 02/13/2018</td></tr><tr><td>1.00</td><td>0.00</td><td>Account Analyst</td><td>Notes (0)</td><td>ERD</td><td>4.0</td><td>Project Settings</td><td>--</td><td>--</td><td>46.2</td></tr><tr><td colspan="10">Employee Reported - 04/23/2024</td></tr><tr><td>1.00</td><td>0.00</td><td>Accounts Payable Analyst I</td><td>Notes (0)</td><td>11035</td><td>4.0</td><td>Project Settings</td><td>--</td><td>--</td><td>43.7</td></tr><tr><td colspan="10">HR Market Analysis - National All</td></tr><tr><td>1.00</td><td>0.00</td><td>Analyst</td><td>Notes (0)</td><td>3434</td><td>30.0</td><td>Country</td><td>I</td><td>--</td><td>--</td></tr><tr><td colspan="10">Matt Maguire Consulting: The Benchmark Survey 03/29/2017</td></tr><tr><td>1.00</td><td>0.00</td><td>Financial Analyst 2</td><td>Notes (0)</td><td>6002</td><td>4.0</td><td>Project Settings</td><td>I</td><td>--</td><td>63.9</td></tr><tr><td colspan="10">Peer - High Tech Survey - Staging 04/23/2024</td></tr><tr><td>1.00</td><td>0.00</td><td>Marketing Analyst</td><td>Notes (0)</td><td>3362</td><td>2.0</td><td>Survey</td><td>I</td><td>--</td><td>54.3</td></tr><tr><td colspan="10">Zviran Consulting and Surveys: Hi-Tech and IT Industry Survey 09/01/2015</td></tr><tr><td>1.00</td><td>0.00</td><td>Materials - Inventory Control - Advanced (P4)</td><td>Notes (0)</td><td>SC.MTIC.P4</td><td>30.0</td><td>Country & Survey</td><td>I</td><td>--</td><td>162.0</td></tr><tr><td colspan="10">Radford: Global Compensation Database 07/15/2021</td></tr></tbody></table>										1.00	0.00	45	Notes (0)	45	20.0	Country & Survey	0	--	--	AACSB: Faculty Salaries 02/13/2018										1.00	0.00	Account Analyst	Notes (0)	ERD	4.0	Project Settings	--	--	46.2	Employee Reported - 04/23/2024										1.00	0.00	Accounts Payable Analyst I	Notes (0)	11035	4.0	Project Settings	--	--	43.7	HR Market Analysis - National All										1.00	0.00	Analyst	Notes (0)	3434	30.0	Country	I	--	--	Matt Maguire Consulting: The Benchmark Survey 03/29/2017										1.00	0.00	Financial Analyst 2	Notes (0)	6002	4.0	Project Settings	I	--	63.9	Peer - High Tech Survey - Staging 04/23/2024										1.00	0.00	Marketing Analyst	Notes (0)	3362	2.0	Survey	I	--	54.3	Zviran Consulting and Surveys: Hi-Tech and IT Industry Survey 09/01/2015										1.00	0.00	Materials - Inventory Control - Advanced (P4)	Notes (0)	SC.MTIC.P4	30.0	Country & Survey	I	--	162.0	Radford: Global Compensation Database 07/15/2021									
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Project Settings: Applies to all Payscale datasets

Survey: General, applies to all data within a given survey

Country: Country and effective date specific, overrides Survey factor

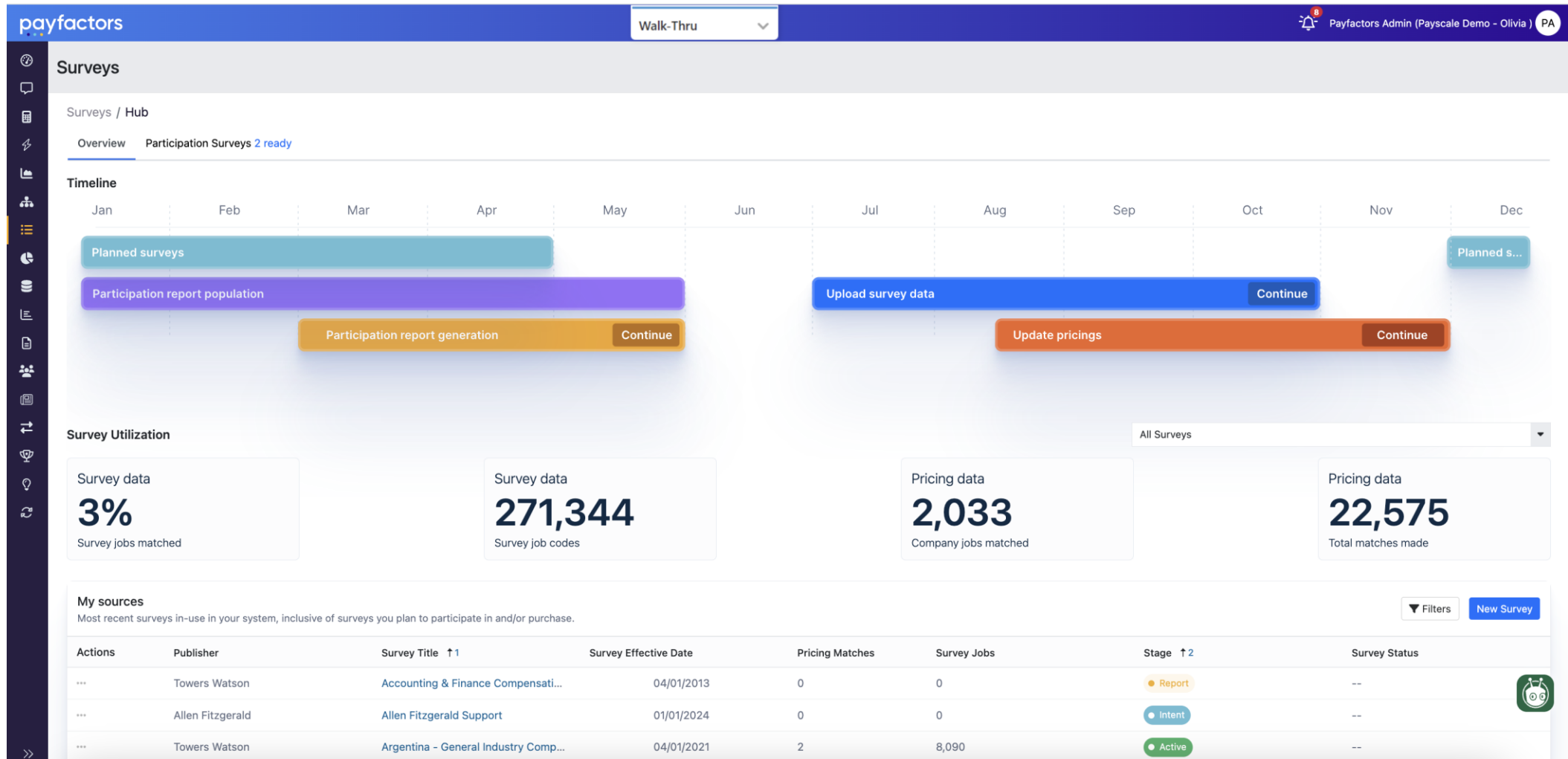
Country & Survey: Survey and country specific, takes priority over both Survey and Country factors



COMING SOON
New Surveys
Experience

Coming this September for Payfactors Advanced!

A New Surveys Experience to maximize your investment in surveys and revolutionize how you participate





COMING SOON

Quick Price Updates

Publish HR Market Analysis data to an internal company job using Quick Price

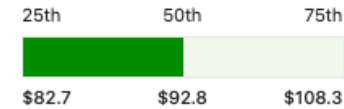
Coming soon for all Payfactors users!

Direct Marketing Manager



BASE SALARY

\$92,800



TOTAL CASH COMPENSATION

\$99,600



Skills

Ability to influence others Ability to work as part of a team Creativity Interpersonal skills Management skills
Oral and written communication skills Planning skills Project management skills

Job Summary

Develops and implements direct marketing activities for an organization.

Job Duties

Designs direct marketing campaigns targeting customers or potential customers. Reviews and approves messages to be used in emails, flyers, catalogs, mailings, or other direct communications materials. Develops a strategy for generating and qualifying leads by mining marketing databases, and oversees the creation of email/ mailing lists that are targeted to specific campaigns.

Experience and Education

Comprehensive knowledge of the field's concepts and principles. Performs complex tasks typically following established processes. Leads and directs the work of other employees and has full authority for personnel decisions. Primarily focused on administering established policies and procedures but may have some impact on departmental budgeting, strategic planning, and procedural change. Typically requires a bachelor's degree and at least 6 years of experience.

Reports to

Typically reports to a department head.

Competencies



COMING SOON

Match Suggestions

Powered by Payscale AI

**Leveraging AI to help you to
make informed match decisions
with less time and effort.**

Reconcile job mismatches in the Pricing
Updates workflow more
efficiently with PayScale's AI
match recommendations.

Coming soon for Payfactors Advanced!



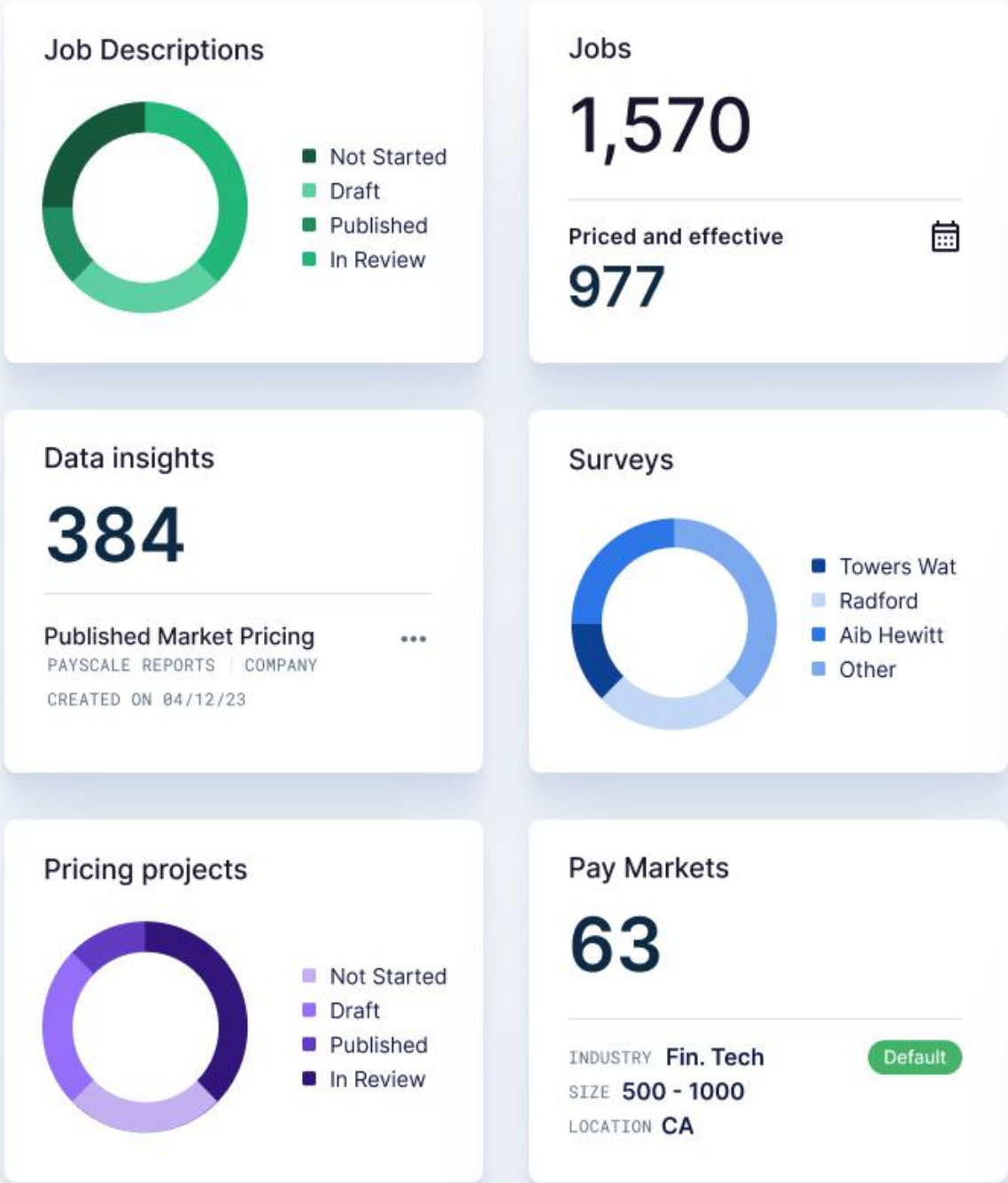


COMING SOON
New Dashboards

New Dashboards & Embedded Reporting so the data you need is available where and when you need it.

Improved Payfactors homepage

Job & Employees dashboards embedded within their respective pages





Growing Data Every Day

Compensation data is not valuable unless the data is relevant. This is why we constantly expand our data to be more inclusive of industries, jobs, and geographies.

HR Market Analysis Jobs Growth

417 New Jobs Added!



Billions of data points

5,400+ Benchmarked Jobs

31,000+ Cities

257 Industries

Peer Growth

1 Million+ Employees Added
700+ Organizations Added

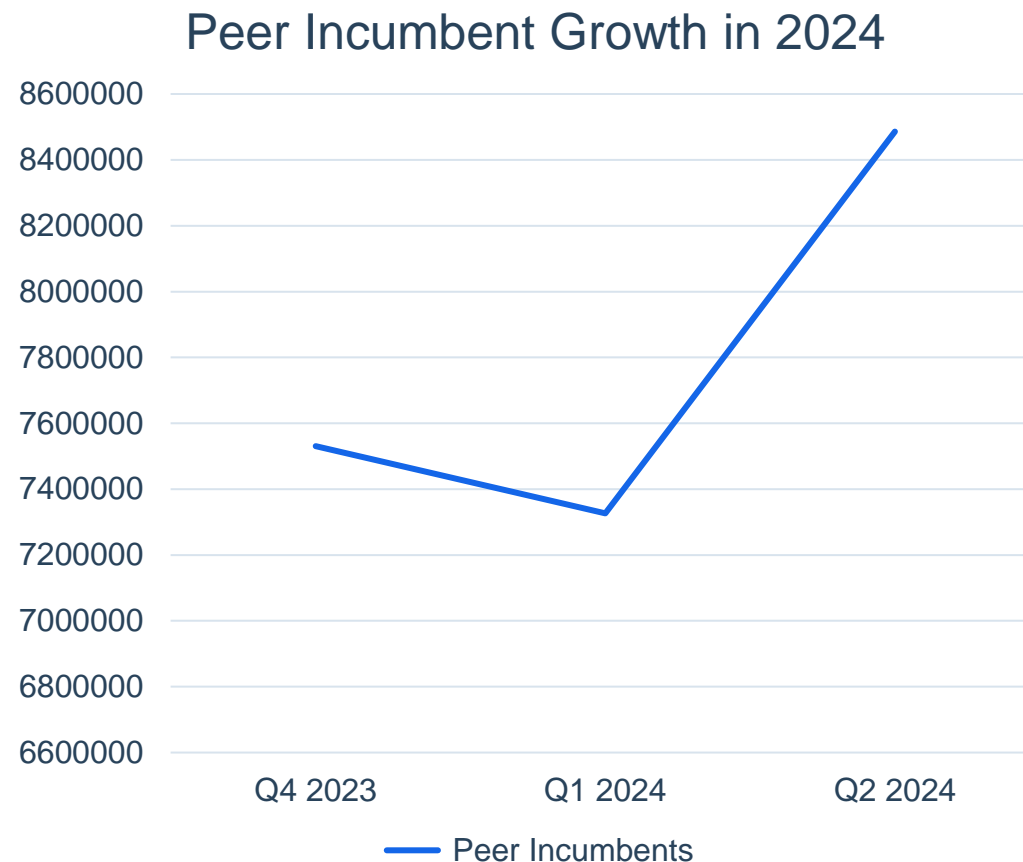
8.4 Million Employees

4,900+ Peer Organizations

112 Industries

4,600+ Benchmarked Jobs

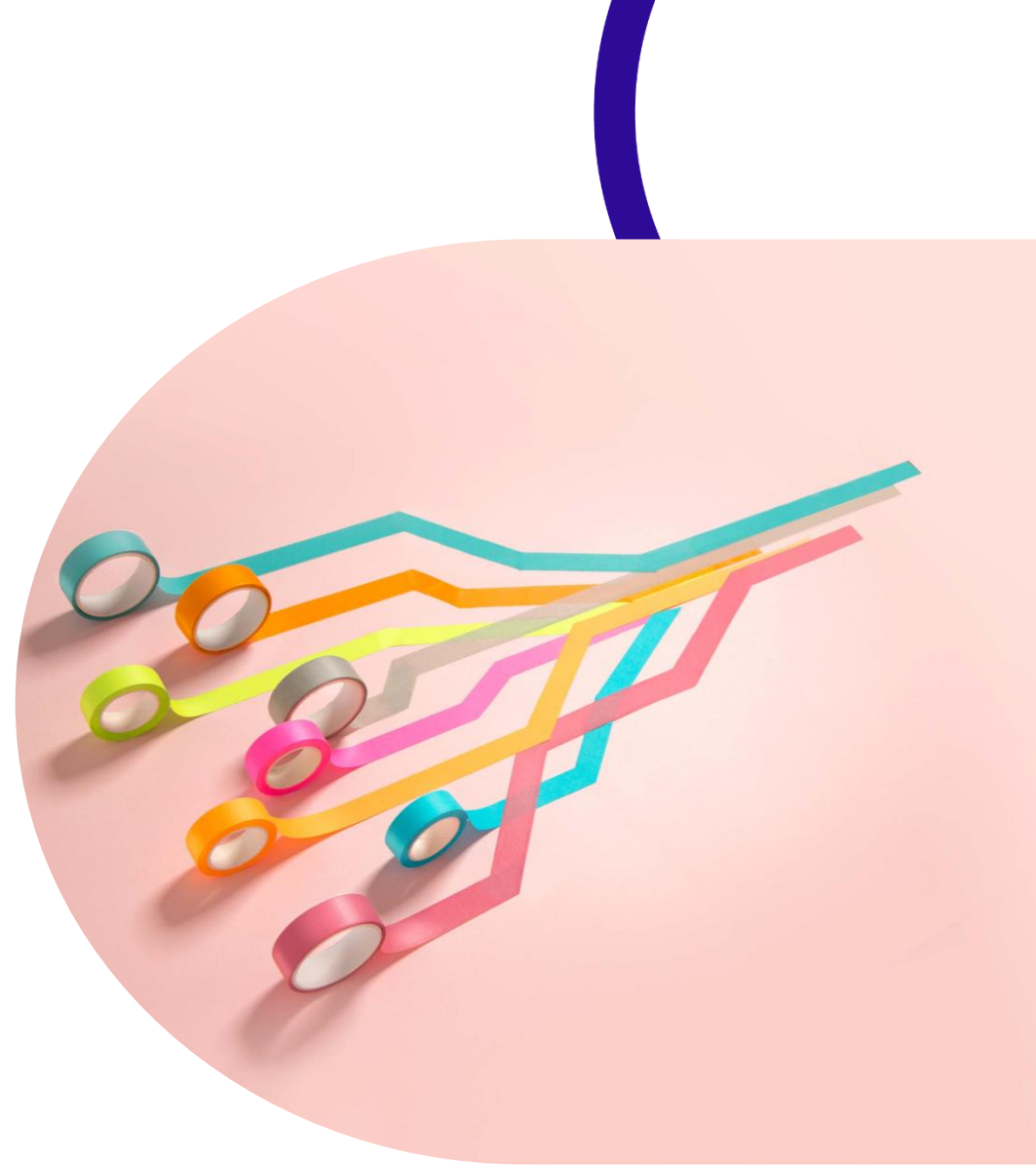
55 Countries



User Led Feedback

Everyday we are dedicated to making the lives of our users better. User feedback helps us to improve our products to deliver a more delightful experience across our portfolio

NEW Job Description Manager Collaboration Improvements



Job Description Manager Collaboration Improvements

The screenshot shows a web application interface for managing job descriptions. At the top, there's a purple header bar with a user profile icon and the name "Robin D". Below the header, there are two tabs: "Notifications" (selected) and "Recent Downloads". The "Notifications" tab displays a list of collaboration-related events. Each notification includes a document icon, a timestamp, a title, a description, and an action button. The events are as follows:

- Collaborators are Complete**: All invitees have completed their edits in the collaboration session for 10252_test. (Action: View)
- Collaborator Joined Session**: Linda Chan has joined the collaboration session for 10252_test. (Action: Collaborate)
- Collaborator has Finished**: Adam Colson has completed their edits in the collaboration session for 10252_test. (Action: View)
- Collaborator Joined Session**: Adam Colson has joined the collaboration session for 10252_test. (Action: Collaborate)
- Collaborator has Finished**: Amit Patel has completed their edits in the collaboration session for 10252_test. (Action: View)

On the left side, there's a sidebar with a "Select C" button, a "Search" input, and a "Comments" section. Below the sidebar, there are three circular profile icons labeled "RD", "AC", and "LC". At the bottom, there's a "Collaboration Comments" section. On the right side, there's a "Send Invitation" button.

The email notification template features the Payscale logo at the top. The main body of the email contains the following text:

All invited Collaborators have completed their edits on the job description for **Algorithm Developer**.

Want to see their edits? Click [here](#) to login

If you received this email in error, please disregard.

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Poll: What feature are you most excited about?

- A. Job Family Management
- B. Transparent Data Aging
- C. New Survey Hub
- D. New Survey Participation Matching Experience
- E. AI Match Suggestions
- F. New Dashboards & Embedded Analytics
- G. Job Description Manager Collaboration Improvements
- H. Quick Price Enhancements



What else is happening around PayScale

We strive to stay ahead of the challenges you are facing and provide the tools and resources to solve them. PayScale has a so many exciting things we are looking forward to sharing with you

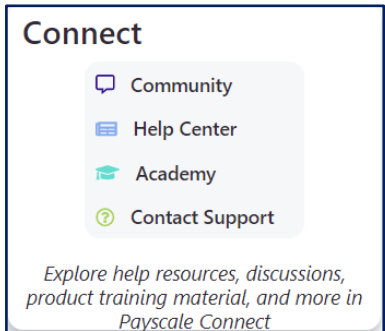
NEW! Payscale Certifications



Accessing Payfactors Product Certifications via Academy

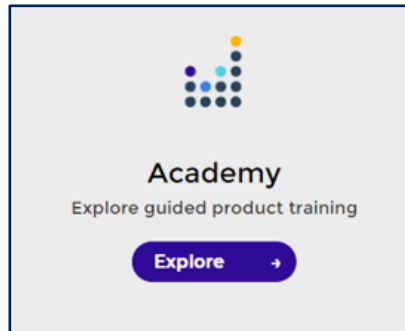
1

**Click Connect
from Payfactors**



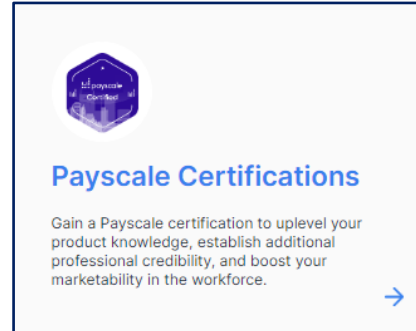
2

**Choose Academy
from Connect**



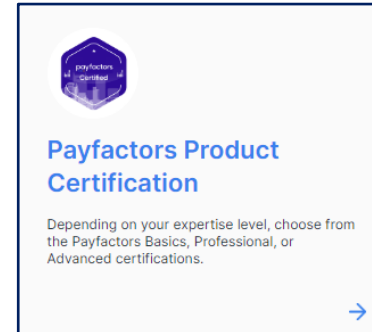
3

**Select Payscale
Certifications Tile**



4

**Click Product
Certification Tile**



5

**Choose desired
Certification**



Share your badge on LinkedIn!

Unlocking success: How top performers maximize revenue through investments in strategic compensation

Organizations that exceed revenue targets demonstrate a distinct commitment to their compensation strategy. Investing in robust strategies, innovative data sources, cutting-edge technology, and effective pay communications propels these organizations toward success.

Read on to learn more about what sets top performers apart.



New and Expanded Services Offerings



NEW Job Family Management

With this service, our teams will help you assign jobs to families & levels, provide recommendation on efficient job family management, and provide basic career ladder recommendations.



UPDATED Pay Communications Training

Equip your internal team with tools needed to effectively communicate the what and why behind pay throughout the organization.



EXPANDED International Market Pricing w/ Global Surveys

Help you execute on market matches from international surveys using industry best practices.

Please note: The survey and job descriptions must be in English.



Compference24

Free virtual event | September 17-19th

Each year, Compference brings inspired conversations about the future of fair pay and total rewards to the forefront. Hear from leading practitioners, keynote speakers, and expert voices in our field.

Register today



Our 3-day event will host a variety of sessions, panels and featured keynotes over 3 hours each day.

Day 1 content will focus on **strategy**

Day 2 content will focus on **execution**

Day 3 content will focus on **communication**



Questions?

Ask any questions you have in the Q&A section of your dashboard!

Interested in seeing a demo of Payfactors or specific features showcased today?

There is a poll open in the "polls" tab of your dashboard, please indicate your interest there!