

Q2 2023: What's New in Payfactors

Today's Presenters:



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Today's Agenda

- Recently released features
- What's coming
- Audience Q&A

Fair Pay Insights

63% of organizations
planned to do a pay
equity analysis in 2023

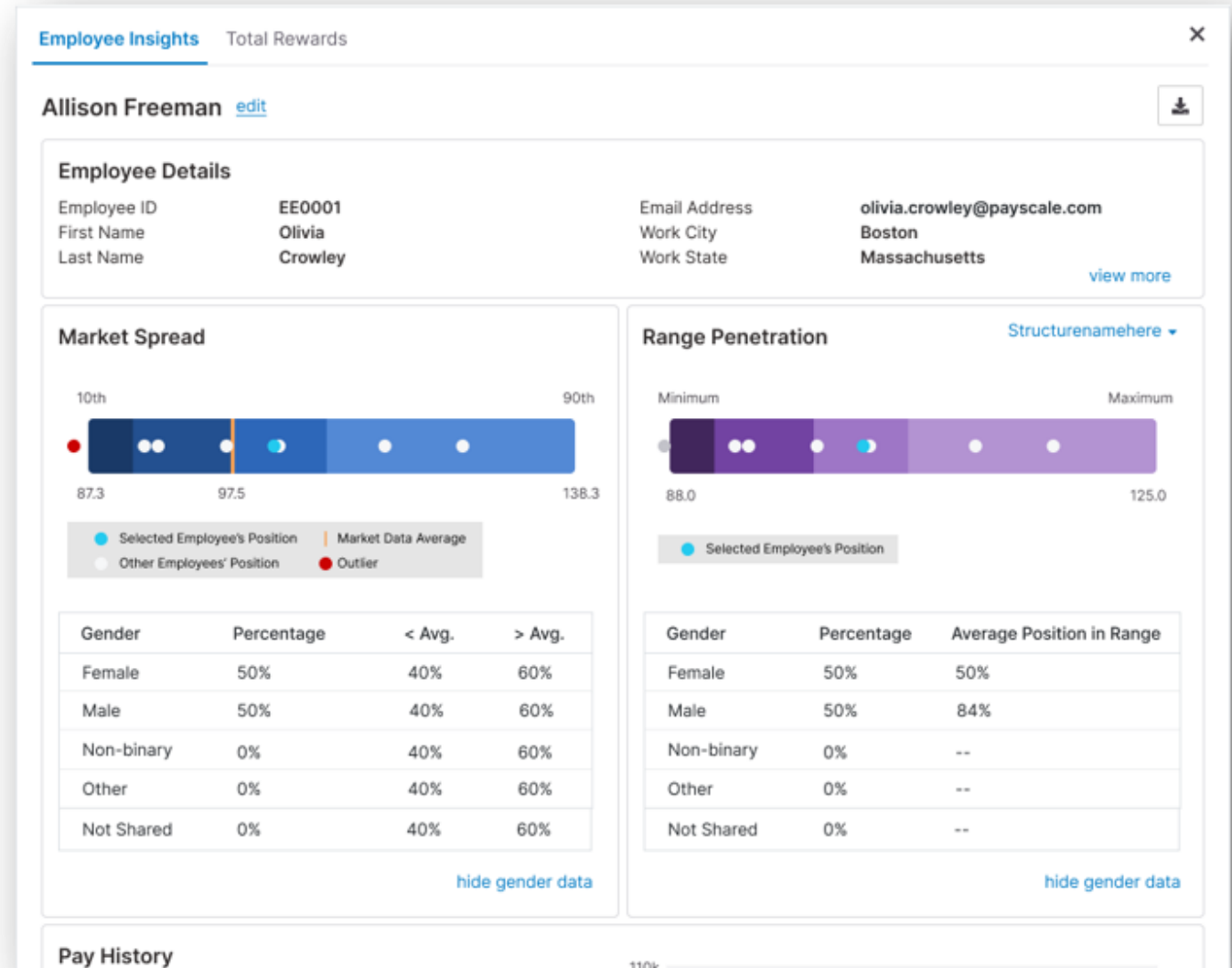
Fair Pay Insights

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



Pricing Projects

Project Name	# Jobs
Project A	2
10/3/2022	0
10/3/2022	0
Template Test	2

[New](#)

Total Reward Statements

Name	Employees Assigned
Statement Name	0
Statement Name	139
Statement Name	1

[View All Statements](#)

Service



Data Insights



What's New

Quick Price

Jobs

Welcome to Fair Pay Insights!

lil payscale

Welcome to Fair Pay Insights!



New Feature: Fair Pay Insights

Opt in to access the following, which will help you maintain pay equity between formal analyses or give you a preview of your pay practices before a formal analysis:

- **Jobs Tile:** NEW Pay Equity tab including Pay Gap, Gender and Ethnicity demographic breakdowns, and Characteristic vs. Market Index charts.
- **Employees Tile:** Gender breakdowns for Market Spread and Range Penetration charts.
- **User Roles:** Company Admins must define permissions per user role.

As a reminder, some customers consult with their legal teams before engaging with the tool.

[Opt Me In](#)[Remind Me Later](#)[Don't Show Again](#)

Job Description Status

Community Archive

This is an archive of the legacy Payfactors Community.

To access and participate in our active community, please navigate to Payscale Connect via the Connect Tile.

Connect

- [Community](#)
- [Help Center](#)
- [Academy](#)

Explore help resources, discussions, product training material and more in Payscale Connect

Peer

Fyrhanner 701 Automation Testing

- Matched
- Pending Review
- Not Matched



Company Jobs



Employees

- <90%
- 90-110%
- >110%
- Not Available



Market Index

Job Description Collaboration

Organizations say the following roles contribute to job descriptions:

- 79% - Human Resources
- 67% - Hiring Managers
- 44% - Department Heads
- 30% - Executives
- 21% - Employees
- 3% - Other

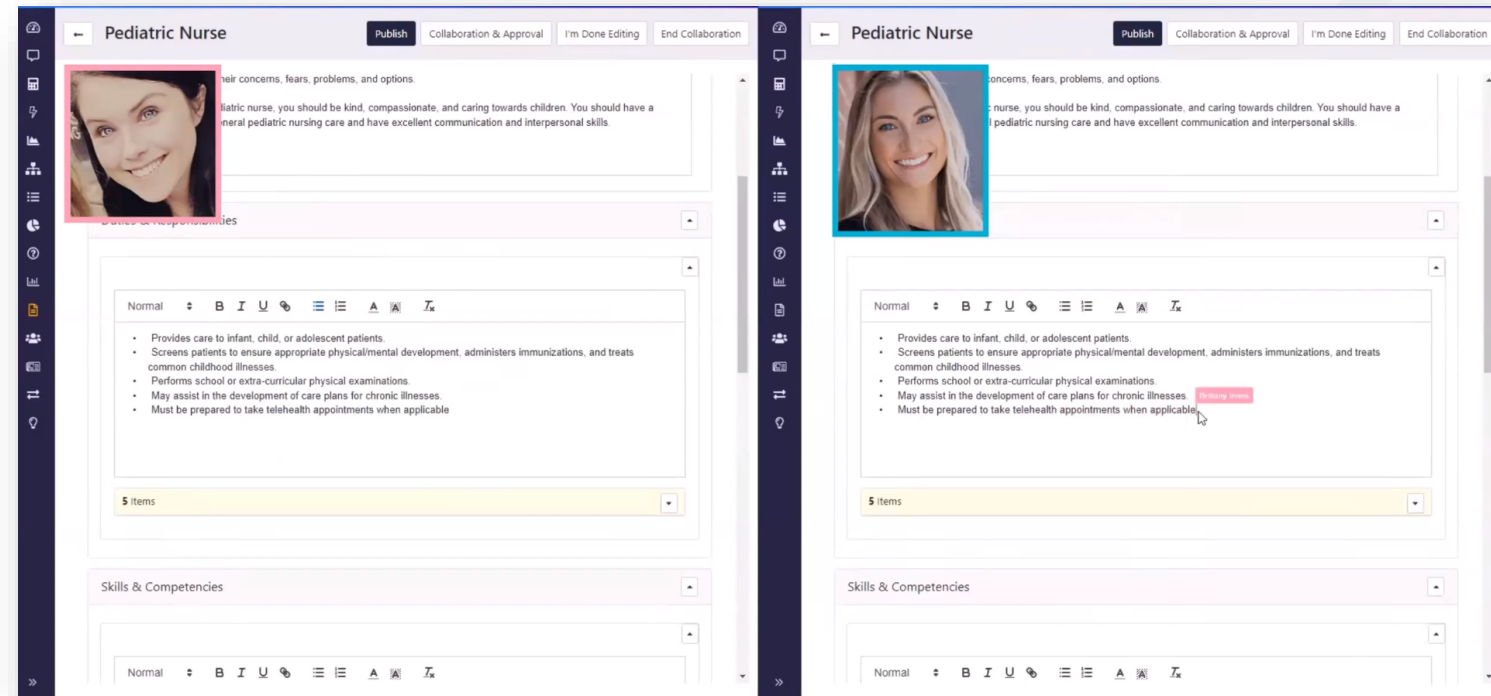
Job Description Collaboration

What we've been building...

- Ability to collaborate with others in real time to develop, edit, and finalize job descriptions
- Make sharing an individual job description easier

Why we've been building it...

- Job descriptions are not built in a vacuum, rather require input and collaboration from those that know the responsibilities intimately which often is more than one person
- We want to reduce the back-and-forth headache by allowing collaborators to edit together in real time



Pay Ranges in Job Descriptions

53% of organizations are posting pay ranges in job postings, and **11%** are working on posting

Pay Ranges in Job Descriptions

What we've been building...

- A new System Content Control to include a standard home for pay range details in job description templates
- Add minimum and maximum pay range details to any job description with room to include additional details about how to use or understand pay ranges

Why we've been building it...

- We are passionate about and committed to helping our customers navigate the pay fairness journey
- We want to help our customers respond accordingly to new and emerging pay transparency legislation as well as internal and external pressures to communicate more about pay

The screenshot displays the PayScale job description editor interface. At the top, a blue banner reads "Recently Released". Below it, a navigation bar includes buttons for "Publish", "Discard Draft", "Add Section", "Copy", and "View Settings". The main content area is divided into sections: "Job Title" and "Job Code" at the top, followed by a "Pay Range" section. The "Pay Range" section includes a header "Included Salary Range details" and a sub-header "Pay Range". It features input fields for "Minimum" and "Maximum" salary, a currency dropdown (CAD, USD, AUS), and a frequency dropdown (Hourly, Annual). Below these is a "Notes about pay range:" section with a text editor. A "3 Items" list shows a salary range of "\$110,000-\$145,000 annually" with a corresponding note. The bottom section is labeled "Primary Responsibilities". On the right side, a sidebar titled "Company Content Controls" and "System Content Controls" lists various content types: "Manage Company Controls", "Duties and Responsibilities", "Read Only Text", "Physical Demands", "Job Summary", "Text Editor", "Years of Experience", "List", "Education Requirements", and "Pay Range".

Structure Modeling

65% of orgs have formal pay structures and **64%** say they plan to adjust them in 2023

HRMA Refresh

48% of orgs are interested
in using geographic
differentials as part of their
future pay strategy in
2023, **8% more than 2022**

2023 HR Market Analysis Geo Differentials & Data Update

Release date: June 1, 2023

What we've been building...

HRMA has been updated using the latest data and statistical techniques to update the differentials to keep up with the market.

- Fresh underlying data
- Updated geo, industry and company size differentials

Why we've been building it...

To help our customers keep up with the market and drive a competitive pay strategy using up to date data

What is HRMA?

A curated compensation data model that ensures there is always an answer for every job and all combinations of industry, size, and location.

It is derived from internal PayScale data sources and supplemented with licensed external data.

Payscale Connect

55% of orgs believe
compensation will be
more challenging this year
than last year

Payscale Connect – Help & Community

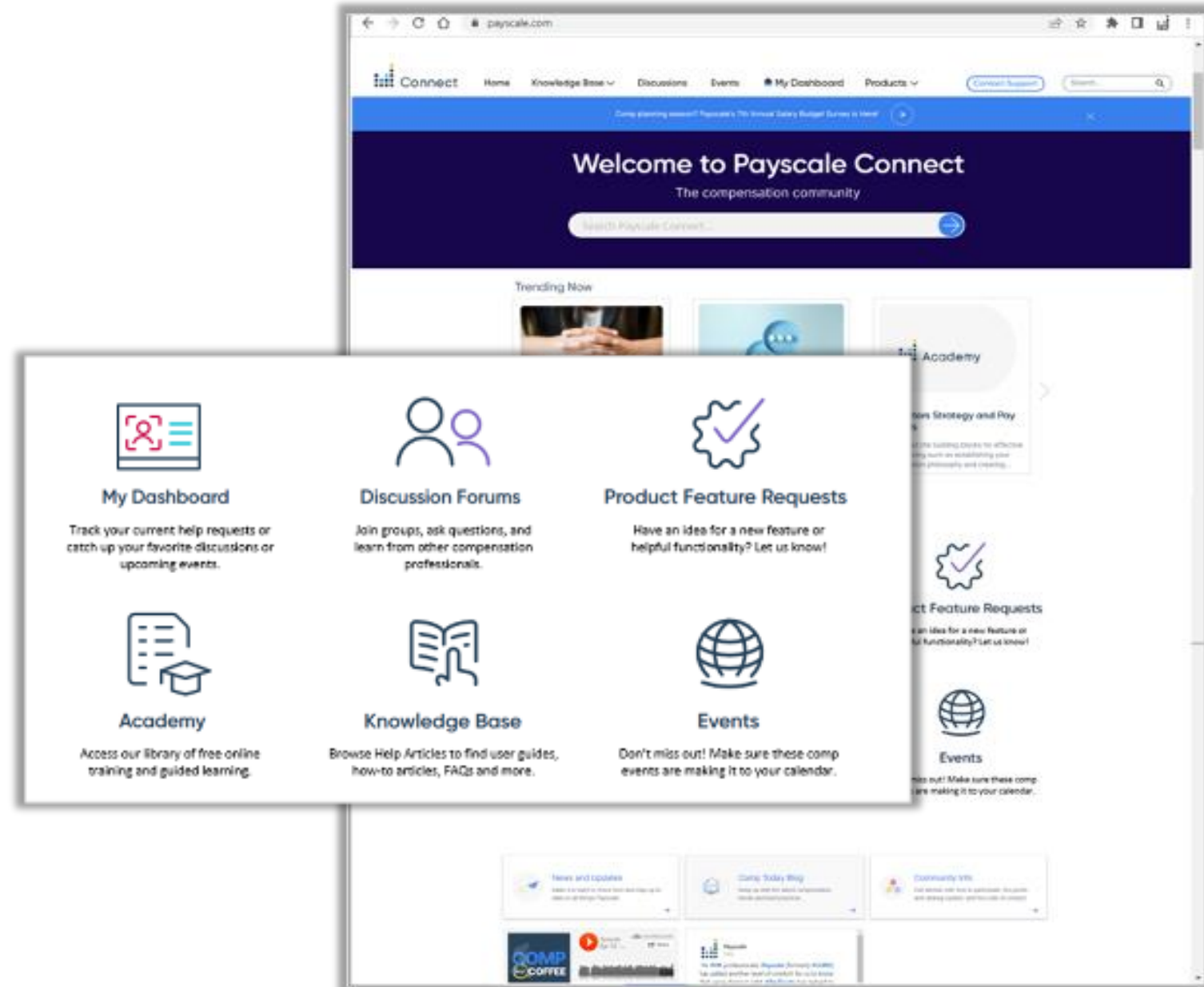
Recently
Released

What we've been building...

- Payscale Connect serves as a “town square” for users to be able to access all the tools you need to be successful as a Payscale user and as member of the compensation community.

Why we've been building it...

- Payscale Connect has 45,000 members, making it one of the largest gathering places for compensation professionals that is available 24/7 for users.
- Payscale Connect shows the commitment that Payscale has to the compensation industry. We pride ourselves on bringing together compensation professionals to solve big problems and propel the industry forward.



Payscale Connect – Case Management

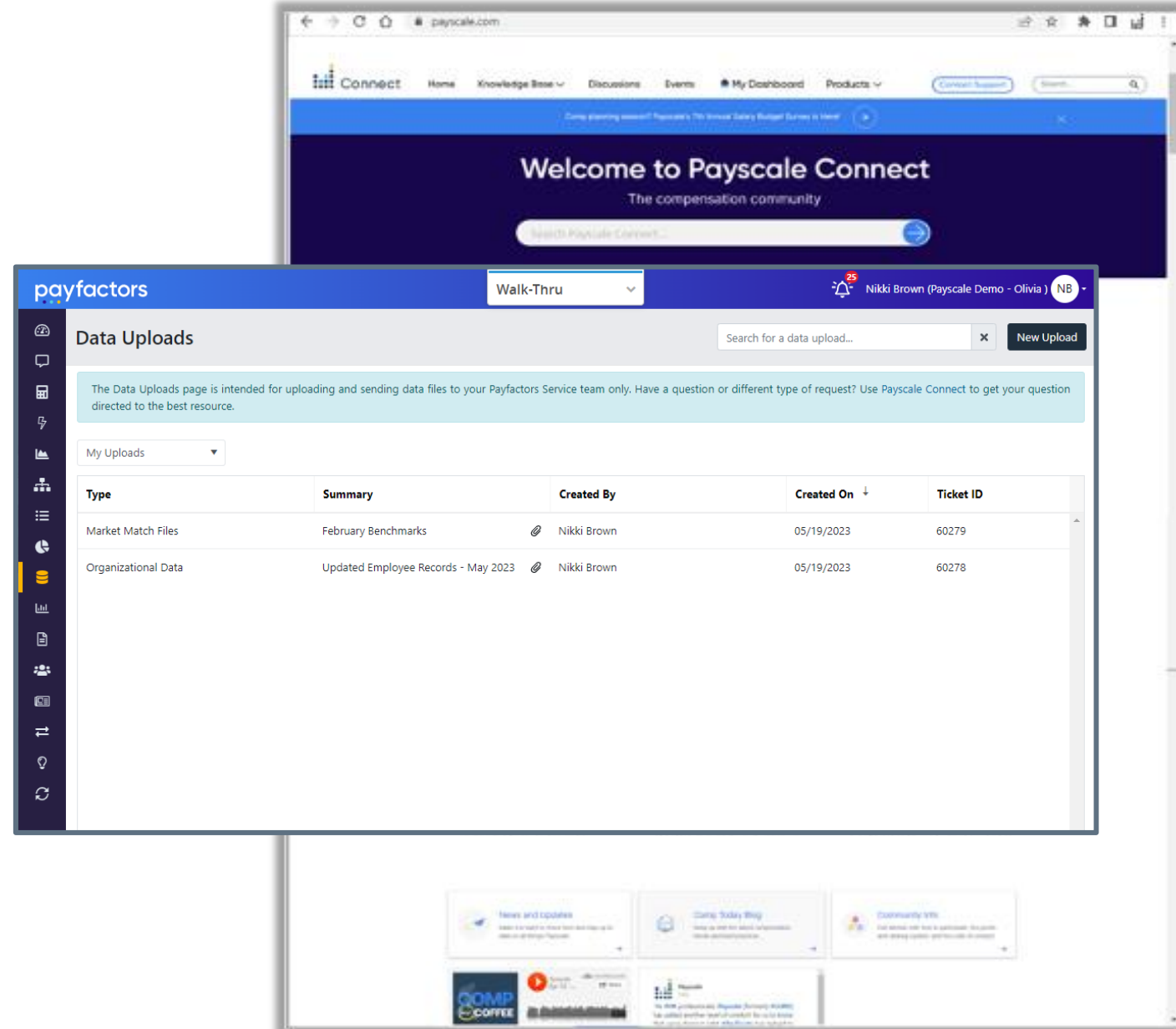
Coming Soon

What we've been building...

- Payfactors users will soon submit support tickets through Payscale Connect, instead of through the Payfactors Service Tile
- Secure data files will be uploaded through a new tile in Payfactors called "Data Uploads"

Why we've been building it...

- Connect will put answers to your questions right at your fingertips through articles written by our Payfactors Support Team
- This upcoming functionality within Connect expands the “town square” that is Payscale Connect
- While going to connect to submit a support ticket you can also access a variety of tools including discussions with the user community, industry events, the product knowledgebase and learning content through Payscale Academy



What's Coming: Year over Year for Surveys Guided Experience

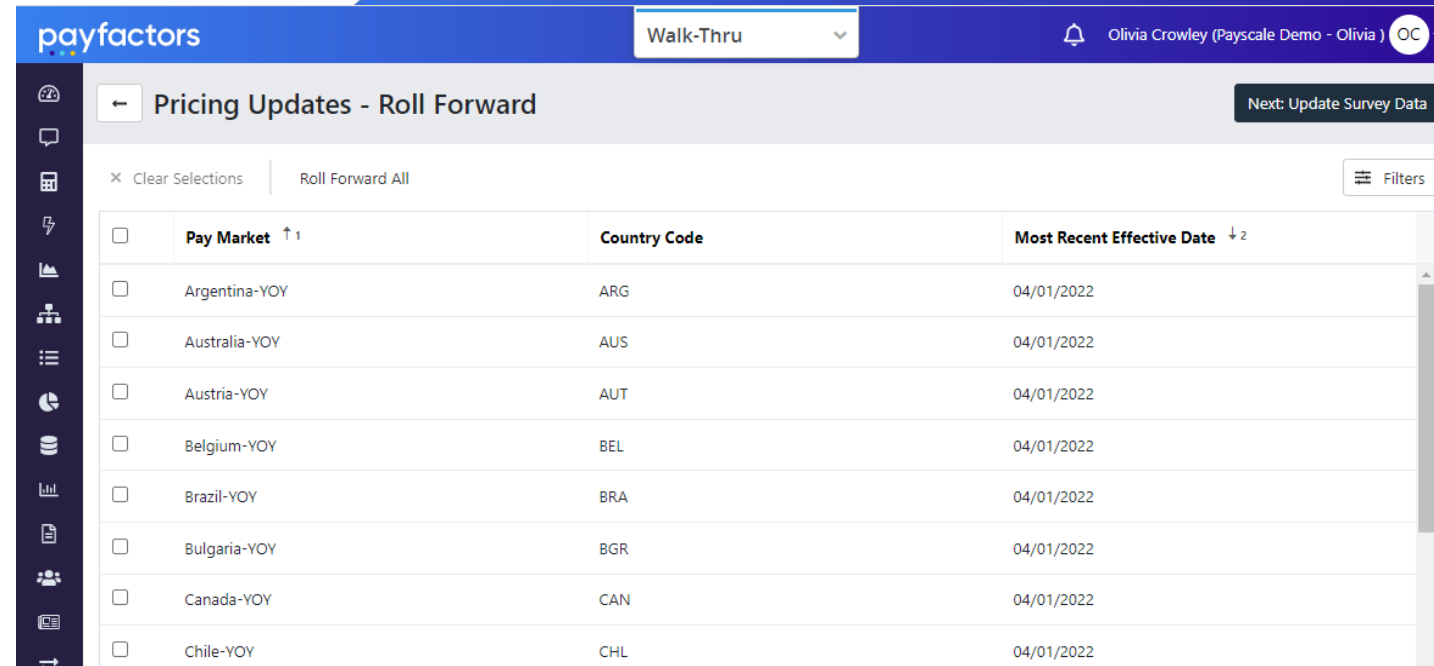
60% of orgs had to make more adjustments to market data sources to account for the rapidly changing pay markets

Pricing Updates – Roll Forward

The Pricing Roll Forward utility is the tool that allows Payscale users to update pricing effective dates and build a pricing history over time.

To date, this utility was only used by members of the Payscale Customer Support team.

To help you work more efficiently, it has been rebuilt to be more performant, **user-facing** and **self-service** for those in the **Company Admin** role.



The screenshot shows the 'Pricing Updates - Roll Forward' utility in the Payfactors system. The interface includes a sidebar with navigation icons, a top header with the 'payfactors' logo and a 'Walk-Thru' dropdown, and a user profile for 'Olivia Crowley (Payscale Demo - Olivia)'. The main content area features a table with columns for 'Pay Market', 'Country Code', and 'Most Recent Effective Date'. The table lists various countries with their corresponding codes and effective dates, all set to '04/01/2022'. Above the table, there are buttons for 'Clear Selections' and 'Roll Forward All', and a 'Filters' button on the right. A 'Next: Update Survey Data' button is located in the top right corner of the table area.

<input type="checkbox"/>	Pay Market ↑ 1	Country Code	Most Recent Effective Date ↓ 2
<input type="checkbox"/>	Argentina-YOY	ARG	04/01/2022
<input type="checkbox"/>	Australia-YOY	AUS	04/01/2022
<input type="checkbox"/>	Austria-YOY	AUT	04/01/2022
<input type="checkbox"/>	Belgium-YOY	BEL	04/01/2022
<input type="checkbox"/>	Brazil-YOY	BRA	04/01/2022
<input type="checkbox"/>	Bulgaria-YOY	BGR	04/01/2022
<input type="checkbox"/>	Canada-YOY	CAN	04/01/2022
<input type="checkbox"/>	Chile-YOY	CHL	04/01/2022

**Released in March to Basic and Pro*

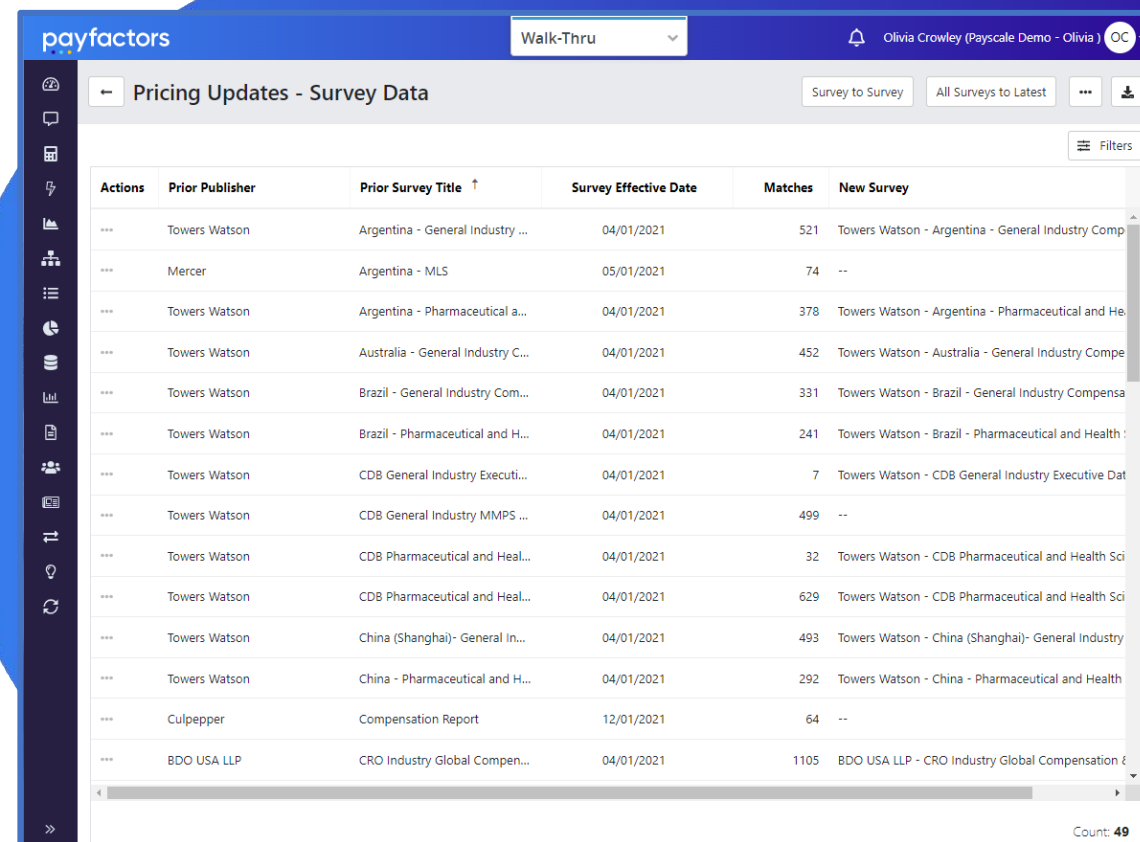
Coming Soon

Pricing Updates – Year over Year for Survey Data

Year over Year for surveys is the tool that allows Payscale users to systematically update their existing matches to the latest release of survey information loaded into the Payfactors platform.

To date, this utility was only used by members of the Payscale Customer Support team.

To help you work more efficiently, it has been rebuilt to be more performant, **user-facing** and **self-service** for those in the **Company Admin** role.



Actions	Prior Publisher	Prior Survey Title ↑	Survey Effective Date	Matches	New Survey
...	Towers Watson	Argentina - General Industry ...	04/01/2021	521	Towers Watson - Argentina - General Industry Comp
...	Mercer	Argentina - MLS	05/01/2021	74	--
...	Towers Watson	Argentina - Pharmaceutical a...	04/01/2021	378	Towers Watson - Argentina - Pharmaceutical and He
...	Towers Watson	Australia - General Industry C...	04/01/2021	452	Towers Watson - Australia - General Industry Compe
...	Towers Watson	Brazil - General Industry Com...	04/01/2021	331	Towers Watson - Brazil - General Industry Compensa
...	Towers Watson	Brazil - Pharmaceutical and H...	04/01/2021	241	Towers Watson - Brazil - Pharmaceutical and Health :
...	Towers Watson	CDB General Industry Executi...	04/01/2021	7	Towers Watson - CDB General Industry Executive Dat
...	Towers Watson	CDB General Industry MMPS ...	04/01/2021	499	--
...	Towers Watson	CDB Pharmaceutical and Heal...	04/01/2021	32	Towers Watson - CDB Pharmaceutical and Health Sci
...	Towers Watson	CDB Pharmaceutical and Heal...	04/01/2021	629	Towers Watson - CDB Pharmaceutical and Health Sci
...	Towers Watson	China (Shanghai)- General In...	04/01/2021	493	Towers Watson - China (Shanghai)- General Industry
...	Towers Watson	China - Pharmaceutical and H...	04/01/2021	292	Towers Watson - China - Pharmaceutical and Health
...	Culpepper	Compensation Report	12/01/2021	64	--
...	BDO USA LLP	CRO Industry Global Compens...	04/01/2021	1105	BDO USA LLP - CRO Industry Global Compensation &

Count: 49

Coming Soon

Pricing Updates - Roll Forward & Year over Year for Peer Data

Use Roll Forward and Year over Year to update your published composites with Peer data!

← Pricing Updates - Peer Data

× Clear Selections (1)

Update (1)

Show All

	Effective Date ↑	Exchange Name	Exchange Job Code	Exchange Job Title	Exchange Scope	Job Code	Job Title
<input checked="" type="checkbox"/>	05/11/2019	Global Network	10025				
<input type="checkbox"/>	05/11/2019	Global Network	2616				
<input type="checkbox"/>	09/17/2019	Global High Tech	PFHT10823				
<input type="checkbox"/>	09/10/2020	Global High Tech	PFHT10824				
<input type="checkbox"/>	09/10/2020	Global High Tech	PFHT10822				
<input type="checkbox"/>	09/10/2020	Global High Tech	PFHT10822				
<input type="checkbox"/>	09/14/2020	Global High Tech	PFHT10822				
<input type="checkbox"/>	09/14/2020	Global High Tech	PFHT10822				
<input type="checkbox"/>	09/30/2020	Global High Tech	PFHT10822				
<input type="checkbox"/>	09/30/2020	Global High Tech	PFHT10822				
<input type="checkbox"/>	09/30/2020	Global High Tech	PFHT10822				
<input type="checkbox"/>	09/30/2020	Global High Tech	PFHT10822				

Accounting Manager
Global Network

Pay Market Only (All USA) ☐

Exchange Scope: No Selection

Orgs: 152 Incs: 551 [Clear Filters](#)

Company Name (OR)

☐ Cortina Eton Ltd. 40

☐ UAT - Test Site 3 35

☐ Valve Clubs Co. 20

☐ Carobel Clips Ltd. 17

☐ Somerfield Liver University 13

[Show More](#)

Company Type (AND)

☐ Dog People Owned 19

☐ Cat People Owned 11

☐ Bird People Owned 6

Countries (OR) [Clear \(1\)](#)

☒ USA 551

☐ CAN 12

☐ MEX 6

Org Weighted

Include 206 incumbents that do not have location data ☒

[Update](#) [Cancel](#)

mapbox

A map of North America, including the United States, Canada, and Mexico. The map is overlaid with numerous green circular markers, each containing a number. These markers represent location data points for the companies listed in the table. The markers are distributed across the United States, with a higher concentration in the eastern and central regions. The map also shows the Great Lakes and the Gulf of Mexico.

Q&A

Feel free to ask any questions in the chat!

