![payscale logo]

What's New in payfactors

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Agenda

Recently Released

    I.   Payscale Connect

    II.   Structures Enhancements

    III.   Reporting Updates

    IV.   HRIS APIs

    V.   Pricing Updates

Coming Soon

    I.   Pricing Updates

    II.   Collaborator Comments

    III.   Employee Reported Data Updates

    IV.   Reporting Updates

Employee Communications

    I.   Employee Portal

    II.   Offer Letters

Data Accuracy

60% of orgs made changes to market data sources to account for rapidly changing markets

Fair Pay

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

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

Connections

55% of orgs think compensation will be more challenging in 2023

·····: payscale

Recently Released...

# Payscale Connect: Support Case Management

What we've been building

- The submission of support cases now goes through Payscale Connect instead of the Payfactors Service Tile
- Secure data files are uploaded through a new tile in Payfactors called "Data Uploads"

Why we've been building it

- Connect provides more robust support capabilities/search functionality to reference while or before submitting tickets
- While going to connect to submit a support ticket clients can access a variety of tools including discussions with the user community, industry events, the product knowledgebase and learning content through Payscale Academy
- A single workflow for all users to access support, community, and educational content

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Data Uploads Video – REC DONE
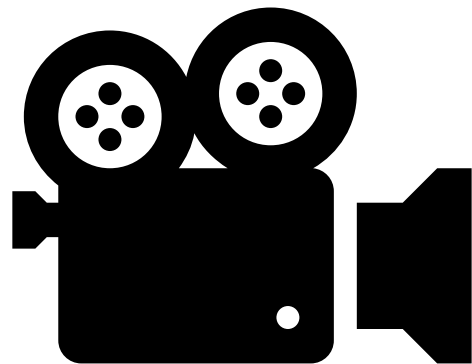
Structures: Enhancements

New Midpoint Adjustment Rules

- **User Feedback:** "When aligning my mid-points to market data or the regression line, I don't want the mid-points to ever decrease"

- **User Feedback:** "When aligning my mid-points to market data or the regression line, I don't want the mid-points to ever increase more than a certain percentage amount"

- **Solution:** New rules available when creating a model to prevent unwanted behavior

Research & Development
Oklahoma City: Tech

Model Settings   Rounding

Model Name *	2024 Proposed Adjustments
# Grades *	8
Range Type	**Min/Mid/Max**
Market Data Based On	Base MRP

Adjust Midpoint
- ○ No change
- ○ Move by [ ] %
- ○ Align to applied regression line ❶
- ● Align to Market Data ❶
- ○ Calculate

Midpoint Adj Rules
☑ Do not allow modeled midpoint to go below current midpoint
☑ Do not allow midpoint to increase more than [7] %

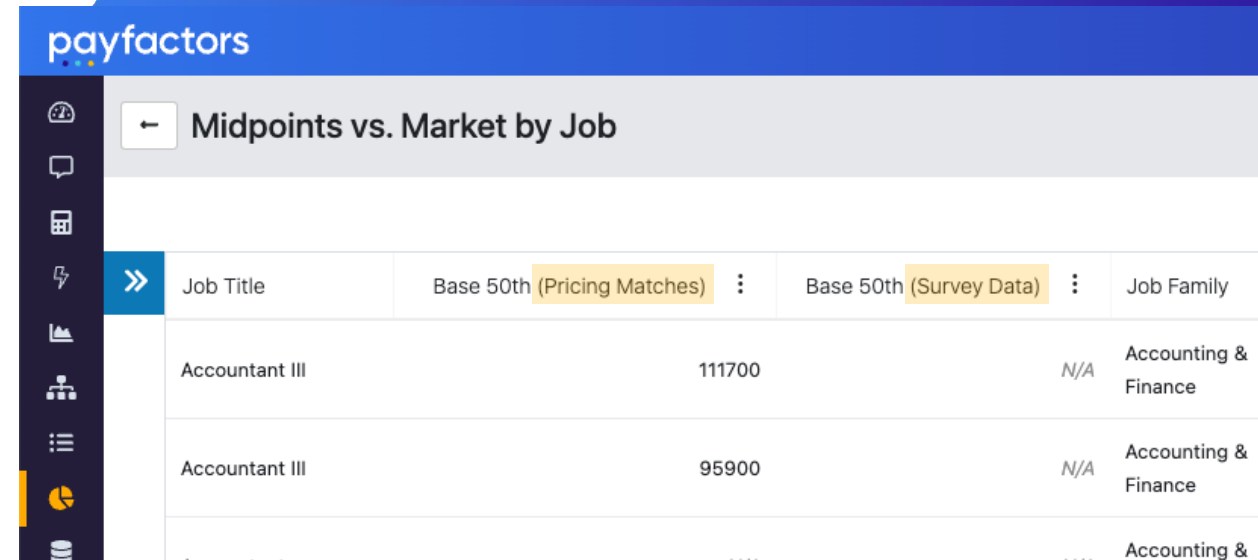|	
Range Spread % *	
Rate	Annual

Tabular Reporting: Enhancements

Ability to Report on Peer Data

- When reporting on pricing or matching data using Tabular Reporting, Peer is now reflected in the report output

Clarify Similarly Named Fields

- **User Feedback:** "Many fields available in reporting have the exact same name (i.e. "Base 50th"). Once added to a report, it becomes difficult to identify which is which."

- **Solution:** Added the Field Source in parenthesis to the column header for clarity

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Midpoints vs. Market by Job

Job Title	Base 50th (Pricing Matches)	Base 50th (Survey Data)	Job Family
Accountant III	111700	N/A	Accounting & Finance
Accountant III	95900	N/A	Accounting & Finance
		N/A	Accounting &

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HRIS APIs

What we've been building...

HRIS API connections for new Payfactors clients with up to 5,000 employees

- Bamboo HR
- UKG Pro

Why we've been building it...

We are committed to providing clients with different paths to automatically update their organizational data in Payfactors on a regular basis

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Pricing Updates: Surveys
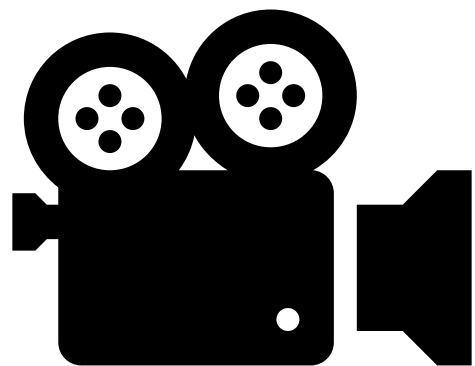
What we've been building

- Year over Year for Surveys (i.e. survey data updates) allows users to replace old survey data with new survey data independently by updating published pricings with the latest version of their third-party surveys. This enables them to use the most up-to-date available data, while also building yearly pricing histories.

Why we've been building it

- User are empowered with more autonomy and control over the process to update their published pricings with the latest survey data.

Roll Pricings Forward

Consume New Data

Review & Resolve Discrepancies
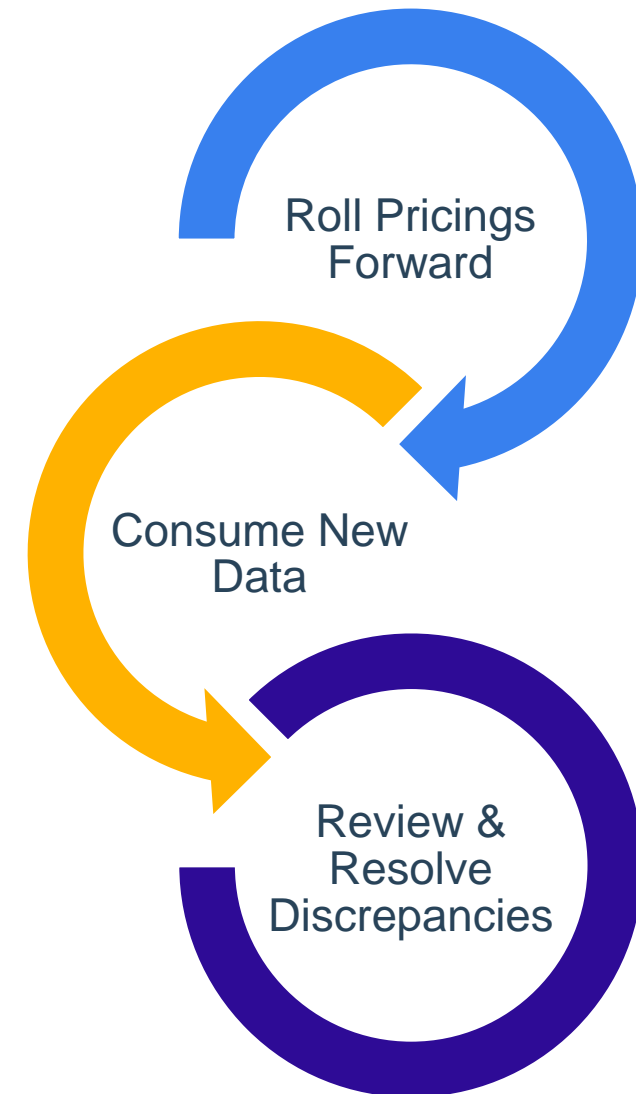
Video

Coming Soon...

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Pricing Updates: Peer

What we've been building...

A streamlined process for clients to update their Peer pricings in bulk.

Why we've been building it...

Peer Bulk Pricing Updates gives users the control to update published pricings with the latest and freshest Peer data on their own and provides visibility into data effective date to help drive an informed pay strategy. This will allow users to leverage the latest Peer data, reflective of the current market, in their published composites in bulk.

- **Benefits:**
  - More control over Peer data
  - Easily apply the freshest Peer data available to keep up with the rapidly moving market
  - Visibility into the Peer effective dates to make informed pay decisions
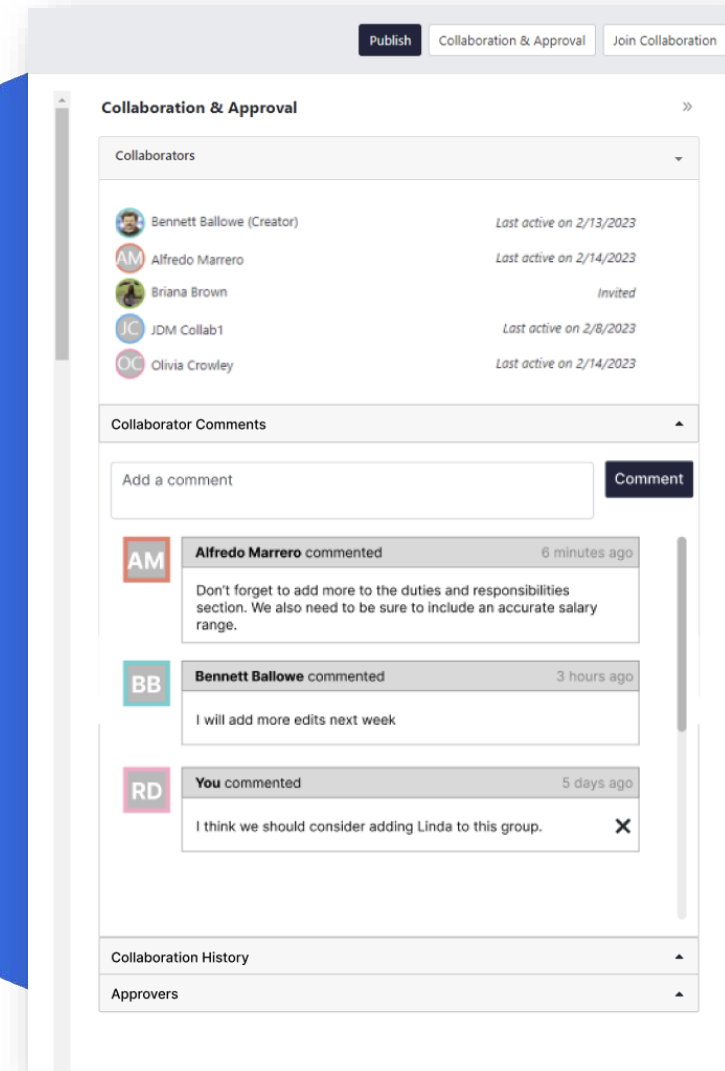
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Video
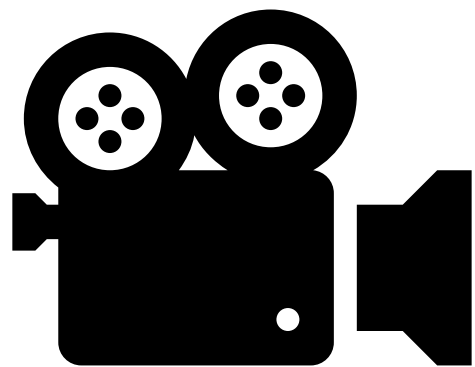
Collaborator Comments

What we've been building...

- Comment feed with the Job Description Management Collaboration workflow for notes, context, and conversation

Why we've been building it...

- Eliminate the need for collaborators to use external mediums to communicate throughout the process

Tabular Reporting: Enhancements

Ability to Report on HR Market Analysis

- When reporting on pricing or matching data using Tabular Reporting, HR Market Analysis will be reflected in the report output

Ability to Report on Employee Reported Data

- When reporting on pricing or matching data using Tabular Reporting, Employee Reported data will be reflected in the report output

Deduplicate Data

- In some instances, duplicate rows are displayed in tabular reporting due to the nature of the data being reported on. This can make it challenging to scan the report and consume the output. An update is being made to hide the duplicate rows.

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Employee Reported Data: Enhancements

Compensable factors allow you to zero in on market data that is specific to the requirements of the role at your company.

New Compensable Factors

- Number of People Managed

- Budget Under Management

Compensable Factors

Applying additional compensable factors will provide you with more precise market data by ensuring that the most impactful elements of the role have been taken into consideration.

Reset | Apply

Experience
The level of experience required for this role will likely impact the market data. As a best practice, enter the years of experience that would ideally be possessed by a fully proficient incumbent in this role.

Select...

Premium Skills (Max 5)
Does this job require unique skills? In-demand skills may influence the market data for this role. Keep in mind, some skills are assumed and entering them as premium skills may reduce the pay. Enter a maximum of five skills.

Search for more skills

Supervisory Responsibilities
Does this role involve direct people management?

Yes

If yes, how many people are managed?

15

Education
Choose the preferred degree held by an incumbent in this job. Consider that a minimum required level of education for this role is assumed, so entering a degree below average may reduce the pay.

Select...

Certifications & Licenses (Max 5)
Are there any licenses or certifications preferred for this role? Keep in mind, some licenses or certifications are assumed and entering them as preferred may reduce the pay. Enter a maximum of five certifications/licenses.
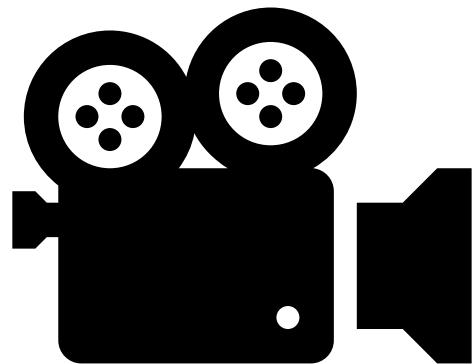
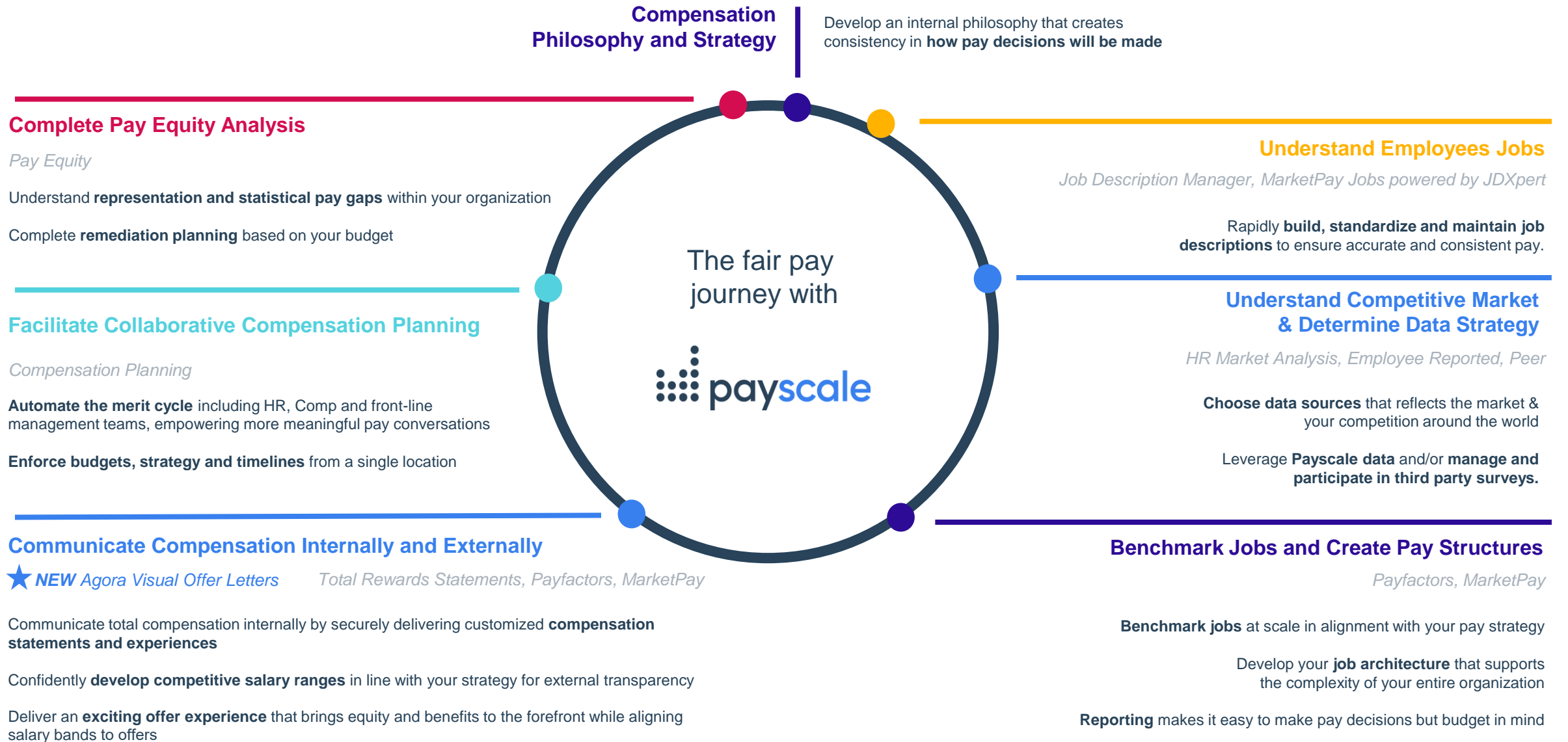Search for more certifications

Budget Managed
Do you manage a budget? If so, how much of a budget do you manage?
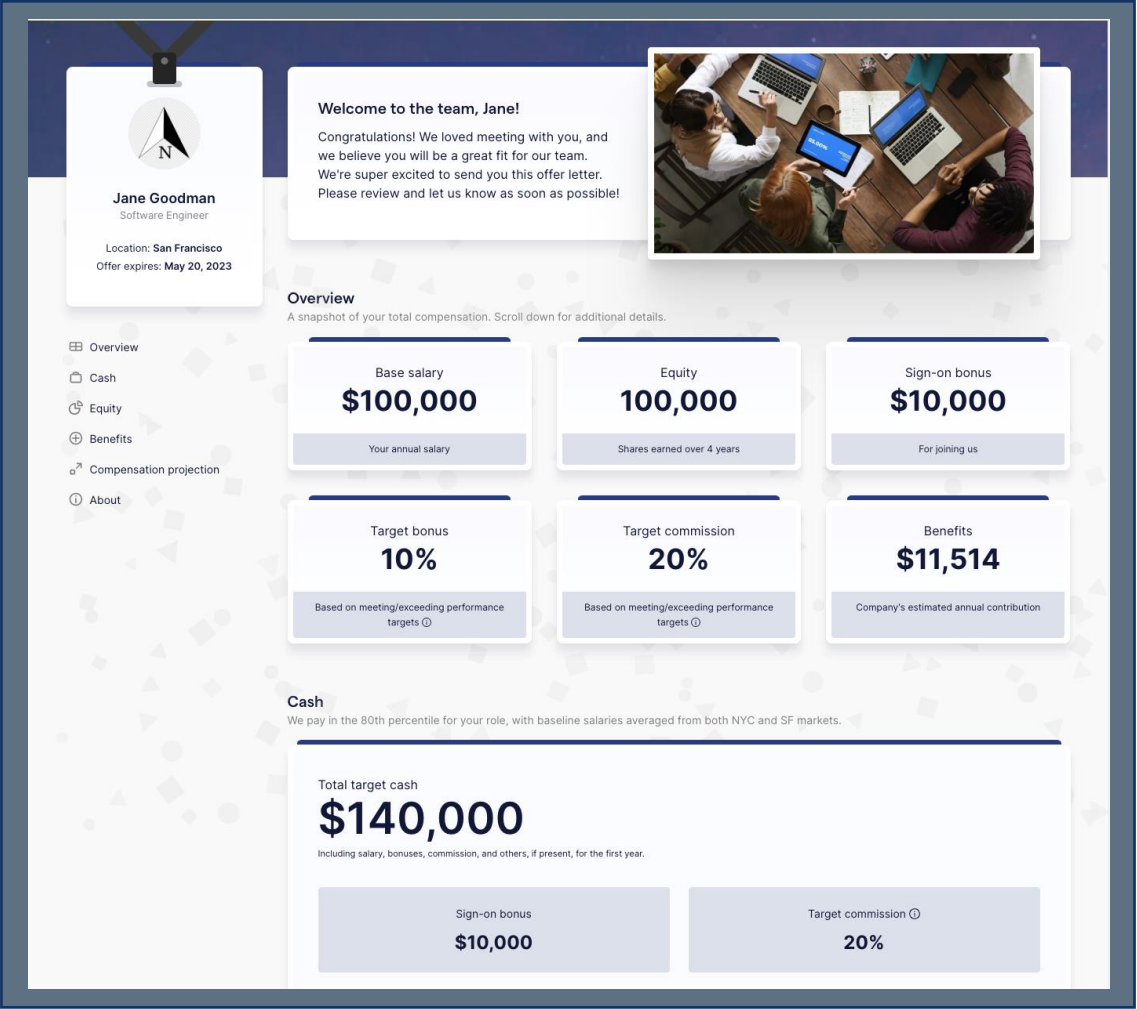
$50,000.00

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New Compensable Fcators Video

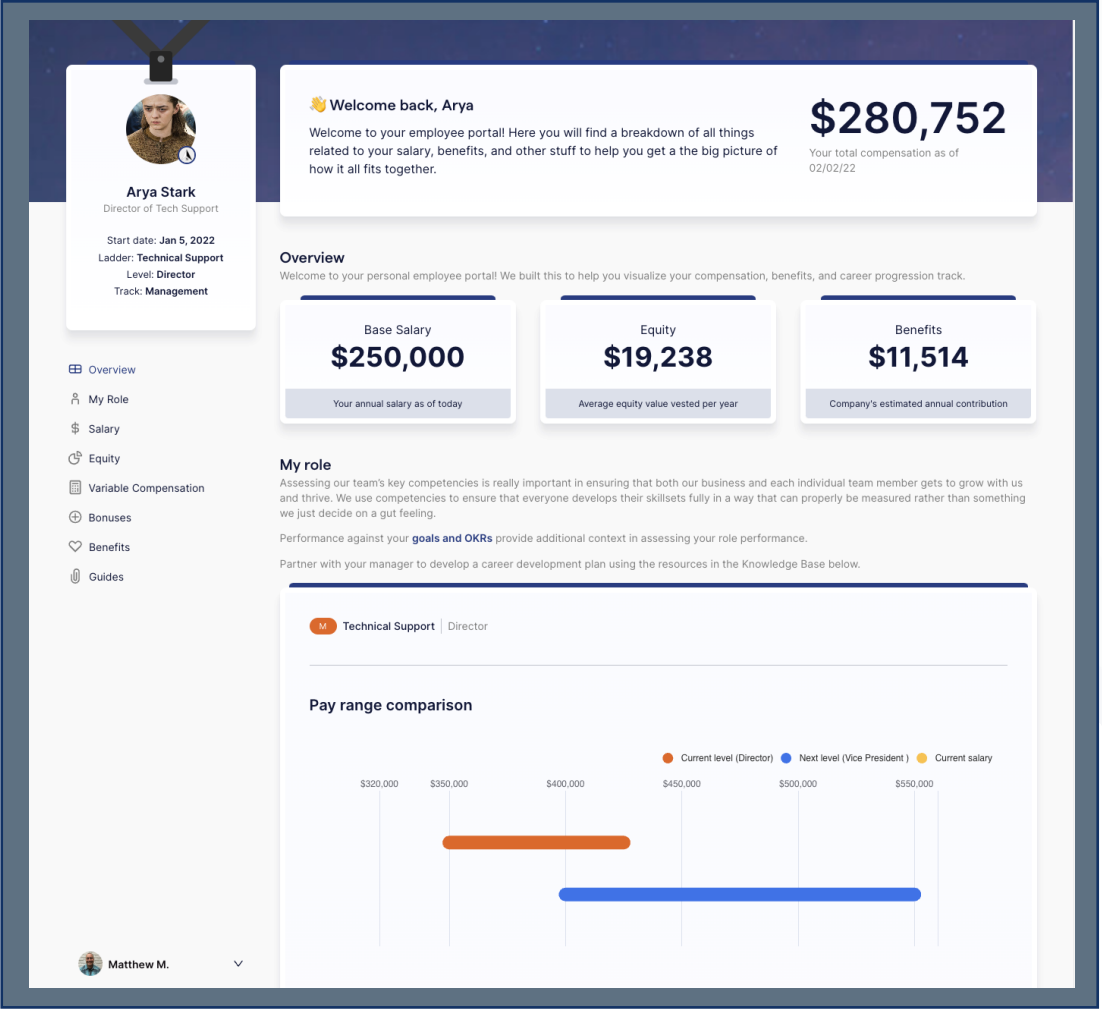# The Payscale Portfolio supports you through the entire compensation cycle

Compensation Philosophy and Strategy

Develop an internal philosophy that creates consistency in **how pay decisions will be made**

Complete Pay Equity Analysis

Pay Equity

Understand **representation and statistical pay gaps** within your organization

Complete **remediation planning** based on your budget

Understand Employees Jobs

Job Description Manager, MarketPay Jobs powered by JDXpert

Rapidly **build, standardize and maintain job descriptions** to ensure accurate and consistent pay.

Facilitate Collaborative Compensation Planning

Compensation Planning

Automate the merit cycle including HR, Comp and front-line management teams, empowering more meaningful pay conversations

Enforce budgets, strategy and timelines from a single location

The fair pay journey with

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Understand Competitive Market & Determine Data Strategy

HR Market Analysis, Employee Reported, Peer

Choose data sources that reflects the market & your competition around the world

Leverage **Payscale data** and/or **manage and participate in third party surveys.**

Communicate Compensation Internally and Externally

★ *NEW Agora Visual Offer Letters*　　*Total Rewards Statements, Payfactors, MarketPay*

Communicate total compensation internally by securely delivering customized **compensation statements and experiences**

Confidently **develop competitive salary ranges** in line with your strategy for external transparency

Deliver an **exciting offer experience** that brings equity and benefits to the forefront while aligning salary bands to offers

Benchmark Jobs and Create Pay Structures

Payfactors, MarketPay

Benchmark jobs at scale in alignment with your pay strategy

Develop your **job architecture** that supports the complexity of your entire organization

Reporting makes it easy to make pay decisions but budget in mind

Employee Portal and Offers

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Payscale Employee Communication Products

Visual Offer Letters

Employee Portal

Visual Offer Letters: Enhancements

Offer Templates

- Save time, while being less prone to errors or important omissions based on role or regional requirements for your offers

Improved Equity Projections & Education

- More options and flexibility around communicating equity to candidates
- Interactive overviews combined with succinct explanations for vesting, cost, value, and potential return

Visual Offer Letters: Enhancements

Better support for OTE based roles

Recruiters can now enter a total OTE and commission target for the candidate and the system will auto-calculate the base salary

Better support for hourly based roles

Offers now support fields for:

- Exemption Status
- Overtime pay rate
- Holiday pay rate

Employee Portal: Pay Transparency Early Access

1 in 4 in the United States work under enforceable Pay Transparency legislation

48% of organizations say that pay transparency legislation is driving change

The **top priorities** for organizations when it comes to rolling out pay transparency are:

1. Internal pay communications to managers and employees

2. Implement standardized and scalable practices regarding salary structures and pay ranges

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Sources: CBPR 2023, Pay Transparency Laws by State, Payscale Pay Legislation Webinar series

Employee Portal: Pay Transparency Early Access

Push Payfactors Structures to Employee Portal:

- Employee data + associated ranges

- Associated market composite MRP

Setup access controls and define what you want to share

- Current position in band as it relates to the org's comp philosophy

- Current position as it relates to the market midpoint

- Comp philosophy

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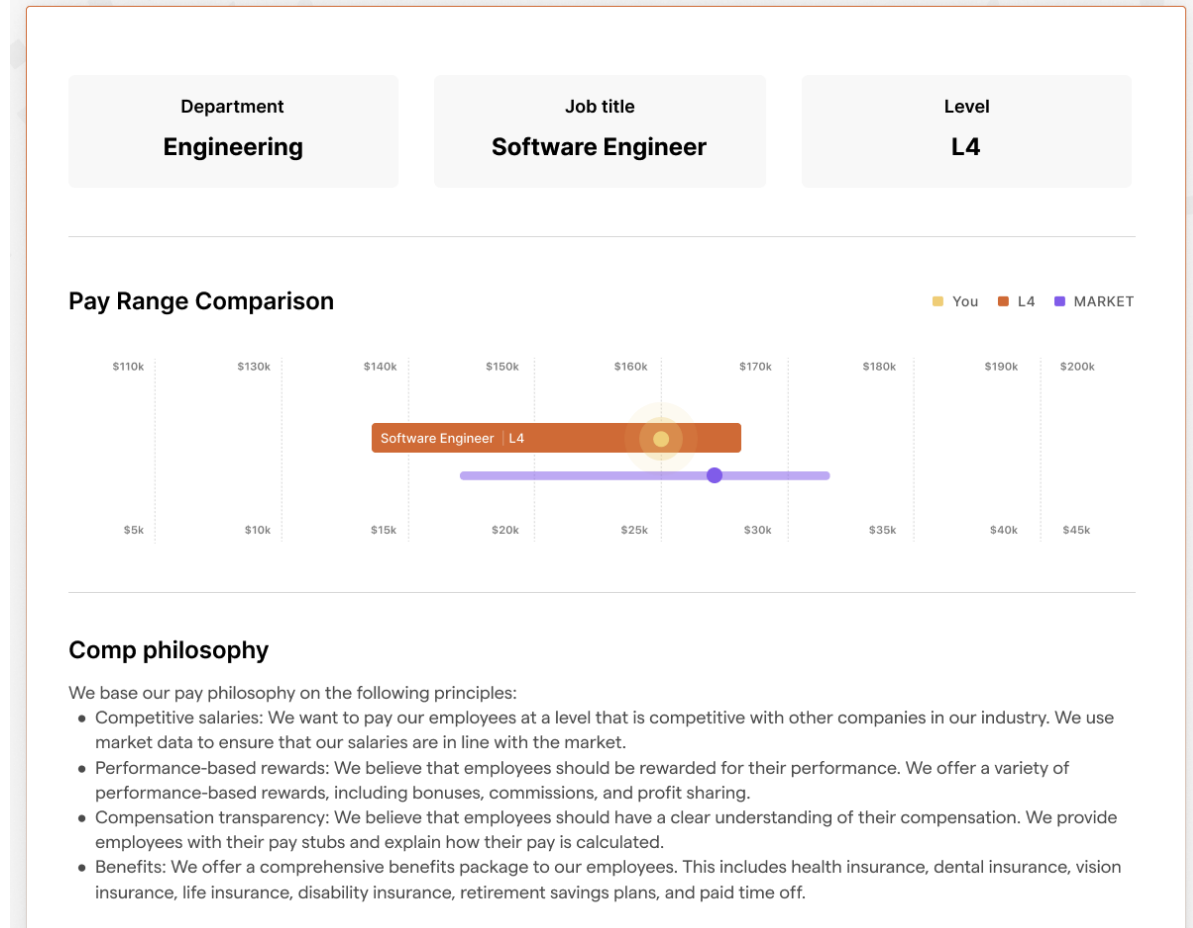
Employee Portal: Pay Transparency Early Access

Program Details:

- Starting early Q4

- Very limited space available

- In exchange for access to the employee portal, participating companies will:
  - Work with our implementation team to help get the employee portal setup
  - Work with our product team to provide feedback and insights:
    - Two 60-minute customer conversations (one per quarter) specifically focused on their experiences throughout implementation
    - Employee and manager surveys to understand sentiment and impact

To sign up, let us know you're interested in the post webinar poll and we'll follow-up!

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