

wifi your voice
connect your voice
find your voice



Location: Raleigh, NC

Number of Employees: 300

Product: Insight

www.bandwidth.com

Business Drivers:

Retain Talent

Improve Performance

Enable Growth

Bandwidth

Leading provider of VoIP and IP communication solutions finds a better way to do comp with PayScale.

Situation

One of Raleigh, North Carolina's 'Best Places to Work,' Bandwidth is a company on a roll. This provider of IP communications services, VoIP, and the owner of Republic Wireless, powers some of the biggest brands on the internet including Google Voice, Skype and Vonage. They have been growing rapidly over the past several years and now number more than 300 people. Of course this means that acquiring and retaining talent is increasingly crucial to their business growth. In the highly competitive Raleigh-Durham market, it was critical that they understand the dynamics of compensation for their key positions—those with unusual titles like 'NOC Techs' (Network Operations Center Technicians). They also have offices in 9 other US cities where they need to be competitive in pricing jobs.

PayScale Advantage

Rebecca Bottorff, Chief People Officer at Bandwidth (and herself a CCP), felt that "there's got to be a better way than traditional comp." What she meant was that the old model of doing an annual

“I love PayScale!”

Rebecca Bottorff,
Chief People Officer

Ready to Retain Talent?

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salary survey, requiring companies to participate and spend time responding to it just for the privilege of purchasing a slice of the data nine months later, didn't make sense to her. She found PayScale. PayScale Insight's rich and ever-fresh data and cloud compensation software made sense to her. "It's not just data submitted by companies with a vested interest in the outcome," she added.

“*There's got to be a better way than traditional compensation surveys.*”

Rebecca Bottorff,
Chief People Officer

Business Results

Rebecca and her team now work with managers on compensation issues and adjustments in real-time using the always up-to-date data in PayScale Insight. "I will benchmark their job right there in front of them. Managers now feel empowered and confident about how we make compensation decisions," she said. She feels that that Bandwidth's spot on the Triangle Best Places to Work list is no accident, and that their compensation program enabled by PayScale is part of that. "PayScale helped us upgrade our talent and understand the value of young talent."

About PayScale, Inc.

Creator of the largest database of individual compensation profiles in the world, PayScale, Inc. provides an immediate and precise snapshot of current market salaries to employees and employers through its online tools and software. PayScale's products are powered by innovative search and query algorithms that dynamically acquire, analyze and aggregate compensation information for millions of individuals in real time. Publisher of the quarterly PayScale Index™, PayScale's subscription software products for employers include PayScale MarketRate™ and PayScale Insight™. Among PayScale's 2,500 corporate customers are organizations small and large across industries including Mozilla, Tully's Coffee, Clemson University and the United States Postal Service.

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