

# PayScale MarketPay

## Compensation Professionals

As the job market becomes more competitive, compensation professionals are tasked with pricing jobs correctly, delivering reporting quickly and influencing pay strategies so that an organization can attract and retain top talent.

PayScale MarketPay delivers a modern solution that is easy to use and gives organizations the insights necessary to make smart pay decisions. With MarketPay, you can provide accurate data to executives quickly, without the risk of error.



### Automate Manual Processes

Doing more with less is critical in today's organization. Eliminate manual tasks by automating your market data and survey participation, allowing you to focus on more strategic work.



### Powerful Analytics

Today's executives are more data driven than ever before. Model salary structures and provide consumable metrics so management can make informed decisions. Now integrated with Tableau, you can deliver even more impactful insights by leveraging big data to make powerful data visualizations and dashboards.



### Mitigate Risk

New regulations and market trends are commonplace. Deliver accurate analysis so your organization can reduce or eliminate risks as new regulations arise.

## Easy to Manage Data

- Automated platform that aggregates all your survey data
- Point and click job pricing
- Import from any data source

## Simple Survey Participation

- Pre-configured survey participation templates
- Export data to all your publishers with a click of a button

## Powerful Analytics

- Utilize big data to build dynamic data visualizations and dashboards with Tableau
- Research 'what if' and 'what about' salary modeling
- Deliver executive reporting in real-time
- Filter groups without losing data integrity

## Hands-On Support & Training

- Experienced compensation professionals
- Global support team available 24/7
- Robust library and training resources

Working with the world's leading survey providers for over 15 years.



**//** I can pull together an ad-hoc compensation recommendation in 10 minutes, instead of an hour. I wouldn't have had bandwidth to work on other projects before MarketPay. We would have had to rely on consultants. When I tell you that MarketPay changed my life, it has seriously changed my life. I can't imagine doing compensation work without it now. **//**

-Michelle Huse, Manager of Compensation at Baylor University

# PayScale MarketPay gives global organizations the ability to manage their data in a seamless process.

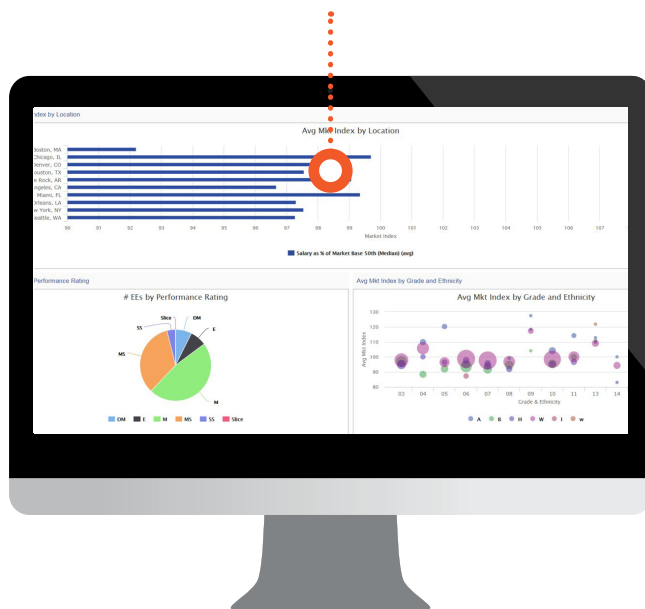
## Compensation Modeling

Build and understand grade structure, merit modeling, and regressions



## Interactive Dashboard

View the customized analytics you want



## Automated Survey Participation

Export directly into publisher template

The monitor displays a table of survey data. The table has columns for Employee Identifier, Survey Position Code (MURPS), Survey Position Title, Your Organization's Job Title, Your Organization's Reports to Position Title, Your Organization's Job Code, Zip Code (four digit), FLSA Status (2070 Team leader level or higher only), If Exempt, OT Exp (Y/N), Year of Hire (YYYY), and Year into (YYYY). A red circle highlights the row for Employee Identifier A2783.

Employee Identifier	Survey Position Code (MURPS)	Survey Position Title	Your Organization's Job Title	Your Organization's Reports to Position Title	Your Organization's Job Code	Zip Code (four digit)	FLSA Status (2070 Team leader level or higher only)	If Exempt	OT Exp (Y/N)	Year of Hire (YYYY)	Year into (YYYY)
A2783	210.316.230	Accounting Supervisor	Supervisor, Accounting	Marketing Director	1948	12551	E	N		2004-04-18	2011
A278	210.316.350	Accountant - Experienced	Intermediate Professional, Accounting		1949	80016	E	N		1999-01-01	2012
A238	210.332.360	Financial Planning/Analyst - Entry	Entry Professional, Financial Planning/Analyst		1942	80016	N	N		2005-01-01	2005
A243	115.100.410	Legal Secretary - Senior	Legal Administrative, Support		1233	20024	N	N		2005-01-01	2005
A279	115.011.120	Top Legal Executive/General Co.	3rd Level Manager, General Counsel		1231	80016	E	N		2005-01-01	2005
A279	115.014.120	Top Legal Executive/General Co.	3rd Level Manager, General Counsel		1231	80016	E	N		2005-01-01	2005
A279	115.100.120	Deputy General Counsel (Chief)	3rd Level Manager, General Counsel		1231	80016	E	N		2005-01-01	2005
A667	115.100.211	Associate General Counsel	2nd Level Manager, Regulatory		1226	78512	E	N		2005-01-01	2005
A666	110.200.220	Regulatory Affairs Manager	1st Level Manager, Regulatory		1227	10041	E	N		2005-01-01	2005
A666	115.100.220	Managing Attorney	1st Level Manager, Regulatory		1227	10041	E	N		2005-01-01	2005
A669	115.000.120	Top Level Executive/General Co.	Corporate Executive, General		1229	10041	E	N		2005-01-01	2005
A242	210.352.350	Financial Planning/Analyst - Exp.	Intermediate Professional, Financial Planning/Analyst		1945	20024	E	N		2010-09-28	2010
A664	210.316.360	Accountant - Entry	Entry Professional, Accounting		1944	78512	N	N		1989-01-01	2007
A660	210.200.340	Internal Controls Auditor - Senior	Senior Level Professional, Accounting		1946	78512	E	N		2009-06-05	2010
A660	210.316.340	Accountant - Senior	Senior Level Professional, Accounting		1946	78512	E	N		2009-06-05	2010
A610	210.200.220	Internal Controls Manager	1st Level Manager, Accounting		1950	78512	E	N		1999-01-01	1999
A610	210.316.220	Accounting Manager	1st Level Manager, Accounting		1950	78512	E	N		1999-01-01	1999
A610	210.316.221	Accounting Manager/Controller	1st Level Manager, Accounting		1950	78512	E	N		1999-01-01	1999
A570	110.200.350	Regulatory Affairs Professional	Intermediate Professional, Regulatory Affairs		1222	80016	E	N		2005-01-01	2005
A597	115.100.421	Legal Secretary - Experienced	Intermediate Professional, Legal Secretary		1221	10041	E	N		2005-01-01	2005
A725	210.324.220	Audit Manager	1st Level Manager, Audit		1037	80016	E	Y		2010-09-28	2010

## Survey Match Wizard

Discover potential new surveys based on your existing survey library and already benchmarked jobs

The monitor displays the 'Survey Match Wizard' interface. The top section shows 'Career Level Professional, Organizational Development' with a benchmark summary. Below this is a table of survey matches. A red circle highlights the row for 'Towers Watson CSR Human Resources, 2016'.

Survey Title	Survey Data Out	Min Base 5th	Min TC 5th	
Alon Hewitt TOM Mgmt & Prof Touse Corp by Industry, 2016	Learning and Development Senior	All Industries show all data cuts	\$16,000	\$16,078
Towers Watson CSR Human Resources, 2016	Employee Development/Training Generalist/Multidiscipline - P3 - Career	All Organizations show all data cuts	\$15,000	\$15,000
Towers Watson CSR Professional Administrative & Sales, 2016	Employee Development/Training Generalist/Multidiscipline - P3 - Career	All Organizations show all data cuts	\$15,000	\$15,000
Towers Watson CSR Professional Administrative & Sales, 2016	Organization Development - P3 - Career	All Organizations show all data cuts	\$15,000	\$15,000