

All-in-One Solution

Say goodbye to cumbersome spreadsheets, stale data, and tedious work.

With CompAnalyst® you get the data and insights you need to make pay decisions with confidence. Our solution addresses the entire compensation process, helping you quickly price jobs with unparalleled accuracy and analyze your compensation pay practices.

MARKET PRICING FOR EXTERNAL COMPETITIVENESS

One Stop-Shop for Data

With CompAnalyst Market Data you have access to the largest and most reliable HR-reported compensation data set. Market price hot jobs, industry-specific positions, and even combine jobs to map to your specific needs, to fill in your data gaps.

Unparalleled Accuracy

You can scope our CompAnalyst Market Data and any 3rd party survey cuts to your specific industry, company size, and geographic location with percentile flexibility within market pricing reports for unparalleled pricing accuracy.

Comprehensive Data on Compensable Factors

Determine the effects key compensable factors like required skills, competencies, licenses, certifications, education, years of experience, and reporting hierarchies will have on the market prices of your jobs.

Embedded Executive Pay Data

Quickly calculate C-level pay ratios, compare executive pay packages and pay ratios against publicly-reported peer data, and create C-level pay-for-performance analyses.

16,000

Unique Job Titles

32,000+

Compensable
Factors

225

Industry Breakouts

25

Countries

42,000+

Geographies

800
Million

Market Data Points

Minimum Wage Data

Find out what the minimum wage is across the United States or in individual states, cities, counties, and even municipalities.

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CompAnalyst, Salary.com's compensation software, has allowed our organization to create a "one stop shop" for compensation. The software has greatly reduced the amount of time we spend on survey management and increased the amount of time we can spend providing strategic direction to the business.

I highly recommend considering Salary.com if you're looking to take your compensation function to the next level.”

– Shaun Drawdy, Senior Compensation Analyst, Saia

MANAGE YOUR SURVEY DATA ALL IN ONE PLACE

Upload your third-party surveys

Streamline survey management with a single, centralized library for all your compensation data sources.

Bulk Pricing

Easily match and price multiple jobs, job families, and entire surveys across one or more job locations. Confirm pricing updates with an easy 3-step workflow. Seamlessly manage edits to any number of existing composites within one screen. Model changes and automatically see in real-time how it will impact the target market value.

Smart market composites

Create market composites based on survey cuts from CompAnalyst Market Data, Compdata, IPAS, and your third-party surveys. Quickly find the right survey cuts for your composites with AI-recommended job matches and automated scopes. Blend survey cuts to tie data sources together.

STREAMLINED ANALYSIS OF YOUR INTERNAL PAY PRACTICES

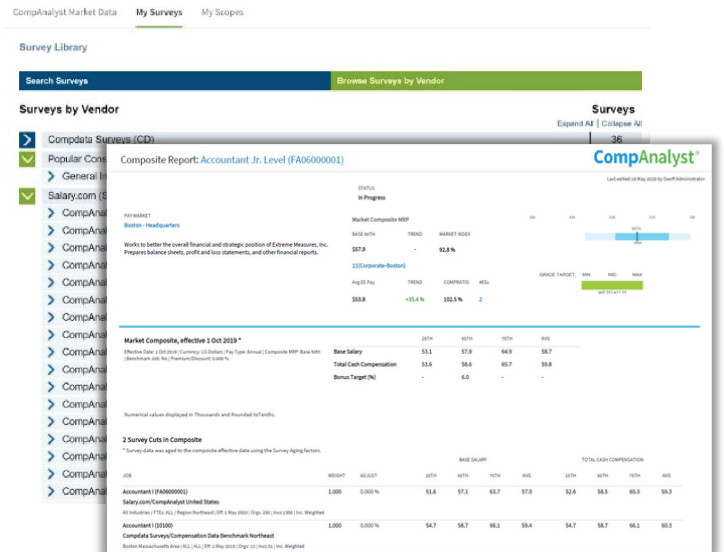
Salary structures with market context

Create a new structure in just three clicks, based on market data and your company grades, jobs, and employees.

- Quickly visualize proposed structure changes using flexible modeling tools
- Make on-the-fly adjustments to mid-point differentials, range spreads, and the number of grades in your structures
- Easily spot job and employee outliers in existing or proposed structures

Effortless participation

Automate the survey participation process with one-click exports to third-party survey participation templates.

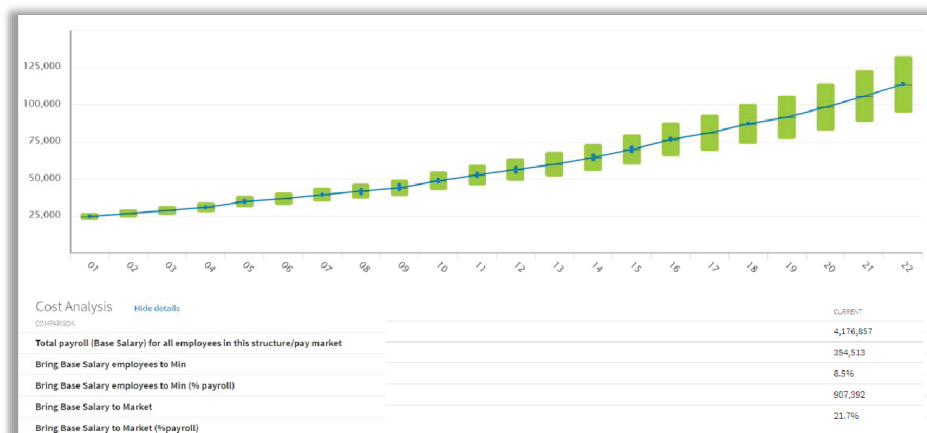


Smart adjustments

Streamline salary structure adjustments with your custom global default settings that eliminate the need for manual inputs and modifications.

Cost of correct analysis

Quickly understand how much it would cost to bring employee salaries to the market rate. Forecast costs associated with changing structures or adjusting individual employee pay.



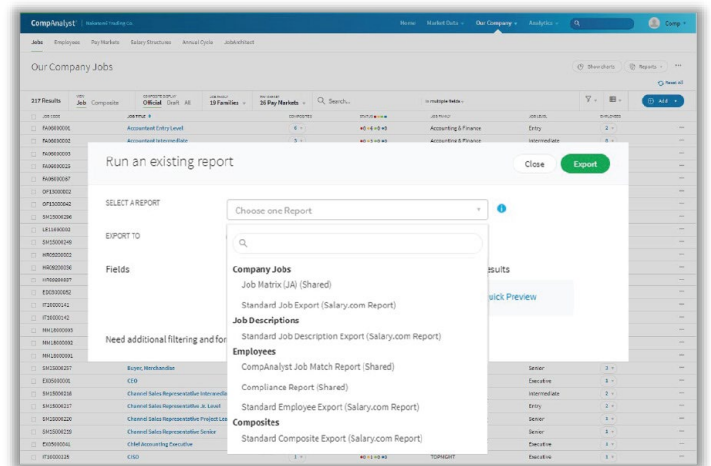
View your salary structures in a simple format to quickly view outliers and the cost to correct your employee salaries across the board

STREAMLINED REPORT CREATION

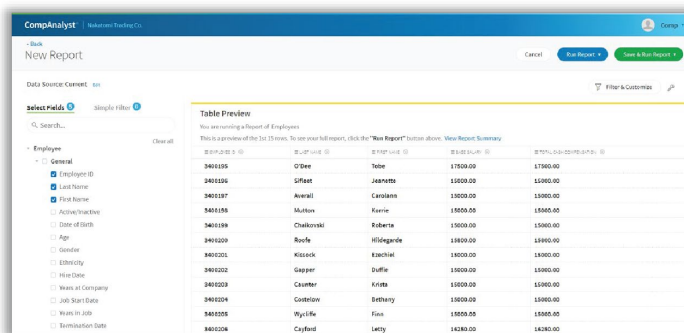
In-Module Reporting

Run reports without having to leave CompAnalyst Jobs, Employees, and Composites.

- Simply click a button to access tabular reports without leaving where you are.
- Quickly preview what the report will look like.
- Before you export, choose the fields you want to add or delete.
- Save the report to run later, view it online, or export it using CSV or Excel.



Run reports in Jobs, Composites, or Employee modules



Move columns, edit column names, and add custom data

Data visualizations that connect the dots

Native integration with Tableau allows you to build fully customizable data visualizations that pull from any field in the product, including custom fields.

Customize Reports On-The-Fly

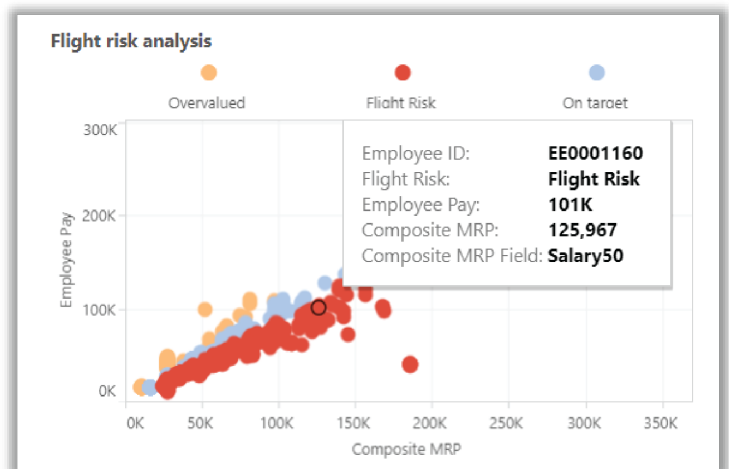
It's easy to customize how a report looks and add additional data calculations.

- You can create custom calculations in a report. Examples: add average base salary by job family or maximum base by 50th pay market.
- You can drag and drop the order of columns, sort columns, or change the column headers.

Smart Reporting on Any Field

CompAnalyst will automatically build reports on any field. You don't have to know where that field is located to find it or build the relationships between fields.

- Simply type in keywords in the Simple Search and add them to the report. CompAnalyst automatically maps the fields and creates the report.
- Here's an example: if you select fields from both the employee area (Employee Name or Base Salary) and the composite area (Composite MRP), the system will automatically map employees, jobs, composites, and the underlying survey cuts.



Advanced data visualizations like our Flight Risk Analysis clearly highlight outliers within your organization

SMARTER REPORTING FOR SMARTER PAY DECISIONS

Searchable, shareable reports

Use our universal search feature to quickly locate report templates, saved reports, and custom data visualizations from any page in the CompAnalyst. Export and send presentation-ready reports directly to stakeholders.

Leverage Pre-Defined Templates

Our template library is a quick way to get started by helping to define a report output based on the most frequently used templates. The templates contain fields included in a report, how the fields are grouped (relationships), and any filters applied to the report.

Find Reports By Question

If you are not sure what report to look for, you can search for reports by typing in a question or using keywords, and CompAnalyst will automatically return appropriate questions that match the input.

Schedule Reports to Run Automatically

Easily set up any report to run at any frequency –weekly, daily, monthly, and for any duration. You can be notified by email when the report is ready or simply log into CompAnalyst and see it in the completed reports section.

PROACTIVE DECISION MAKING

Pay Gap Overview

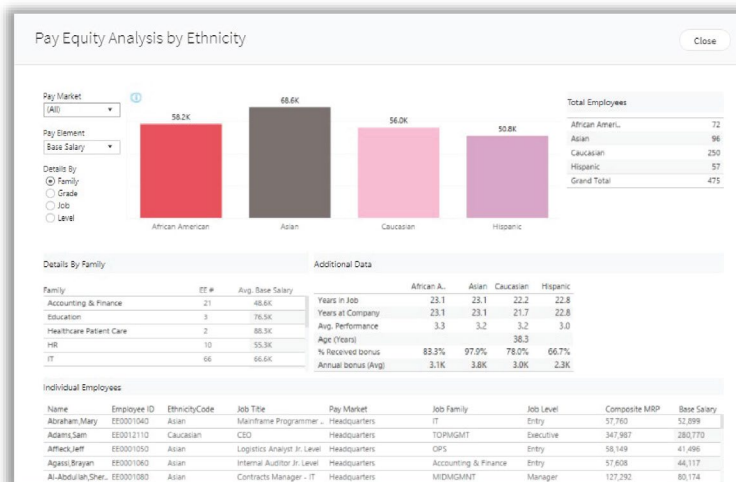
Address critical pay equity issues simply and confidently with the Pay Gap Overview. It provides the tools you need to assess internal pay differences by employee group and help you take corrective action as needed.

Merit models that answer “what if” questions

Visualize how changes in merit programs will impact your total rewards budget. Model merit matrices based on performance and comp-ratio, range penetration, or market index. Analyze the cost of different merit increase scenarios using historical data or expected distributions.

Proactive alerts that keep you on track

Quickly identify data outliers, mismatched jobs, out-of-date prices, and even potential flight-risk employees. Identify areas of the product that require attention without needing to search or run specialized reports.



Access pre-defined templates on various reporting topics, including average compensation by protected classes like age, ethnicity, and gender

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I started using CompAnalyst 4 years ago and CompAnalyst has made a cumbersome activity that was done on Excel previously into a very seamless experience. I cannot ignore the hours saved and having information at your fingertips.

Their analytics feature throws out intelligence and numbers that otherwise would have taken me a lot of time to do manually. I can't forget the amount of time the tool has saved on Benchmarking activities as well!

The time spent on a cumbersome Excel sheet that was error-prone has been eliminated. Data is instantly available at my fingertips with options to pull reports in the way I want to.”

– Rahit Krishnasa, Senior Compensation Analyst, Advanced Auto Parts

WHAT MAKES SALARY.COM DIFFERENT?

Leading the Charge

We're constantly enhancing how employers and employees access compensation data. As the leading SaaS provider of compensation market data, software, and analytics, we are uniquely positioned to bring you more of the trusted data and intuitive software you need to get pay right.

A Shared Passion

Our team consists of the most experienced leaders in compensation management. More than 30% have been with Salary.com since its inception 20 years ago. Why? Because they care deeply about fair pay practices and believe in our mission to help you get pay right.

“CompAnalyst is far more efficient than traditional survey job matching - I can get data that I can rely on for questions from managers in a matter of minutes (nearly seconds) vs. several minutes to a half hour using traditional methods.

The output reports are presentation-ready, so I often just send them directly to leaders who are asking for data.”

– Christopher Haak, Director of Total Rewards, Holman Enterprises

“Salary.com is a very useful tool to analyze compensation for many roles. It is very user-friendly, and you can adjust certain elements to do customization for your company.

Salary.com is helping us keep compensation consistent and accurate.”

– Adrian Solmonides, Strategic Leader of Human Resources, Smart City

Industry Leading Service Team

Salary.com firmly believes that to extract the full value from a high-performance compensation solution, it is essential to leverage not just the content and technology, but true best-in-class process expertise and compensation knowledge.

Your client team will consist of a Customer Success Manager and a Professional Services Specialist to help you every step of the way with:

- Onboarding & Training
- Quarterly Business Reviews
- Benchmark job matching
- Salary range modeling
- Composite template customization
- Ongoing data management and analysis
- Salary increase budget planning
- Job template customization



G2 Leader in Enterprise Compensation Solutions



Outstanding Contributions as an HR Tech Solutions Provider

See in Action!

[Learn more at Salary.com](https://www.salary.com)