

# THE DIVERSE AND DYNAMIC SALARY DATA PORTFOLIO FROM PAYSCALE

## There's a method to our market data leadership.

Payscale's approach to compensation and survey data ensures a precise view of salaries through a variety of data methodology and validation processes. Our four-step methodology enables accuracy and transparency from the collection and validation of data to the delivery of insights.



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### HR Market Analysis





Ready to use compensation data curated by compensation professionals and data scientists, backed by a proprietary and proven algorithm to fill data gaps to deliver an answer for all combinations of industry, size and location.

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|  | Fast and easy access to HR reported data |  | Curated data to drive your comp strategy            |
|  | 5,000+ benchmarked jobs in one database  |  | Collection of 1.5 billion data points, 14 countries |

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### Employee Reported Data





Payscale's Employee Reported Data is built upon our proprietary machine-learned model developed over 15 years of big data analytics, human expertise and customer insight, which provides the most accurate pay predictions in the market.

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|---|------------------------------|---|---|
|  | Location-based differentials |  | AI-assisted with personalized suggestions |
|  | Skills-based differentials   |  | Four-step validation process              |

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### Peer Data

Leverage HRIS-aggregated data to build employer-sourced datasets for use just like a traditional survey. Payscale Peer blends a modern methodology using smart algorithms to improve mundane tasks such as job matching and survey participation.

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|---|--|---|--|
|  | Keep pace with your peers and industry |  | Price a hot job that reflects labor shifts |
|  | Track emerging markets granularly      |  | Take control, stay protected and secure    |

See our [salary data in action](#) to inform confident pay decisions.