

CompAnalyst® Software

A compensation management solution built for you.

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

MARKET PRICING FOR EXTERNAL COMPETITIVENESS

Market Pricing Made Easy

CompAnalyst® streamlines the pricing process and delivers critical insights to keep you competitive in today's talent market. Market price hot jobs, industry-specific positions, and even combine jobs to map your specific needs, then run analyses and build salary structures all within one platform.

Analyze Your Company's Data

Integrate your organization's job and employee data with external market data to assess market competitiveness and internal equity. Quickly add jobs and employees on the fly to keep your data up to date, or update data in bulk.

Global Job Matching

Streamline your job matching process by mapping your jobs across all your locations in a single, simple workflow. Customize survey rules for different pay markets, track year-over-year changes, and analyze how shifts in job families or levels impact pricing.



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

– Shaun Drawdy, Director, Compensation, Saia, Inc.

The screenshot shows the CompAnalyst software interface for creating a new adjusted job. The job title is "Accountant I (FA06000001)". The software displays various job details and compensation data.

Job Details:

- LEVEL: Entry (I)
- EXPERIENCE: 5+ Years
- FLSA STATUS: Varies
- EDUCATION: Bachelor's
- REPORTS TO: Director
- JOB FAMILY: Finance & Accounting
- JOB FOCUS: General Accounting
- MANAGE PEOPLE: No
- WORKING CONDITIONS: No Hazard
- SHIFT: Day
- SECURITY CLEARANCE: No Security Clearance

Compensation Data:

Calculated Base	Adjusted	Base 50th
\$58,604	\$54,976	

Job Descriptions:

Assists in maintaining financial records and ensuring that financial transactions are properly recorded. Ensures the accuracy of entries to ledger accounts and reconciles subsidiary ledger accounts to the general ledger. Compiles financial data to aid more senior accountants in the preparation of balance sheets, profit and loss statements and other financial reports. Assists in analyzing current costs, revenues, financial commitments, and obligations incurred to predict future revenues and expenses. Typically requires a bachelor's degree. May require eligibility to sit for CPA exam. Typically reports to Director. Manages No subordinate staff in the day-to-day performance of their jobs. May require Accredited Receivables Specialist (ARS). Shift: Day.

Alternate Job Titles:

- Entry Accountant | Financial Accountant I | General Accountant, Entry | Junior Accountant | Staff Accountant I

Competencies/Skills:

- Company Specific
- Accredited Receivables Specialist (ARS)

Certifications/Licenses:

- Managerial Experience

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.

Price Jobs in Bulk

Efficiently match and price jobs, families, or entire surveys across locations with a simple 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, Salary.com surveys, and your third-party data sets. Quickly find the right survey cuts for your composites with AI-recommended job matches and automated scopes.

Effortless Participation

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

The screenshot displays the CompAnalyst Market Data software interface. At the top, there are tabs for 'CompAnalyst Market Data', 'My Surveys', and 'My Scopes'. The 'My Surveys' tab is active, showing a search bar and a list of surveys categorized by vendor. One survey is selected: 'Salary.com (S)' with a 'Boston - Headquarters' location. The interface shows 'Market Composite MRP' data with a total value of \$37.8 and a 'Market Value' of 82.8%. Below this, there are sections for 'Market Composite, effective 1 Oct 2018' and 'Survey Cuts in Composite'. The bottom of the interface shows salary structure data for 'Accountant (SALARIES)' and 'Accountant (SALARIES)'.

SALARY STRUCTURES- WITH MARKET CONTEXT

Salary Structures Made Easy

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

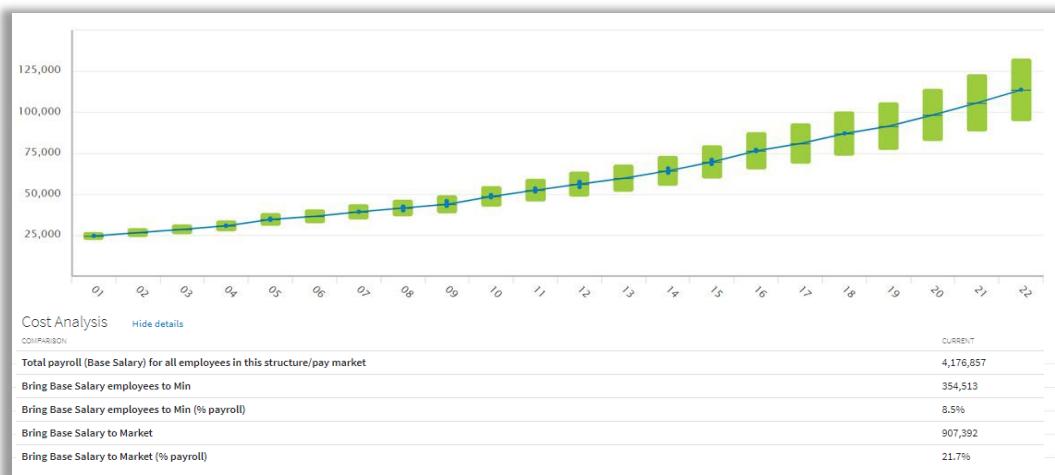
- Easily spot job and employee outliers in existing or proposed structures
- Make on-the-fly adjustments to mid-point differentials, range spreads, and the number of grades in your structures
- Quickly visualize proposed structure changes using flexible modelling tools

Smart Adjustments

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

Cost to 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.



STREAMLINED REPORT CREATION

In-Module Reporting

CompAnalyst® will automatically build reports on any field, and reports can be run without having to leave your workflow.

Searchable, Shareable Reports

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

Leverage Pre-Defined Templates

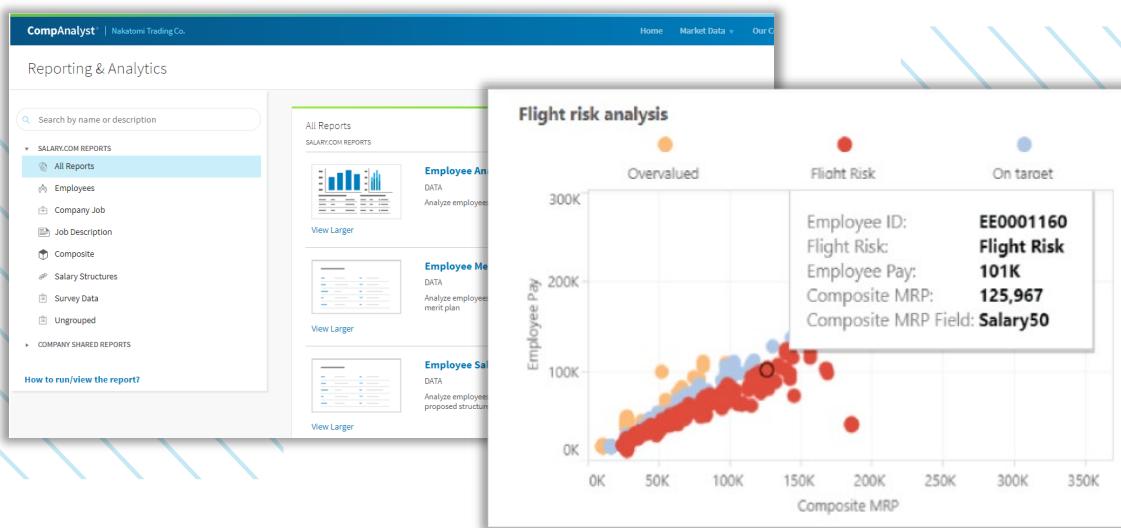
Our template library is a quick way to get started by helping to define a report output based on the most frequently used templates.

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.

On-the-Fly Report Customization

Reports can be customized, and you can even add your own custom calculations. The layout of your reports can also be edited exactly how you want it with ease, so you can always keep your data looking clear and concise.



PROACTIVE DECISION MAKING

Pay Gap Overview

Address critical pay equity issues simply and confidently. Utilize a collection of reports to help you identify potential pay issues in your organization based on discrepancies by protected classes such as gender, ethnicity, age, and more.

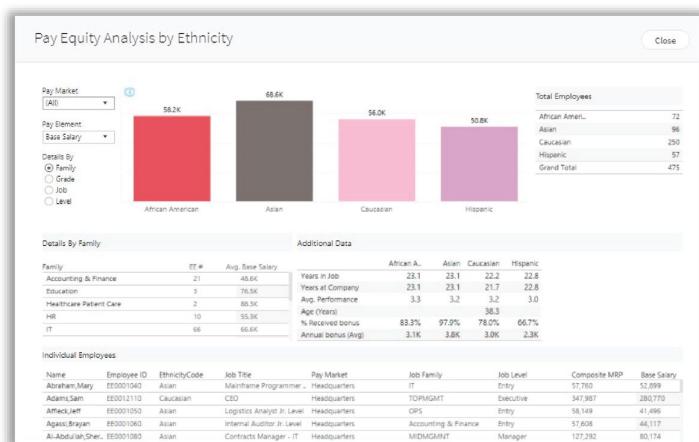
Merit Models That Answer “What If” Questions

Create matrices that determine your employees' raises based on their annual salaries and performances.

Visualize how changes in merit programs will impact your total rewards budget.

Proactive Alerts

Quickly identify data outliers, mismatched jobs, out-of-date prices, and even potential flight-risk employees.



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 25+ years ago. Why? Because they care deeply about fair pay practices and believe in our mission to help you get pay right.

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 expert to help you every step of the way with:

- Onboarding
- Ongoing data management and analysis
- Quarterly business reviews
- Configuration of composite and job templates
- Implementation and data loading
- Benchmark job matching
- Salary increase budget planning
- Salary range modeling



“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



Best Comprehensive Solution



Get Pay Right Today

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