payscale HR Source ™

Peer for HR Source

Is your organization looking for timely, accurate, reliable compensation data delivered quickly through a modern user experience?

HR Source has partnered with Payscale to provide you access to next generation compensation data, so you can attract and retain talent using timely, robust HR reported data.

Fully transparent employer reported data

Transparent data you can rely on; customers can see the individual company names listed in any Peer data cut

Specific, relevant and fully customizable data

Fully customize your data with control over every data cut; see the full Peer data base or filter down to view only your specific Employers Association's data

Always current data to keep up with market trends and respond to changes

Keep pace with your peers and stop relying on age-old salary data. Peer shows you what the market is paying now

Quick and easy participation

Fluid and automated data uploads to improve your experience across the platform and ensure timely data

Quickly price jobs and set your own scopes

Zip code & global coverage

Trusted tool and survey platform of Employers Associations

AI & ML Match Suggestions to accelerate job matching

Unlimited data cuts, custom industry filters and ability to view the data you want to see

Peer trend report to capture market movement

Captures new jobs, fast moving geos, emerging industries

**Choose companies by name**

Peer Methodology

Peer is the industry's only on-demand employer-reported market data source where users can fully customize the filters and scopes of their data cuts. The Peer data set is an aggregation of employer-reported salary data mapped to a common job taxonomy of benchmark positions curated by our team of compensation professionals. Across the various Peer Exchanges, there are over 5,000 benchmark jobs that span all industries, departments, and levels. Our team of compensation professionals aided by our algorithms and technical capabilities are validating and verifying the Peer data every step of the way.

The Peer data set is refreshed nightly with the most recent eligible employer reported data to the system. We strive to have all participants refresh data on a regular cadence, but we do monitor the age of all client data regularly and will remove old data as needed.

Extracting Data Cuts

Once the data has passed rigorous validation tests, there are a few additional validations that occur before a user can extract the Peer data from the system. There are a variety of places Peer data can be extracted into various reports, specifically the Peer, Pricing Projects, Jobs, and Quick- Price tiles. Each method adheres to the same data security measures.

Peer Dashboard in Payfactors
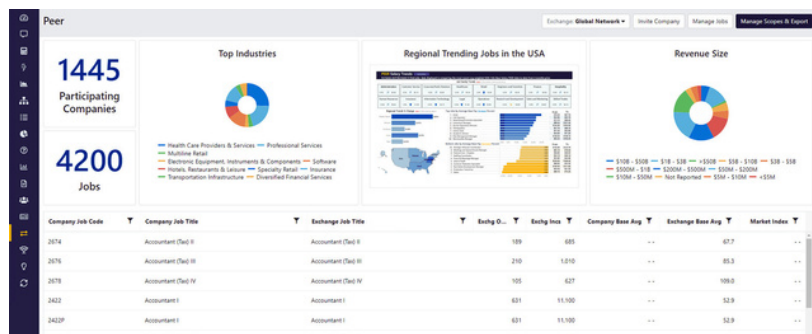
Before data can be extracted by a user, the following pre-requisites must be met:

- Due to anti-trust guidelines, the data does not aggregate in Peer until the effective date of the data collection is 90 days old.

- There must be at least 5 companies per data cut, not including the company of the user executing the data cut if they are a contributor.

- Data dominance requirements are met, in which one or more company's data cannot make up more that 50% of the data cut. Peer will provide a warning at 25%, and if 1 company comprises 50%, Peer will not allow the user to make the data cut.

- A similarity check automatically examines current Peer data cuts and prevents any new Peer data cuts that are too similar from being created, thereby preserving the anonymity of all data within Peer. The system doesn't allow a user to examine the data in a way that would allow them to mathematically back into what a single organization is paying for a particular role.

Peer

wins Fast Company's 2021 World Changing Ideas award for world changing software

FAST COMPANY
WORLD CHANGING
IDEAS 2021

The Numbers:

7 million incumbents

2,500+ companies have access to Peer

150+ countries

4,200 jobs

100+ industries covered

> " Peer is intuitive, easier, and more enjoyable to use than annual surveys, plus there is relevant, real-time data and no need to wait months and months. With the market changes of late, having data that changes with the agility of Peer is required.

Reet Ari
Sr. Director, Talent Acquisition
Privia Health

About Payscale

As the industry leader in compensation management, Payscale is on a mission to help job seekers, employees and businesses get pay right, and makes sustainable fair pay a reality. Empowering 10,000 organizations, including 53% of the Fortune 500, in 198 countries, Payscale provides a combination of data-driven insights, best-in-class services, and innovative software to enable organizations such as Angel City Football Club, Perry Ellis International, United Healthcare, Vista and The Washington Post and to make fair and appropriate pay decisions.

To learn more, visit **www.payscale.com.**

Pay is powerful™

payscale