



Is Your Compensation Strategy Ready for a Boost?

DISCOVER HOW
 **payfederate**
CAN TRANSFORM YOUR APPROACH

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Build Trust, Enhance Retention, and Lead the Future



In the rapidly evolving business landscape, compensation management has shifted from traditional annual reviews to more dynamic and continuous compensation practices. Modern businesses now focus on pay transparency, real-time adjustments, and data-driven compensation decisions that keep pace with market trends. This shift ensures that employees are fairly compensated while allowing businesses to stay competitive in talent acquisition and retention.

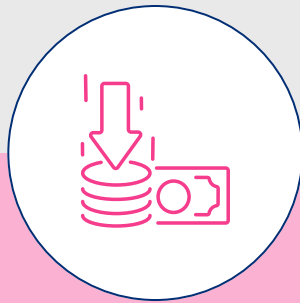
Getting Started with Payfederate

Payfederate is designed to revolutionize compensation management. Whether you're an HR manager or a business leader, the platform offers an intuitive interface to simplify salary benchmarking, consistent periodic compensation adjustments, and transparency in pay practices. Getting started is easy, with guided onboarding steps that allow businesses to quickly integrate their existing data, set compensation guidelines, and align with industry benchmarks.

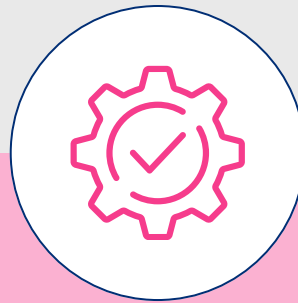
Swift Deployment, Maximum Efficiency



**FREE TRIALS FOR
EVERY CUSTOMER**



**AFFORDABLE PRICING
FOR ORGANIZATIONS
OF ALL SIZES**



**INTUITIVE, EASY-
TO-USE INTERFACE**



**QUICK SETUP,
OPERATIONAL IN
JUST A FEW DAYS**



Why Payfederate?

- Build trust and engagement to boost retention and productivity
- Optimize investment in pay
- Maintain competitiveness in recruiting



Compensation Made Simple and Effective

Payfederate offers a comprehensive suite of features that enhance compensation management, from salary survey optimization to advanced AI tools. Our platform focuses on delivering real value through data-driven insights, empowering organizations to refine their compensation strategies effectively.



Salary Benchmarking

Use your optimal choice of data to benchmark salaries and stay competitive on a continuous basis, ensuring you're always aligned with market standards



Pay Transparency

Foster trust by providing employees with clear, understandable compensation data.



Job Architecture

Develop, optimize and share your career levels and job architecture to ensure comp aligns with your talent management strategy.



Alignment with Pay Transparency and Equity Reporting

Our solutions support alignment with emerging laws on pay transparency and pay equity reporting, helping organizations be better prepared to navigate regulatory requirements effectively.



HR System Integration

Integrates seamlessly with major HR platforms for streamlined data management.

How to Navigate the Payfederate Tool?



Navigating the Payfederate tool is designed to be intuitive, allowing you to efficiently manage compensation processes and make data-driven decisions.

Here's a step-by-step guide to help you get started

Build a Cohesive Compensation Strategy

Start by building or overhauling your compensation structure, even from a basic employee list. This sets the foundation for a fair and comprehensive strategy.



Recommended Frequency
Once every 2–5 years



Key Features

Job Catalog, Job Descriptions, Job Matcher, Job Architecture, Market Pricing, Range Manager, Analytics

Create and Market Price New Jobs

As your organization grows, create new job roles and determine competitive market salaries to attract top talent.



Recommended Frequency
Several times per year



Key Features

Job Descriptions, Job Matcher, Job Architecture, Market Pricing

Evolve to a Skills-Centric Talent Model

Shift towards a skills-focused philosophy by incorporating skills into job descriptions, career leveling, and benchmarking for better talent management.



Recommended Frequency
Continuous



Key Features
Job Catalog, Job Descriptions, Job Architecture



Maintain and Optimize Your Pay Structure

Keep your compensation plan competitive by regularly updating salary ranges, survey data, and job architecture.



Recommended Frequency
2–4 times per year



Key Features
Job Matcher, Job Architecture, Market Pricing, Range Manager, Analytics

Model Budget Scenarios for Compensation Planning

Use Payfederate to simulate different budget scenarios, ensuring your compensation planning is both strategic and cost-effective.



Recommended Frequency
1–2 times per year



Key Features
Range Manager, Analytics, Reports

Address Market Competitiveness and Pay Compression

Stay ahead of the competition by proactively addressing pay compression and market competitiveness before they become problematic.



Recommended Frequency
Continuous



Key Features
Range Manager, Analytics, Reports

Identify Gender Pay Equity Gaps

Ensure your compensation is fair and inclusive by regularly identifying and addressing potential gender pay equity gaps.



Recommended Frequency
1–2 times per year



Key Features
Analytics

Review the Effectiveness of Benchmark Survey Investments

Annually review the effectiveness of your benchmark survey investments to ensure they provide valuable insights for compensation decisions.



Recommended Frequency
Once per year



Key Features
Job Matcher, Analytics, Reports



Incorporate Compensation into Your Talent Strategy

Empower managers to have meaningful compensation discussions with their teams by equipping them with the right tools and training.



Recommended Frequency
Continuous



Key Features
Range Manager, Employee Statements, Analytics

Reinforce the Value of Total Rewards for Employees

Strengthen your employee value proposition by consistently communicating the benefits of your Total Rewards package.



Recommended Frequency
Continuous



Key Features
Employee Statements

Support Hiring with Structured Compensation

Align job postings, salary ranges, and new hire offers with your established compensation structure to ensure competitive hiring practices.



Recommended Frequency
Based on hiring needs



Key Features
Job Catalog, Job Descriptions, Market Pricing, Job Posting, New Hire Offers

Respond to Compensation-Related Flight Risks

Quickly address concerns from employees or managers related to compensation risks, helping to retain key talent.



Recommended Frequency
Ad hoc



Key Features
Range Manager, Market Pricing, Analytics

Foster a Compensation-Driven Culture

Cultivate a culture that consistently applies and reinforces your organization's compensation philosophy, promoting fairness and transparency.



Recommended Frequency
Continuous



Key Features
Job Catalog, Job Architecture, Market Pricing, Range Manager, Analytics, Reports



See Payfederate in Action!
Dive into our [YouTube video](#) for more

How Payfederate Supports Modern Compensation?



Today's employees expect transparency, fairness, and flexibility in compensation. Payfederate makes it easy to meet those expectations by providing the tools to implement modern compensation practices.

Payfederate offers a comprehensive set of features designed to streamline and optimize compensation strategies for organizations.

The platform ensures that pay structures are adaptable, competitive, and compliant with labor laws, while enhancing employee engagement through fair compensation.

Key Features Supporting Modern Compensation



Born with AI

AI has immense potential but often underdelivers. At Payfederate, we harness machine learning and generative AI to support compensation professionals in achieving specific outcomes.



Complete

For maximum impact, your compensation philosophy needs a comprehensive management system. Payfederate offers an all-in-one compensation management platform with essential modules to streamline your processes.



Flexible & Easy

Tired of rigid tools? Payfederate adapts to your organization's unique needs, simplifying complex compensation tasks while remaining affordable, starting at just \$500 per month, with quick and easy implementation.

→	JOB CATALOG	Maintain job codes and descriptions
→	JOB DESCRIPTIONS	Use structured generative AI based on templates, known job architecture details, and user inputs to create consistent job descriptions
→	JOB MATCHER	AI matching of employer jobs to multiple survey jobs; create composite market targets based on multiple matches
→	JOB ARCHITECTURE	Create, view and modify job architecture with flexible career leveling and job function hierarchy
→	CREATE RANGES	Either manually or via different regression models, create range tables and edit midpoint differential and range spread to optimize fit
→	MARKET PRICING	Consolidated view of job description, market target with matched survey jobs, real-time job posting data, adjacent internal jobs to enable fine tune adjustments
→	RANGE MANAGER	Visualize placement of employees within salary ranges based on job architecture, location, grade, or career level; identify employees below or above range and possible new hire pay compression challenges; create budget scenarios for merit planning market adjustments
→	JOB POSTING	Leverage job catalog and AI to create job postings with appropriate pay range for export to ATS/recruiting software
→	NEW HIRE OFFERS	Import new hire candidates from ATS and share position in internal ranges and assess internal equity for offers and counteroffers
→	EMPLOYEE STATEMENTS	Provide employees and managers with a comprehensive view of total rewards in a visually compelling representation of base pay, STI, LTI and benefits
→	ANALYTICS	Explore scenarios and analyze structures for gender equity, geography differentials, compa ratio, range penetration
→	REPORTS	Generate 1-click reports for survey submissions, new survey comparisons, and custom reports defined by user

Best Practices and Expert Tips



Maximizing the benefits of Payfederate requires adopting best practices that streamline compensation processes and improve employee satisfaction.



Leverage Data for Better Decisions

Utilize salary survey data and compensation benchmarking tools to ensure your pay scales are competitive and aligned with industry standards. Data-driven decisions provide insights into market trends, helping you to offer fair and attractive compensation packages. Payfederate empowers organizations to proactively manage compensation strategies, helping you attract and retain top talent. Our focus on advanced AI capabilities enhances your understanding of salary trends, ensuring competitive positioning in the market.



Communicate Transparently

Open communication about compensation decisions fosters a culture of fairness and trust within your organization. Share the rationale behind pay scales, raises, and bonuses with employees to create a sense of inclusion and transparency. Payfederate helps you track and manage compensation details, making it easier to present clear and consistent information to your workforce, building long-term loyalty.



Stay Agile

The market is constantly changing, and so should your compensation strategies. Regularly review and adjust your compensation structures to reflect evolving market conditions and employee needs. Payfederate enables organizations to quickly adjust their compensation strategies, ensuring they stay competitive and aligned with market trends. With our advanced AI capabilities, you can enhance employee satisfaction while effectively responding to industry shifts.

Troubleshooting and Support



Payfederate offers 24/7 support to help businesses troubleshoot any issues that arise. Whether you need assistance with integration, data migration, or feature optimization, our dedicated team is here to assist. Common issues, such as data syncing with HR systems or ensuring compliance with U.S. regulations, can be quickly resolved through our robust support system.

FAQ Section

General Questions

What can I do with Payfederate?

Payfederate enables you to integrate your market data with internal salary ranges and employee data to create, optimize, and connect your compensation structure.

Benchmarking

How does Payfederate support benchmarking jobs?

Most tools from data providers focus on their data, while we start with your internal ranges that you share and must defend with your employees. We integrate your choice of market data to inform your internal ranges and allow you to see how employees and candidates will be affected by changes to your internal ranges.

Job Management

Can I manage my job descriptions in Payfederate?

Yes! It's key to have a system to manage job descriptions to ensure employees doing similar work are treated fairly. Payfederate offers a job catalog to ensure consistency in job descriptions, and to ensure that specific roles are nested under the correct job.

Digital Total Rewards Statements

What is included in the digital total rewards statement?

Everything you believe is part of your rewards package. This includes base pay, variable pay, long term incentives like stock, one-time bonuses, and the value of benefits. We also provide history and a section of FAQ so you can help position rewards when the employee is actively focused on their pay.

Offer Management

Is Payfederate a recruiting solution/Applicant Tracking System (ATS)?

No. Recruiting tools are optimized to find candidates and manage the recruitment process. Payfederate integrates with and supports ATS by making it easy to create job postings that flow into the ATS, and once you decide to make an offer, we enable creation, communication, and negotiation of the offer.



Implementation

What data is required for Payfederate?

The starting point is your current employee data and any compensation structure you have in place. You can add your current source(s) of market data and information on your candidate pipeline, but those can come later.

How does Payfederate protect my data?

Data security and privacy are our top priority. We run on AWS and use all AWS best practices, including end to end encryption, multi-factor authentication, and extensive policies to ensure data is protected. Our practices has been audited and received SOC2 certification.

How is Payfederate AI-based?

Payfederate views AI, especially generative AI and natural language processing, as fundamental to the next wave of productivity. We utilize it to recommend job matches for internal roles to benchmark data, to generate consistent job descriptions, and to generate job postings that fit within the job architecture.

Can I try Payfederate for free?

Yes! We'd like all our customers to try the platform with your data before we expect a commitment to a subscription.



What's Next?



Payfederate is more than just a compensation management tool; it's a strategic partner in helping businesses modernize their compensation structures. By simplifying compensation and job architecture, supporting compliance, and integrating seamlessly with HR systems, Payfederate empowers businesses to attract top talent, enhance employee satisfaction, and drive growth.

Unlock the Power of Pay Transparency—**Start Today!**

Ready to transform your compensation strategy? Get started with Payfederate today and unlock the full potential of modern compensation practices.

[Click here](#) to explore Payfederate's full suite of features.