

CompAnalyst® *Market pricing and analysis*

Efficiency and Expertise On-Demand.

Designing competitive pay practices to attract and retain top talent is a key strategic priority for HR and compensation professionals. However, many organizations risk over or underpaying talent, high turnover and lost productivity due to a lack of visibility into market competitiveness and manual market pricing systems.

Eliminate risk, reduce costs and gain greater efficiency with CompAnalyst, the leading on-demand market pricing and pay analytics system. Designed by Certified Compensation Professionals, CompAnalyst combines the intelligence you need with the productivity you want—all in a single, web-based system. With CompAnalyst, it's like having a compensation consultant on-call, inside the software.

Make fast, competitive and equitable decisions about pay.

CompAnalyst offers a complete set of flexible, on-demand modules that can be combined to meet your organization's specific compensation needs. Automate market-pricing processes using your third party compensation surveys or our single source of employer-reported data. Simplify cumbersome survey participation processes. Analyze pay competitiveness and equity all in one integrated system.

MARKET PRICING & DATA MANAGEMENT MODULES

Survey Management

Seamlessly develop market prices using your own third party compensation surveys by centralizing survey data in a shared, online repository.

- Age, weight, adjust and combine data from multiple sources and analyze across multiple titles or years.
- Price positions in any local currency, create blended jobs, and slot non-benchmark jobs.
- Simplify survey participation processes with pre-loaded participation templates.

Select Survey Matches

Benefits Analyst Intermediate (EXT3680)
Number of incumbents: 2

Job description
Works to better the overall financial and strategic position of Extreme Measures, Inc. Researches, analyzes, evaluates, and administers corporate benefit plans/programs.

16 records found. Select survey matches using the checkboxes below. When finished click "Continue."

Match	Survey Job	Base Salary					TCC				
		Orgs	Incs	25th	50th	75th	Avg	25th	50th	75th	Avg
<input type="checkbox"/>	▼ Benefits Analyst III (BA_223281) Forre Consulting / Executive, Management, & Clerical (03/01/2005) Business Services Northeast 5000+ FTEs	194	771	68.2	78.4	86.3	76.4	76.3	88.2	95.6	83.7
<input type="checkbox"/>	▼ Benefits Analyst III (BA_223281) Forre Consulting / Executive, Management, & Clerical Business Services Northeast 5000+ FTEs										
<input type="checkbox"/>	▼ Benefits Analyst_2 (EHR002_2) Doherty & Associates / Professional & Management (C All Organizations West Coast Region \$200M - \$500M										

Survey Participation

To Create a participation file select the survey vendor and title from the list below.

Survey:

Title:

Report format: [View](#) | [Delete](#)

Filter data by effective date or use previously saved matches.

Survey Effective Date:

Saved matches list(s): [View](#) | [Delete](#)

Summary Report: Single Job

Accountant II (FA06000002)
Prepares balance sheets, profit and loss statements, and other financial reports. Responsibilities also include analyzing trends, costs, revenues, financial commitments, and obligations incurred to predict future revenues and expenses. Reports organization's finances to management, and offers suggestions about resource utilization, tax strategies and assumptions underlying budget forecasts. May require a bachelor's degree in accounting, finance and 2-4 years of experience in the field or in a related area.

Industry: All Industries
Size: All (FTE)
Geography: All (Metro)

Alternate Job Title (s): Intermediate Level Accountant | Accountant II

Source: Salary.com Market Analysis Data effective September 01, 2007

Currency: US Dollars (000s)

		Base					TCC				
# orgs	# incs	25th%	50th%	75th%	Avg	25th%	50th%	75th%	Avg		
950	6,000	\$43.3	\$48.6	\$54.0	\$49.0	\$44.8	\$50.0	\$56.6	\$51.0		

Actual TCC data shown

Salary Structure (National median)		
Min	Mid	Max
\$40.7	\$50.7	\$60.8

Base Salary vs Total Cash Compensation

Market Pricing With Our Data

Leverage our comprehensive database of 100% employer-reported benchmark jobs and augment your survey library or fill gaps in an existing dataset.

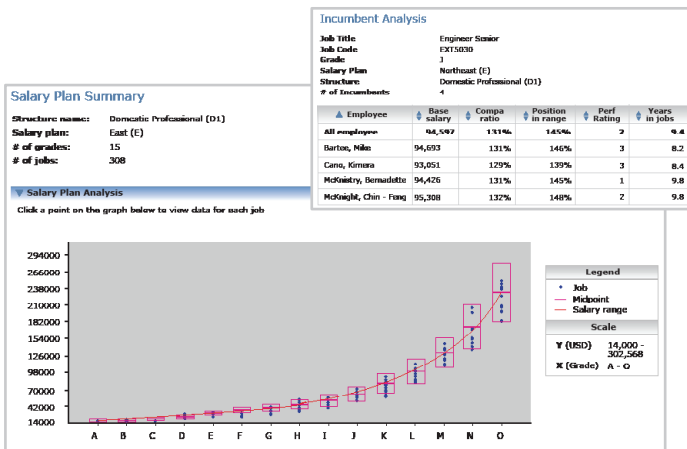
- Match internal jobs to over 4,000 benchmark job titles in the US and 700 job titles in Canada.
- Search by job family or level and review comprehensive job descriptions.
- Age data to any date, apply job match adjustments, and scope by company size, industry and geography.
- Get immediate data updates throughout the year.

PAY ANALYTICS MODULES

Pay Equity & Competitiveness

Quickly assess pay program competitiveness and internal equity, all in a single tool.

- Compare your internal base, bonus and incentive data to market rates and actual pay to targets.
- Conduct analysis by group, job, employee or manager.
- Analyze pay practices year-over-year and compare across multiple countries.
- Combine data on employees, jobs, salary structures and market prices into a single report.



Merit Modeling

Model the cost of performance-based merit increase programs with ease.

- Build merit matrices based on performance and range placement or market index.
- Model with historical data or expected distributions.
- Evaluate and compare the cost of multiple scenarios for the distribution of a merit budget.
- Prepare presentation-ready reports on the details and cost of each potential program.

Engineer Jr. Level(EXT4130)
Company-to-market Comparison

Incumbent in population: 200

	25th	50th	75th	Avg
Market	66.9	62.9	91.9	83.4
Group median	59.9	59.9	59.9	59.9
% market	90%	95%	65%	72%

	25th	50th	75th	Avg
Market	70.5	89.1	115.2	98.6
Group median	63.0	63.0	63.0	63.0
% market	89%	71%	55%	72%

	25th	50th	75th	Avg
Market	66.3	77.9	91.5	82.9
Group median	63.0	63.0	63.0	63.0
% market	95%	81%	69%	76%

	25th	50th	75th	Avg
Market	81.1	102.5	132.5	113.4
Group median	3.2	3.2	3.2	3.2
% market	4%	3%	2%	3%

Name	Job Title	Location	Base Salary	Market 50%	Range Max
DePaula, Jorge	Engineer Jr. Level	Boston	60.0	49.9	68.2
Hudson, Tim	Engineer Jr. Level	Boston	58.9	44.5	60.9
Lee, Derrek	Engineer Jr. Level	Boston	59.9	44.5	60.9
McMillon, Billy	Engineer Jr. Level	New York	59.2	44.5	60.9

Salary Structures

Easily analyze and model internal pay structures against market rates and evaluate various cost scenarios.

- Identify outliers, determine their causes and estimate the cost of out-of-range employees.
- Build new structures using market reference points.
- Model changes to salary structures and evaluate the cost impact.

Merit Matrix Comparison

Based on Current Pay Structure

Eligible population: All

		Below min	Q1	Q2	Q3	Q4	Above Max
Performance Rating**	%	4.08	8.11	15.10	7.60	16.28	3.84
5-Outstanding	33.60	0.00	0.00	0.00	0.00	0.00	0.00
4-Exceeds Expectations	1.81	0.00	0.00	0.00	0.00	0.00	0.00
3 Meets Expectations	47.97	0.00	0.00	0.00	0.00	0.00	0.00
2-Approaches Expectations	0.00	0.00	0.00	0.00	0.00	0.00	0.00
1-Needs Improvement	16.62	0.00	0.00	0.00	0.00	0.00	0.00

*Expected distribution
**Actual distribution: current pay structure

Starting budget	1,875,000 [2.5%]
Matrix payout*	2,092,500
Variance to budget	-217,500 [-3%]
Eligible population	1250
Eligible payroll	75,000,000

ADDITIONAL DATA MODULES

Kenexa provides a single source of comprehensive data and tools to manage all aspects of pay and performance programs. Our Executive and IPAS modules offer additional datasets to meet various compensation benchmarking needs.

CompAnalyst Executive®

Executive compensation intelligence at your fingertips.

CompAnalyst Executive is the leading executive compensation benchmarking tool that combines a comprehensive data source with dynamic reporting features to make executive pay research fast and efficient.

Search data extracted directly from proxy filings and annual reports for all U.S. public companies. Easily build and manage peer groups, compare practices across groups and drill down into any reported detail. Generate reports and support pay programs with ease.

Our team of Certified Compensation Professionals do the work of collecting, compiling and assuring the quality of executive and director compensation data so you can focus on strategic compensation management.

IPAS® global technology data

What do you pay for the world?

IPAS is the only single source of global market data for the high-tech industry that allows you to price the same job around the world using the same methodology and participants.

Access the key reward elements for a comprehensive set of jobs – all levels and all functions – for over 70 countries. Benchmark jobs in the technology sector around the globe using a single dataset and on-demand market pricing tools.

The quality, scope and value of IPAS has attracted an extraordinary and incomparable participant list that includes the top firms from all segments of the market.

- **Extend your compensation team**

With CompAnalyst, you have ongoing access to our team of compensation and performance management professionals to help you:

- Market Price Jobs
- Implement Job Matching
- Update and Design Salary Structures
- Develop Incentive Plans
- Design Competitive Pay Practices
- Build Job-Competency Models

- **Hassle-free implementation**

Our on-demand software deploys rapidly with a painless implementation process:

- Send us your survey data in electronic or hardcopy format.
- We process and load your survey data and existing matches.
- Our team of experts provide training and support.
- You begin market pricing in six weeks or less.
- It's that simple!

- **Quality assurance from compensation experts**

Most HR and Compensation professionals only trust employer-reported salaries. Salary.com uses 100% employer-reported data from the best sources. We purchase hundreds of compensation surveys each year and conduct proprietary surveys. We apply the best practices developed by WorldatWork and match jobs by their job description. Data is aged to a common date, outliers are removed and the data is adjusted to reflect the conditions prevalent in a particular location, size of employer, and industry. We track changes in market conditions and trends and update our data monthly so you get the most accurate, reliable and comprehensive dataset – all in a single source.

Software your whole team will embrace

Our easy-to-use, web-based interface provides maximum flexibility and no barriers to adoption. Additionally, our enterprise software is built on an established infrastructure that ensures information security, privacy, and availability. There is no hardware or software to install or costly version updates.

Your data is securely warehoused and accessible online from anywhere in the world and with immediate flow-through of product upgrades and data enhancements there's virtually no downtime.

Fast – deploys rapidly and updates instantly.

Easy – no hardware or software to install.

Flexible – highly configurable.

Learn more

To learn more about CompAnalyst or to schedule an online demonstration, visit: cademo.salary.com

To speak with a product specialist

Phone: 1-(866)-601-DEMO

Email: demorequest@kenexa.com

Visit us at: www.kenexa.com/compensation

About Kenexa

Kenexa provides business solutions for human resources. We help global organizations multiply business success by identifying the best individuals for every job and fostering optimal work environments for every organization. For more than 20 years, Kenexa has studied human behavior and team dynamics in the workplace, and has developed the software solutions, business processes and expert consulting that help organizations impact positive business outcomes through HR. Kenexa is the only company that offers a comprehensive suite of unified products and services that support the entire employee lifecycle from pre-hire to exit.

COMPENSATION EXPERTISE YOU NEED. PRODUCTIVITY YOU WANT.

ALL IN A SINGLE RESOURCE

- Streamline the entire market pricing process.
- Centralize compensation market data in a single tool.
- Fill survey gaps with a single data source.
- Quickly assess internal equity and market competitiveness.
- Easily model and manage salary structures.
- Save time, reduce errors and increase productivity.