Real-Time Compensation Powered by Humans and AI

CompEdge™

Precision, Streamlining, Competitive Intelligence, & Real-time data at scale

CompEdge™ leverages human-guided AI to deliver real-time compensation data for today's hiring market. The SaaS platform enables you to benchmark your employee compensation against individual companies, hiring market salaries, custom peer groups, or your own target pay. Track 13 new views of pay across your competition. Streamline your job architecture and leveling processes. Search 3000 titles at 17k companies with the highest market accuracy available. Precision, competitive intelligence, streamlined processes, and real-time pay – all in one intuitive platform.

Precision Matters
- Hiring Market Pay Data for the first time
- Market-leading accuracy for 3000 titles at 17k companies in 22 regions

Streamline Workflows
- Automates Leveling; matches Job Architecture
- Co-Pilot tool optimizes fair and competitive "Target Pay"

CompEdge™
All in one platform

Innovations
- Five dimensions of Real-time Benchmarking
- Monitor Competitors' total Compensation including equity

Value
- Take the guesswork out of compensation in today's job market.
- No company data required

Precision Matters

Behind the highly subjective steps in determining the target pay that most companies use to guide compensation, three factors significantly affect accuracy: (1) access to real-time data; (2) job leveling; and (3) company pay philosophy. CompEdge addresses all three:

I. Access to Real-Time Market Data

Pegging real-time compensation enables a more accurate measure of pay in today's job market. We call it **real-time market value**. Compensation is fluid , and ensuring *accuracy* in pay in a dynamic market is difficult with out-of-date salary surveys and legacy compensation tools. So, how do we really know what the market price should be for a software engineer, or a data scientist in today's hiring market? We can always extrapolate or estimate, but in the end we are just guessing. And how often do our estimates align with our employees', or candidates' views? Isn't it time for an objective, up-to-date, and independent source of market pay?

Verified Data: 4.4 million recent Data Points
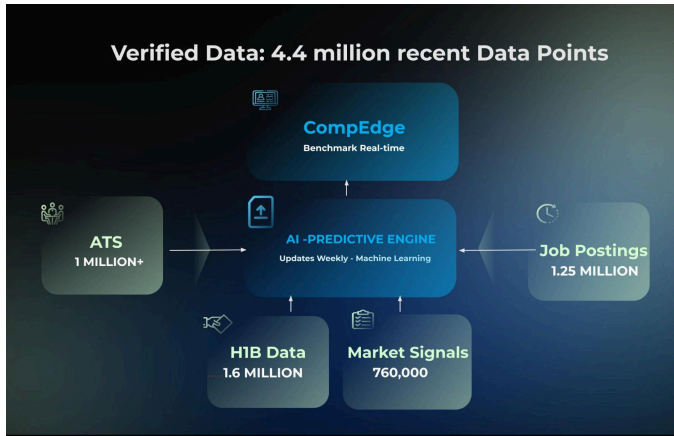
Take the guesswork out of Compensation

CompEdge leverages AI, patent-pending technologies and human expertise on top of verified data to deliver real-time market data. The platform refreshes millions of recent data points from H1B salaries, salary ranges from job postings, market surveillance, and ATS systems.

No Company Data Requirements

For the first time, your company data is not required to get access to today's market for compensation. Protect your data, and build job offers and pay raises on a more objective, market-driven foundation. You'll pay your employees more fairly and gain the trust of your people. Hire more competitively without overpaying for elite candidates.

II. Universal Leveling

Leveling using job matching can seem routine, yet the complexities of accurately aligning responsibilities/competencies across companies and diverse organizational structures can introduce errors in matching. Without reliable market compensation guidance, job matching only tells part of the story. CompEdge will soon be introducing a universal leveling system for the tech sector. The tool will automatically integrate with your job architecture and allow you to quickly translate your jobs and job families to industry standards. You can then easily compare your roles to precise matches at other companies or custom peer groups accurately.

III. Pay Philosophy

Salary Surveys are inherently flawed, as they are often 6-12 months out of date. It 's clearly a factor in missing the market rate in salary negotiations. Yet overly generic market data may be a bigger problem. Surveys fail to capture nuances in the market. For instance, company pay philosophy is largely left out. When aggregating companies into generic markets, surveys often combine apples, oranges, and cherries into the same bundle. For example, what if a survey lumps companies like Netflix and T-Mobile into a single tech industry peer market? According to recent data, Netflix pays 35% more than T-Mobile for a senior software engineer. So if you are relying on the usual generic cut of market data as a measuring tool, and you are really wanting to compare yourself to companies like Netflix, your survey could easily be 10-20% low.

You may be building your pay philosophy on generic and potentially imprecise surveys.
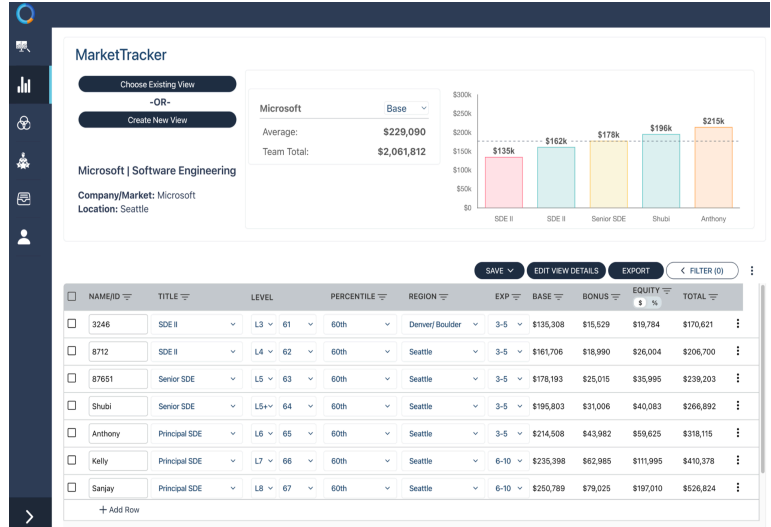
Get your own private instance of CompEdge tuned to your own pay philosophy, internal pay equity, and job architecture. The AI-platform is customized for you to translate your internal view of compensation into an apples-to-apples market view. In turn, it brings context and the lens of today's job market up close for your hiring and annual review pay decisions. Take control of the compensation conversation by capturing rich insights from reliable, real-time market data we can all agree on.

CompEdge™ MODULES:

MarketTracker:

Competitive Intelligence at the next Level

Breakthroughs in competitive intelligence are coming fast. Yet current compensation platforms haven't kept up with technologies that can help deliver much more than generic market insights. Greater precision in generating **truly comparable peer group** data delivers surprising insights. Imagine having visibility into your own customized peer group for any role to instantly share a report or to export.

MarketTracker

Choose Existing View
-OR-
Create New View

Microsoft	Base
Average:	$229,090
Team Total:	$2,061,812

Microsoft | Software Engineering
Company/Market: Microsoft
Location: Seattle

$135k $162k $178k $196k $215k
SDE II SDE II Senior SDE Shubi Anthony

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NAME/ID	TITLE	LEVEL	PERCENTILE	REGION	EXP	BASE	BONUS	EQUITY $ %	TOTAL
3246	SDE II	L3 61	60th	Denver/ Boulder	3-5	$135,308	$15,529	$19,784	$170,621
8712	SDE II	L4 62	60th	Seattle	3-5	$161,706	$18,990	$26,004	$206,700
87651	Senior SDE	L5 63	60th	Seattle	3-5	$178,193	$25,015	$35,995	$239,203
Shubi	Senior SDE	L5+ 64	60th	Seattle	3-5	$195,803	$31,006	$40,083	$266,892
Anthony	Principal SDE	L6 65	60th	Seattle	3-5	$214,508	$43,982	$59,625	$318,115
Kelly	Principal SDE	L7 66	60th	Seattle	6-10	$235,398	$62,985	$111,995	$410,378
Sanjay	Principal SDE	L8 67	60th	Seattle	6-10	$250,789	$79,025	$197,010	$526,824

+ Add Row

Custom Peer Groups

Create your own custom peer groups in seconds. See comparable pay and averages at your competition. Display by level, organization, department, or title.

Breakthrough Reports

How do your competitors for talent pay across organizations?

- Executive Team
- Vice Presidents | Directors
- Managers | ICs
- Sales Organization

- Software Development
- All functions/ departments
- Company Levels
- Regions

With CompEdge you can access all of these insights with the simple MarketTracker tool. Just think, no extra cost to customize reports for the Board, CEOs, executives or compensation committees. Get insights and build reports in minutes and export to your platform.
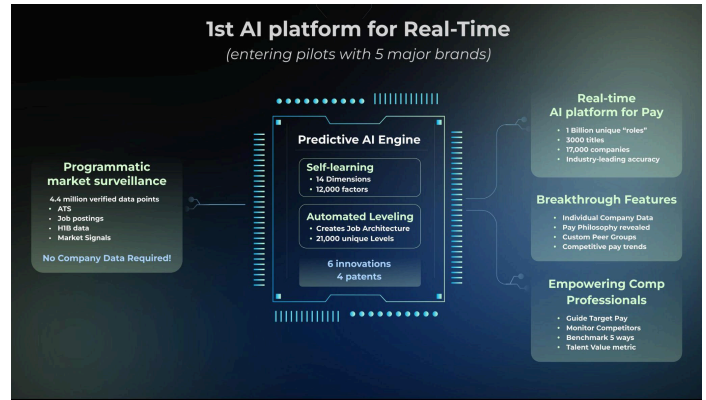
Benchmark

Benchmark is a powerful tool which allows you to compare your employee compensation and/or your target pay ranges for every role to five crucial benchmarks. Imagine instantly seeing variance and analytics for your employee compensation across departments, regions, levels, gender, ethnicity, age and even performance. Compare current employee pay to:

- Today's Hiring Market
- Your target pay for the role
- Survey data

- Custom Peer Groups
- Any company in technology

What's behind CompEdge™

CompEdge is built on a specialized and powerful form of artificial intelligence called Hybrid AI. Hybrid AI is the fusion of human expertise and machine learning. Experts say it's the most accurate, least biased, and, of course, the most human form of AI available. It's AI you can trust. The combination of recent market data and expert-guided AI enables greater accuracy, deeper insights, and access to the latest trends in hiring market compensation.

Pay Transparency

Take the friction out of job offer negotiations. CompEdge™ lets you share a single source for pay data with your people, your candidates, and your teams. You can invite candidates to the public version of CompEdge at www.compedge.io. Now all stakeholders collaborate with the same data.. Accelerate agreement on compensation and job offers for competitive advantage. Embrace the ultimate in pay transparency. When compensation becomes truly transparent, everyone benefits.

Why CompEdge? Why a new Paradigm?

Current compensation solutions are built on legacy approaches more than two decades old. Each step of the process: matching survey data, aligning job architectures and creating pay ranges are fraught with subjectivity and imprecision that can be magnified each step of the way. Though no one really knows the "market rate" for a given role, it should be no surprise that in today's market and with today's tools, missing the mark by 5-10% in either direction for jobs with limited data, is not uncommon. Improving job offers by just 1% can save your company $200,000 over your next 100 hires.*

Cutting-edge AI-driven solutions will revolutionize how companies approach compensation by delivering more precise market data and stronger alignment with pay philosophy and talent. In turn, improved pay decisions have a broad-reaching impact. At CompEdge™ compensation experts fuse their knowledge with machine learning (ML) to deliver revolutionary solutions for compensation and talent analytics.