



Pay Band Tool 2.0

Develop and compare your company pay bands with the market and manage compensation analysis consistently.

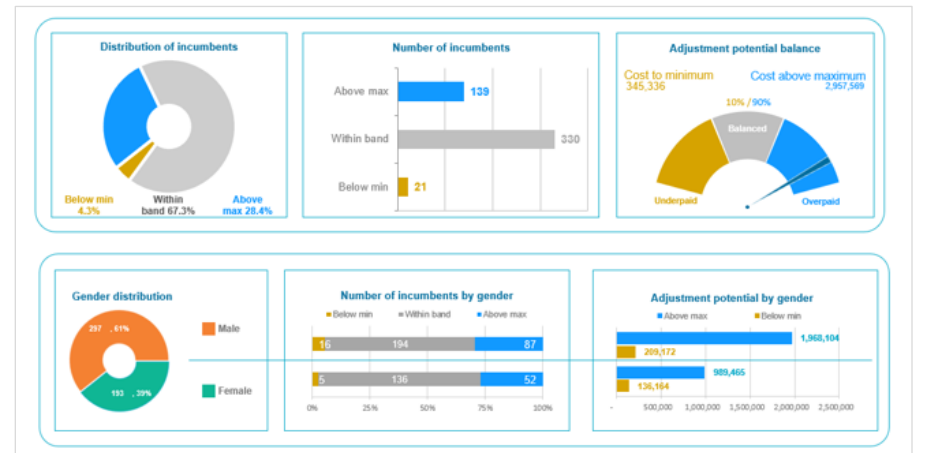
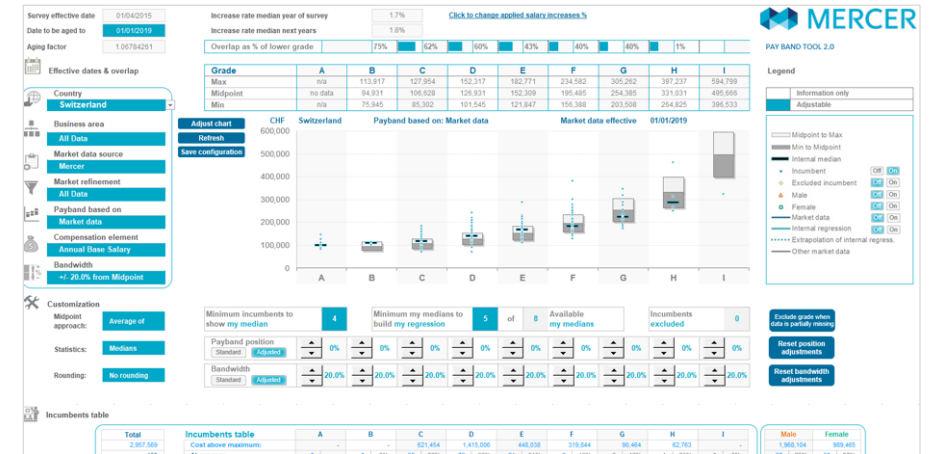


Overview:

- Assists in the development of pay bands based on market and/or internal company data, offering a practical approach to managing compensation across all locations by establishing consistent pay bands.
- Facilitates streamlined data maintenance on a yearly or ad-hoc basis, offering multiple presentation options for budget estimations and in-depth analysis of incumbents. This includes comparing to market rates or internal compa-ratio.
- Excel-based solution allows for modeling various aspects of pay bands in a cohesive manner. This includes defining midpoints, pay range widths, and grade overlaps for each compensation element.

Key benefits:

- Create and maintain pay band structures.
- Budget modelling and cost control.
- Deviation analysis – incumbent’s view.
- Adjust the pay bands by positioning, rounding or having unique bandwidth for each grade.
- Build pay bands based on internal or market data.
- Excel based and designed for easy administration and setup.



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