

Key Features & Value

- The single largest repository of external market compensation data; 4,000+ jobs— benchmarked market-priced, and externally validated
- Largest decision-ready compensation database specific to healthcare, including clinical and non-clinical jobs
- Job descriptions for every job to match compensation data
- Auto-save capabilities for all projects
- Link new projects and new jobs to previously built pay markets
- Build “hybrid” positions and composites for unique healthcare roles
- Complete visibility into underlying data inputs
- Flexibility and control to weight, adjust, and age underlying data inputs
- Deep data granularity, covering approximately 156 unique industries and every geographic market
- Intuitive social collaboration and project management capabilities
- Access to Certified Compensation Professionals (CCP) for recommendations or advice
- Ability to target specific market reference points (MRP) based on your specific pay philosophy
- Immense time savings for the compensation team year after year
- Empower compensation professionals with decision ready, defensible data

Simplify Compensation Market Data Analysis. Empower Compensation Teams.

HealthcareSource Pay DataSM is a compensation market data solution that automatically matches up-to-date salary data to your jobs and pay markets, so that your compensation team can quickly analyze results and make informed decisions on job offers and employee compensation.

Pay Data automates the process of creating, managing, and analyzing the compensation market data that influences your salary recommendations and adjustment decisions. This solution saves precious time, improves precision and consistency, and helps you remain competitive when you're recruiting talent and managing compensation for existing employees.

The solution uses a project-based approach that allows you to create and manage your pay markets (or “scopes”), benchmark and market-price jobs through indirect access to hundreds of best-in-class, industry-specific compensation surveys, and then publish and analyze the results all within one solution.



Pay Data's simple project-based design makes it easy to start new projects, link them to your pay markets and jobs, contact services, review previous projects, track activity and more.

Creating Customized Pay Markets

With Pay Data, you create customized pay markets according to your location, industry/sub-industry, and organization size. You can choose the job variables that best match your healthcare organization in order to build multiple pay markets, change and add pay markets as needed, and customize job titles. Once you create a new project within the system and link it to your pay markets with just a few clicks, the smart system searches through 4,000+ jobs, including healthcare specific ones, to retrieve a list that best matches your project. Pay Data offers something no other software provider can—the largest decision-ready compensation database specific to healthcare, which includes clinical and non-clinical jobs.

Selecting and Adding Jobs

Thanks to the partnership between HealthcareSource and PayFactors, a company with deep expertise in compensation market data analysis, we can offer healthcare organizations the single largest repository of externally validated, decision-ready compensation market data. Selecting the



right jobs to review using Pay Data is easy. Once you've determined the jobs you'd like to review, you can utilize the well-organized drop down list to locate and select the right jobs to attach to your project. The Pay Data solution reflects hundreds of best-in-class surveys, in one holistic system—allowing you to drill deep into specific pay markets and unique jobs. For example, with increasing frequency, healthcare employees no longer hold straightforward, standard benchmark jobs. The Pay Data solution accounts for this, allowing users to blend roles to create “hybrid jobs” to ensure compensation is externally competitive and internally equitable for these unique roles.

Pay Data enables you to easily price hybrid-jobs, which are composed of different components of two or more standard benchmarked jobs within the system.

	Base			My Base		TCC			My TCC		Market Base 50th / TCC 50th			Published
	25th	50th	75th	Avg	%	25th	50th	75th	Avg	%	50	100	150	
Physical Therapist	36.81	40.14	43.52	38.94	97.01	36.84	40.27	43.63	42.79	106.26				
Physical Therapist Assistant	24.78	27.47	30.17	28.85	105.02	24.83	27.52	30.22						
Physical Therapy Supervisor	43.47	47.33	51.21	39.57	83.60	43.56	47.42	51.30						
Mental Health Assistant		24.9	26.7											
Mental Health Technician		25.9	30.2											

Once you've added jobs to your project, the system displays a market composite that also reveals the inputs and allows you to adjust the weights and age the data forward and backwards based on your organization's compensation philosophy.

Never Recreate Projects

With Pay Data, you'll never have to recreate the wheel. Historical data and projects are automatically saved within the system as you're working on them, making it easy to re-visit and update jobs and projects as often as you like. Once you've created your pay markets, they remain in the system. Pay Data can calculate new market composites with ease—just link your historical pay markets to new projects with new jobs. By automating the process of compiling and matching compensation market data, Pay Data takes manual processes that would normally take compensation analysts hours and completes them in minutes. With the automation of cumbersome manual processes for survey gathering, matching, and publishing, your compensation team can focus on making more strategic decisions at a higher rate.

Pay Data also enables you to build a copy of a previous project and update it with a click of one button with the most current data.



All-in-One Reporting

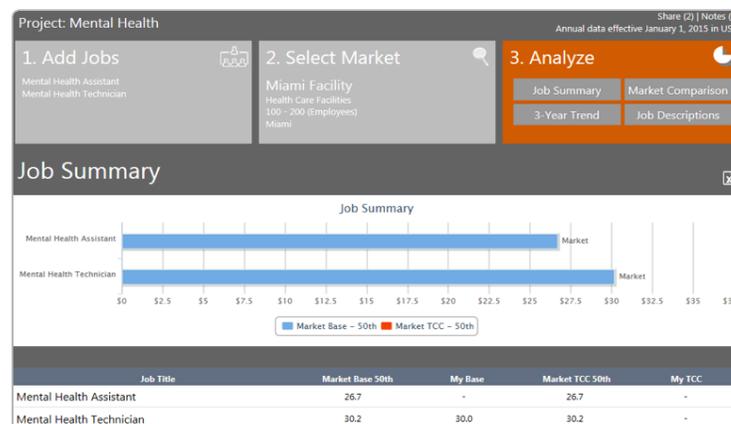
The Pay Data solution makes it simple to analyze results by offering three-year trending analysis, market comparison, job description, and job summary reports that can be exported to Excel, making it easy to share data across teams, or shared from user to user without leaving the system. Each month, Pay Data's compensation market data is updated. This means that when you run saved reports, they're accurate and up-to-date, making it easier to defend your compensation decisions. In addition, every time you pull a report, with just a few clicks you can link it to a saved project, eliminating the need to create new reports from scratch. With easy access to this important data, your team can focus on making well-informed compensation decisions, rather than building reports.

Job Summary Report: When you need a quick summary of the compensation market data related to each of your jobs, this is the report to pull. This report is an easy-to-interpret graphical representation of the market base and total cash compensation range for each job within your project.

Market Comparison Report: With differently sized healthcare facilities in different locations, you may need to compare pay markets. This report makes that process easier by allowing you to click on different pay markets, so that you can see in report form how these pay markets influence the compensation market data for each job within your project.

Three-Year Trend Report: This report provides compensation market data projections for all jobs within a project, so that the compensation team can better predict how the job market will influence compensation market data trends over a three-year period.

Job Descriptions Report: This report eliminates the manual process of creating and matching your internal job descriptions with compensation market data projects by providing all the necessary job descriptions for all the jobs within each project. Meanwhile, the flexible Pay Data system allows you to edit the job titles linked to each job description to ensure that the titles align with your organization.



The Job Summary Report enables you to compare marketing compensation data by job in an easy-to-interpret graph.



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About HealthcareSource

With more than 2,500 healthcare clients, HealthcareSource is the leading provider of talent management solutions for the healthcare industry. The HealthcareSource Quality Talent Suite™ helps healthcare organizations recruit, develop, and retain the best workforce possible in order to improve the patient and resident experience. The company's cloud-based talent management solutions include applicant tracking, behavioral assessments, reference checking, employee performance, compensation, competency and learning management, and eLearning courseware. A private company focused exclusively on the healthcare industry, HealthcareSource consistently earns high marks for client satisfaction and retention. HealthcareSource has been regularly ranked as a leader by KLAS Research for Talent Management, in addition to recognition in Healthcare Informatics 100, Modern Healthcare's "Healthcare's Hottest," Inc. 500|5000, Deloitte Technology Fast 500, and Becker's "150 Great Places to Work in Healthcare" list.