



Most organizations say recruiting, retaining and properly compensating their top talent is a priority, but where do you start?

Compease was developed with one goal in mind - to provide a tool to support the purpose of your compensation philosophy.

Software that is fully automated, allowing you to professionally manage your organization's salary administration with ease and confidence.

No longer lose time, money and talent. Let Compease help you realize your compensation priorities today!

### Why Compease?

Over 1,000 organizations trust Compease for their salary range structure. Compease uses market data, combined with internal benchmarking, to determine salary ranges for all employees, including unique positions where data is hard to come by.

## *what you want!*

- ✓ Market Competitiveness
- ✓ Equal Pay
- ✓ Market Adjustments
- ✓ Merit Pay Modeling
- ✓ Pay for Performance
- ✓ Automation



Connect with us today to learn more today!



## Market Competitiveness

Market-price jobs with competitive salary survey data to attract and retain top talent with:

- Step-by-step job evaluation system
- Trusted salary data
- Salary grades and ranges

## Equal Pay

Identify equal pay for equal work and wage compression blind spots with:

- External market data
- Internal salary range benchmarking
- Expert compensation consultants

## Market Adjustments

Automatically evaluate and structure your organizations pay based on internal salary parity and external labor market parity with:

- Simplified benchmarking
- Job matching
- Compensation consulting expertise

## Merit Pay Modeling

Model out various merit pay possibilities based on performance and/or compa-ratio with:

- Modeling of financial impact to the budget
- Merit plan allocation to managers
- Automated merit and bonus approvals

## Automation

Software that can replace current error-prone spreadsheets and manual processes with:

- Job evaluation and benchmarking
- Automated merit scenario planning
- Annual salary updates

## Pay for Performance

Identify flight risks, engage top performers and make rewards more meaningful with:

- Analytics to identify high-performers and flight risks
- Merit plans that recognize contributions
- Discretionary merit options