

Nomination: 7347

## Salary.com's CompAnalyst Pay Equity Suite

<b>Page: General Information</b>
Provide information about the company to be considered for the award. If you will be nominating an individual, specify the nominee's employer.
<b>Name of Organization/Company</b> Salary.com
<b>Additional Contacts</b> I do not wish to list additional contacts
<b>Page: Entry Information</b>
<b>Entry Title</b> Salary.com's CompAnalyst Pay Equity Suite
<b>Category</b> D01 - D08 Solution Provider > D05 - HR Technology Solution Provider of the Year
<b>Solution Provider Submission Format</b> Written Answers
<b>a. Briefly describe the nominated organization: its history and past performance (up to 200 words). Required</b> Salary.com is the leading provider of compensation market data, software, and analytics, bringing more of the trusted data and intuitive software organizations need to get pay right. Founded in 1999 by Kent Plunkett on the belief that pay stands at the heart of the employer/employee relationship, Salary.com reinvented how employers and employees access compensation data.  Today, Salary.com's 30,000+ software and data customers use our solutions to confidently hire and retain talent so they can better compete in a constantly changing landscape. Offering the most precise data set on the market, Salary.com provides 15,000+ unique job titles across 225+ industries using a powerful, proprietary AI framework. The company's flagship product CompAnalyst® is the cornerstone of the compensation management software platform. It empowers organizations with a suite of tools that simplifies hiring, eliminates compensation guesswork, and increases retention. Employee trust depends on fair pay and Salary.com's solutions get pay right.  In 2022, Kent Plunkett recognized from our client work that pay equity was having more than a moment – it was a movement. And he mobilized our team of compensation experts and technologists to create a manageable way for companies to achieve it.
<b>b. Outline the organization's achievements since the beginning of 2021 that you wish to bring to the judges' attention (up to 250 words). Required</b> CompAnalyst Pay Equity Suite is the industry's only end-to-end solution delivering a year-round focus on pay that's internally equitable, externally competitive, and transparency communicated. The product architecture is based on the Plunkett Pay Equity Framework, which defines pay equity as: equal pay for comparable jobs that is internally equitable, externally competitive, and transparently communicated.  To date, we're helping 550+ customers with pay equity. Our platform automates the process of modeling internal equity and benchmarking external competitiveness for all jobs within an organization, giving a 360-degree view of where internal gaps exist and where salaries fall short of the competition. It's designed for HR and compensation professionals to mitigate legal risk and create a company culture based on trust.  The Pay Equity movement is defining how organizations approach their relationship with their employees, radically altering how companies foster workplace culture and engagement. CompAnalyst Pay Equity Suite helps organizations achieve and sustain pay equity by addressing the gender pay gap, pay raises, general pay inequality, and more.  The timing of our product launch was critical, as pressure mounts to address pay equity. Companies are also working to address pay transparency legislation sweeping the nation. Those companies without a process for ensuring compliance are at both legal and reputational risk. CompAnalyst Pay Equity Suite provides access to our team of consulting professionals, offering expertise earned 70+ years of compensation and total rewards experience, making it the industry's most experienced team.

**c. Explain why the achievements you have highlighted are unique or significant. If possible compare the achievements to the performance of other players in your industry and/or to the organization's past performance (up to 250 words). Required**

Industry's only complete solution offering:

Automated workflow to create comparable jobs

Customizable grouping logic

Ability to build similarly Situated Groups (SSGs) automatically with a built-in workflow to edit or change the groups

Streamlined review process

Build/manage internal ranges (Job and Grade Ranges)

Integrated market pricing

Market data at your fingertips

Compression/outlier alerts

Market, internal ranges, peer employee data in single view

Integrated job description management

Streamlined cohort analysis

Total Compensation Statements

Access to Consulting Team and Pay Equity Law Group

First tool to provide the pay equity statistical analysis surrounded by view of fair pay across organization.

Internally Equitable/Externally Competitive: Identifies pay differences large enough to be statistically significant and cannot be explained by other factors. Only solution with built-in determination of external market value of jobs based on current compensation market levels for comparable jobs by accessing CompAnalyst Market Data. In one view, customers can see market range, internal range, predicted range, and current employee pay to simplify remediation decision-making.

Identifies pay differences large enough to be statistically significant and cannot be explained by other factors:

Grouping comparable jobs to create an internally aligned job structure.

Pay gap assessment focusing on gender/race and all dimensions and variables that can influence pay.

Multivariate regressions to identify pay disparities.

Cohort analyses to determine if there are legitimate factors that explain pay differences and whether pay adjustments are needed.

Upon completion, organizations can model various remediation adjustments and rerun the multivariate regression analyses to measure their potential impact.

**d. Reference any attachments of supporting materials throughout this nomination and how they provide evidence of the claims you have made in this nomination (up to 250 words). Optional**

Case Study-Footwear company

Case Study - Manufacturing company

Customer Testimonials

Plunkett Pay Equity Framework

Plunkett Pay Equity Framework Visual

**Webpage Link**

<https://www.salary.com/news-and-events/salary-com-announces-new-capabilities-for-companalyst-pay-equity-suite/> (<https://www.salary.com/news-and-events/salary-com-announces-new-capabilities-for-companalyst-pay-equity-suite/>)

**Would you like to add an additional webpage link?**

Yes

**Webpage Link 2**

<https://www.youtube.com/watch?v=zlxtpxoTdg> (<https://www.youtube.com/watch?v=zlxtpxoTdg>)

**Would you like to add an additional webpage link?**

Yes

**Webpage Link 3**

<https://www.reworked.co/talent-management/salarycom-introduces-new-framework-to-address-pay-equity/> (<https://www.reworked.co/talent-management/salarycom-introduces-new-framework-to-address-pay-equity/>)

**Would you like to add an additional webpage link?**

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**Web Page Link 4**

<https://www.hcmtechnologyreport.com/roundup-performio-adds-analytics-offering-new-tech-available-to-measure-dei-success/> (<https://www.hcmtechnologyreport.com/roundup-performio-adds-analytics-offering-new-tech-available-to-measure-dei-success/>)

**Would you like to add an additional webpage link?**

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**Web Page Link 5**

[https://humanresources.report/featured-news/salarycom-announces-new-capabilities-for-companalyst-pay-equity-suite-which-is-helping-500-organizations-looking-to-achieve-pay-equity?utm\\_source=LinkedIn&utm\\_medium=Social+Media&utm\\_campaign=Featured+News&utm\\_id=SC](https://humanresources.report/featured-news/salarycom-announces-new-capabilities-for-companalyst-pay-equity-suite-which-is-helping-500-organizations-looking-to-achieve-pay-equity?utm_source=LinkedIn&utm_medium=Social+Media&utm_campaign=Featured+News&utm_id=SC) ([https://humanresources.report/featured-news/salarycom-announces-new-capabilities-for-companalyst-pay-equity-suite-which-is-helping-500-organizations-looking-to-achieve-pay-equity?utm\\_source=LinkedIn&utm\\_medium=Social+Media&utm\\_campaign=Featured+News&utm\\_id=SC](https://humanresources.report/featured-news/salarycom-announces-new-capabilities-for-companalyst-pay-equity-suite-which-is-helping-500-organizations-looking-to-achieve-pay-equity?utm_source=LinkedIn&utm_medium=Social+Media&utm_campaign=Featured+News&utm_id=SC))

**Would you like to add an additional webpage link?**

No

**Supporting Document**

Download File (<https://stevies-sage.secure-platform.com/file/18144/eyJ0eXAiOiJKV1QiLCJhbGciOiJIUzI1NiJ9.eyJtZWRpYUlkIjoxODE0NCwiYWxsbn3dOb3RTaWduZWRVcmwiOiJGYWxzZSIImInbm9Kz44fjJBpvd0pZ5O8NbBStlID31EGY?ShortPayEquitySuiteTestimonials.docx>)

**Would you like to add an additional supporting document?**

Yes

**Supporting Document 2**

Download File (<https://stevies-sage.secure-platform.com/file/18145/eyJ0eXAiOiJKV1QiLCJhbGciOiJIUzI1NiJ9.eyJtZWRpYUlkIjoxODE0NSwiYWxsbn3dOb3RTaWduZWRVcmwiOiJGYWxzZSIImInbm9VISUAL%20REPRESENTATION%20OF%20PLUNKETT%20PAY%20EQUITY%20FRAMEWORK.docx>)

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**Supporting Document 4**

Download File ([https://stevies-sage.secure-platform.com/file/18147/eyJ0eXAiOiJKV1QiLCJhbGciOiJIUzI1NiJ9.eyJtZWRpYUlkIjoxODE0NywiYWxsbn3dOb3RTaWduZWRVcmwiOiJGYWxzZSIImInbm9QPK0i8ehZxZwjQ3vc?FINAL\\_AnonymousCaseStudy\\_Footwear.docx](https://stevies-sage.secure-platform.com/file/18147/eyJ0eXAiOiJKV1QiLCJhbGciOiJIUzI1NiJ9.eyJtZWRpYUlkIjoxODE0NywiYWxsbn3dOb3RTaWduZWRVcmwiOiJGYWxzZSIImInbm9QPK0i8ehZxZwjQ3vc?FINAL_AnonymousCaseStudy_Footwear.docx))

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**Supporting Document 5**

Download File ([https://stevies-sage.secure-platform.com/file/18148/eyJ0eXAiOiJKV1QiLCJhbGciOiJIUzI1NiJ9.eyJtZWRpYUlkIjoxODE0OwiYWxsbn3dOb3RTaWduZWRVcmwiOiJGYWxzZSIImInbm9uKxyNV9s6wY5w?FINAL\\_AnonymousCaseStudy\\_IndustrialDistributor.docx](https://stevies-sage.secure-platform.com/file/18148/eyJ0eXAiOiJKV1QiLCJhbGciOiJIUzI1NiJ9.eyJtZWRpYUlkIjoxODE0OwiYWxsbn3dOb3RTaWduZWRVcmwiOiJGYWxzZSIImInbm9uKxyNV9s6wY5w?FINAL_AnonymousCaseStudy_IndustrialDistributor.docx))

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