

## Frequently Asked Questions

**Q1: Our year-end compensation projects don't start until after your June 2nd price increase, and we don't receive some important surveys until then. How can we get the lower pricing?**

A1: The June 2nd cutoff relates to when we activate your account and not when surveys need to be provided to us. Simply pay the \$500 by June 2, and provide the surveys (and internal data if you wish) within four months from then. The Prices page has full information on this.

**Q2: You say that you update previously-loaded surveys for free - how does that benefit me?**

A2: It's a great way for you to evaluate us before we would be used for your actual current projects, and without any additional survey-loading fee. Just test us using your current (e.g. 2005) versions of surveys. When the 2006 versions are available, we'll update Pay Integrator at no charge.

**Q3: We currently use a pay management application sold by one of the large consulting firms. Why would I need yours?**

A3: First, Pay Integrator focuses mainly on compensation analyses (rather than, for example, performance and other pay management processes). As you can see in the webcast, there are important things that Pay Integrator does that are probably not done by your current application. Second, Pay Integrator is probably able to import surveys, data fields and data cuts not importable by your current application. (In fact, Pay Integrator can be used to feed such data to your current application to enhance its functionality.) Third, Pay Integrator can likely be modified by us to meet your special needs that your current application does not now, or cannot be modified to, meet. And forth, the cost of Pay Integrator and related services is probably a small fraction of the annual maintenance fee (let alone the initial cost) of your current application - and can be an affordable and vital supplement to your current application.

**Q4: We've developed Excel templates that do things our way. Why should we replace them?**

A4: Don't - but use Pay Integrator to supplement them in two ways. First, check out our webcast. I'd be surprised if there wasn't at least some important functionality in Pay Integrator that your templates don't perform. And second, let us use Pay Integrator to import your surveys (and internal pay data if you wish), and then export the consolidated data to your templates. If you're like most, it's the populating of your templates with data that you find most time-consuming.

**Q5: I like the idea of having someone else load client surveys and internal data, and your webcast shows that Pay Integrator can allow me to do a lot of things really fast and easily. But I don't want to spend time learning to use it. What can be done?**

A5: Let us be your support staff. E.g. we can run Pay Integrator on our computer with your data, and have web meetings where we collaborate by your seeing and controlling what's being done, and receiving outputs (e.g. generated Excel workbooks). The consulting charge for this type of outsourcing is approved by you in advance, and usually is less than \$500.