



Comparison of Alternative Pay Analysis Solutions

Note: Pay Integrator can be used to augment existing solutions as well as a standalone solution

	Solution #1	Solution #2	Solution #3
Name	Pay Integrator		
Pricing, Timing and Related Issues			
Setup Charges	\$750. Includes CompFacts' free preloading of up to five surveys and (if requested) internal data.		
Pre-loading of Additional Surveys	Optional. \$150 per survey if requested.		
Timing	Generally one to two weeks to complete preloading, web training and program installation		
Risk/Cost-free Evaluation Period	Two weeks		
Purchase Price	\$4,000. Includes licenses for three computers, web training and support, and program upgrades for one year.		
Annual Maintenance Fee	Optional. \$1,200. Includes web support and upgrades.		

	Solution #1	Solution #2	Solution #3
Name	Pay Integrator		
Availability of Short-term Rental Option in Lieu of Purchase	Yes, for one, three or six-month periods		
Availability of Outsourcing or Project-specific Assistance	Yes. CompFacts can complete one-time projects or outsourced on-going projects with Pay Integrator running on our site.		
Flexibility and Convenience			
Software Customization	Yes, at no or minimal cost depending on general usefulness		
Ability to Import Wide Range of Surveys	Yes, through a wizard		
Support for User-defined Survey Data	Yes, users are able to define, capture and query any number of virtually any type of survey data fields and data cuts		
Microsoft Office Integration	Yes, data can be output to Excel, Word and other applications for specialized analyses or reporting in a couple of mouse clicks		
Power and Features			
Compile Data for Survey Submissions	Yes, automatically populates Excel worksheets with internal data on matching jobs		
Consolidates Surveys and Internal data	Yes, into a single Excel file		

	Solution #1	Solution #2	Solution #3
Name	Pay Integrator		
Assess Market and Other Key Metrics at Employee Level	Yes		
Assess Market and Other Key Metrics at the Job, Grade, Unit and Structure Level	Yes		
Adjusts Pay Structures and Assesses Employee and Cost impact	Yes, based on structure characteristics and simulated employee salary actions reflecting user specifications. Provides documenting Microsoft Word report.		
Assesses Impact of Change in Pay Strategy	Yes, as well as a wide range of other special user-specified special analyses. Provides multi-worksheet Excel workbook with trend data and graphics showing data at the survey, job, grade and structure level of detail.		
Provides Executive Dashboard-style Report	Yes, reflecting a range of key compensation program metrics comparing units and grades		
Ability to Price Non-surveyed Jobs	Yes, based on job evaluation points		

	Solution #1	Solution #2	Solution #3
Name	Pay Integrator		
Supports Job Evaluation Plans	Yes, including identifying possible anomalies and measuring market value of job content changes		
Facilitates Mechanical Aspects of Job Matching	Yes, allows preloaded internal and survey job information to be matched by a single mouse click		
Provides Reports via Web Browser to an Unlimited Number of Users	Yes. <u>Note</u> : above pricing does not include this capability.		
Other Characteristics Important to You			