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GROUP

PeopleTicker has Answers for Complex Compensation and Benefits Questions

PeopleTicker
Best Advance in Compensation and Benefits and/or Payroll Administration
February 2018

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EXCELLENCE IN
TECHNOLOGY AWARDS

GOLD
2017

Company Background

People▲Ticker.

Company At-a-Glance	
Headquarters	Delray Beach, FL
Year Founded	2014
Employees	500
Global Scale	PeopleTicker is the global standard for real-time compensation data and labor analytics. It provides compensation information for salary and contingent workforces in 160 countries and 16 industries.
Customers/Output, etc.	IBM, Microsoft, Accenture, DXC, Exxon, Disney, Ericsson, KellyOCG, nextSource, Manpower. Offering compensation software that provides real time salary and contingent labor rate information for 250K job titles in 160 countries.
Industry	Human Capital Management
Website	www.peopleticker.com

Value Proposition

Market Needs – Value Proposition
Today's talent market is extremely competitive. The demand for skilled labor continues to increase. Companies need access to compensation data that is current with market

conditions, accurately reflects rates for complex job descriptions, prices new job roles as they emerge in the marketplace and compares salary costs vs. contingent labor.

Salary survey information is not accurate or current enough to keep up with these market demands. Most survey technologies combine multiple jobs into broad categories limiting the ability to provide rates with only a few thousand roles.

PeopleTicker has created a job taxonomy accommodating over 250,000 roles, creating the largest compensation database in the world. PeopleTicker answers the "how much" question for HR leaders for both salary and contingent labor anywhere in the world. Whether you have five Java developers or 500, PeopleTicker displays the latest salary comparisons based on experience and skills.

PeopleTicker software provides clients with instant access to real-time salary labor market data vs. static survey data in sixteen industries. Annual salary comparisons are no longer necessary, as PeopleTicker enables "always-on," and "always-current" compensation data. PeopleTicker enables companies to see real-time labor market fluctuations and respond accordingly to ensure a more competitive and cost-effective talent strategy.

Compensation data is something that is always an issue for companies. By the time HR practitioners get their rates together to set new salary ranges, they are outdated. PeopleTicker invested millions of dollars in its updating systems, so its customers can simply "set it and forget it."

Clients utilize PeopleTicker's salary market data to:

- Benchmark salary ranges at the job level vs. groups of jobs.
- Price employees at the resume level.
- Recruiting accuracy to save money or invest in top talent.
- Increasing retention via greater accuracy in compensation planning.
- Time to Fill – difficult to hire roles can be benchmarked in real-time.
- Analytics for Merit Increases – Talent Management.
- Workforce planning – compare direct vs. contingent labor.
- Predictive Index – helps clients forecast labor costs in the future.

Manpower Group utilizes PeopleTicker to provide real-time salary information for its clients that are expanding into new locations and comparing labor costs for the development of new operations, call centers, programming facilities and more. Working

with real-time salary information provides Manpower's clients with a current view of the labor market to make better business decisions. Clients can compare the cost of labor in each location, then select, negotiate and hire using PeopleTicker data. Overall this approach has led to a 10 - 13% labor cost savings for their clients.

Product or Program Innovation

Innovative Technology

PeopleTicker ingests, parses, validates, and displays massive amounts of data in its software that makes it easy for HR practitioners, recruiters, and managers to find, compare, and analyze labor costs for any job, anywhere in the world.

By combining PeopleTicker's software capabilities with its in-house rate analyst expertise, clients gain access to a solution partner that is one-of-a-kind, and that solves an insurmountable business problem.

PeopleTicker's key, innovative technologies combine big data aggregation, artificial intelligence, and expert validation to provide the most accurate, granular, and continually refreshed compensation data available in the market.

Big Data Aggregation

Over 1,600 data sources are utilized to capture both contingent and direct labor rates globally. Proprietary data gathering technology utilizes both web crawling software for publicly available sources and APIs to private sources. The data is redacted or de-identified to provide both annual salary and hourly rates in every market served. Data sources include both public and private data sources, including multinational conglomerates and Industry Leaders, Economists, Industry Experts, and Labor Analysts such as PeopleTicker Skills Village, Professional Staffing and Recruitment Agencies, Executive Search/Consulting Firms, Finance and Insurance companies, and Internet web crawlers for Public Data/Private Partnership and Government Records.

Artificial Intelligence

This inbound data is normalized and modeled into two separate databases (contingent and direct) that qualify the source, timeliness, quality, and accuracy based not only on job title but parsing of the job description to produce a local geographic rate at the city level. PeopleTicker's proprietary parsing technology uses a combination of the latest advances in search technology, such as Conceptual Search, Probabilistic Latent Semantic Indexing (PLSI), and machine learning. All information or data from private sources is held

in quarantine for a period of time to be legally compliant. Publicly available data is provided on a "real-time" basis.

Expert Validation

In addition to strict guidelines and algorithms for automated data validation, PeopleTicker also provides human validation through a stringent peer review process to further strengthen results. This process is conducted via expert consultants from Skills Village. which provides PeopleTicker with consulting expertise in recruiting, procurement, and human resources around the world.

Unique Differentiators

Methodology

PeopleTicker's methodology for its rate and benchmarking solution consists of five phases: job library standardization, program assessment, rate card manufacturing, custom rate validation, and ongoing program support.

Salaries and contingent labor rates are tracked continuously for clients, ensuring access to the latest market information.

Figure 1: Dashboard
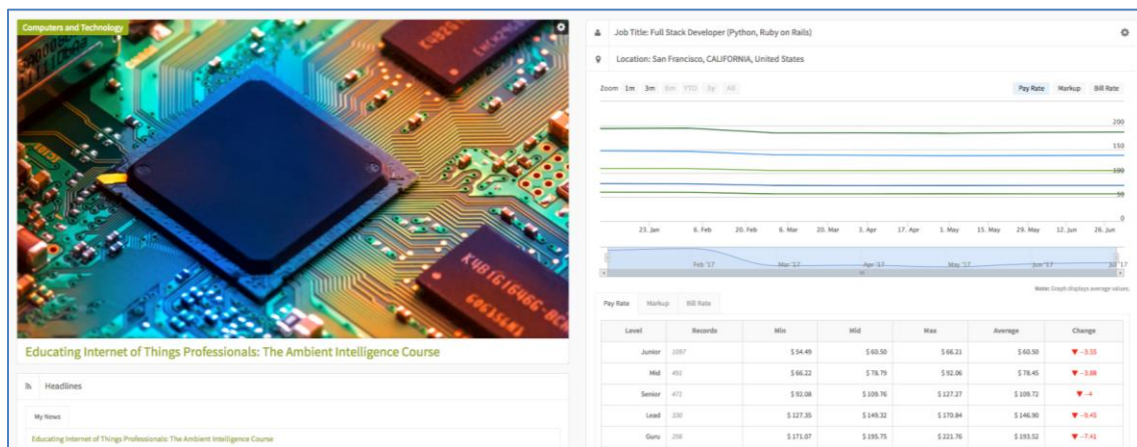
Source: PeopleTicker 2018

Job Library Standardization

Whether a customer has 50 jobs or 50,000, an assigned Rate Analyst will analyze, match, and certify and all of their company's job information within the PeopleTicker. PeopleTicker has built the world's largest job library with over 250,000 unique job titles

and descriptions for both the hourly worker and full-time employee. Analysts will insure "exact fit" matching to insure alignment with market data.

Figure 2: Customer Job Library

Analysis/Assessment

PeopleTicker's analysts will create a private labor analytics report for each salary and contingent labor job role in every global location needed by customers.

This report provides customers with the following information:

- Real-time rate information for all jobs.

- Identify areas of opportunity for savings through "right pricing."

- Identify pricing anomalies.

- Examine location-based pricing including supplier comparisons, temp-to-perm conversion rates, and workforce planning/optimization information.

Figure 3: Private Labor Index
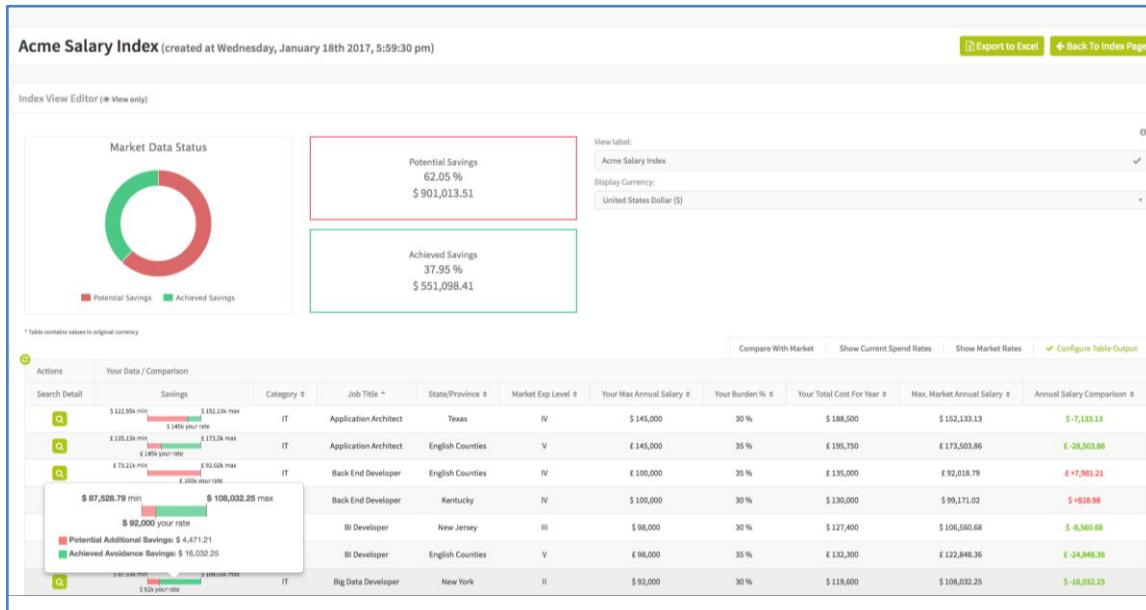
Source: PeopleTicker 2018

Rate Card Manufacturing

PeopleTicker will analyze each customer's industry, spend, retention, and time to fill to create "buy" rate cards complete with salaries and contingent labor rates. With PeopleTicker's proprietary updating technology, each job in each location will be updated every month. The "tick" will be displayed and tracked in each rate card so that customers can "simply set it and forget it."

Figure 4: Full Stack Developer – Ruby on Rails

Job Description

Experience with cloud-based offerings (Amazon EC2, Heroku, etc.).
Experience in JavaScript development or similar server side languages.
Experience with relational data models in other ecosystems, like Java, Python or Ruby.
Experience in NodeJS development and frameworks including Express and Angular.
Experience with PostgreSQL, MongoDB, MySQL
Familiarity with traditional RDBMS (Oracle, MSSQL)
Web application development experience (advanced/expert level)
Experience at a senior engineer level or equivalent
Expert knowledge of JavaScript, HTML5, CSS3 and familiarity with Python, RedHat / CentOS, Node.js
Experience designing and implementing RESTful backend APIs with JSON documents
Experience with NoSQL technologies (i.e. MongoDB, Couchbase) and relational database technologies (i.e. Oracle, MySQL)
Experience working with modern web UI frameworks such as AngularJS, Backbone, jQuery, Bootstrap
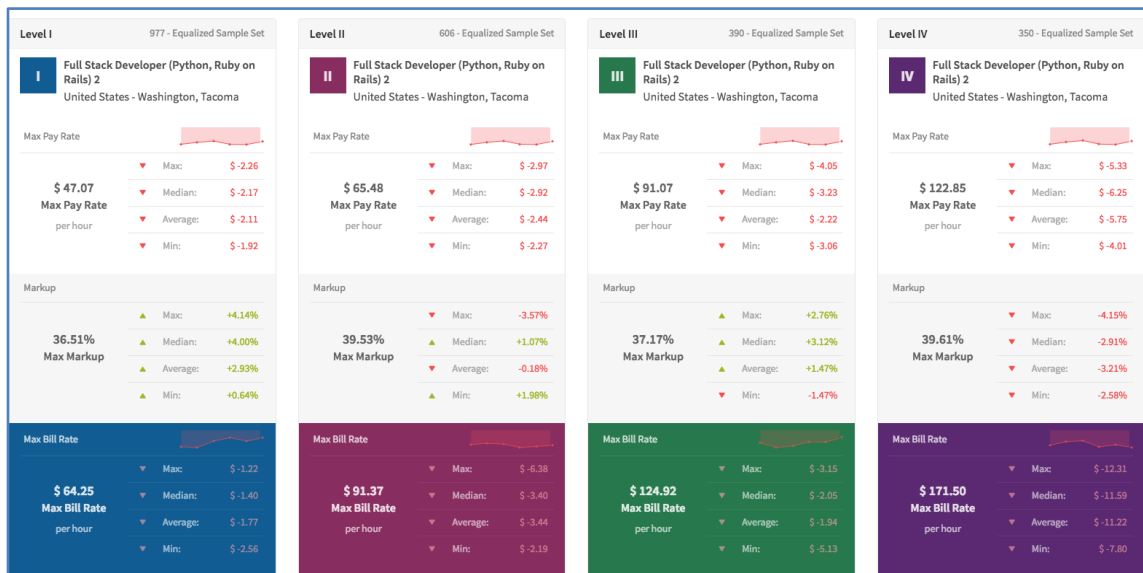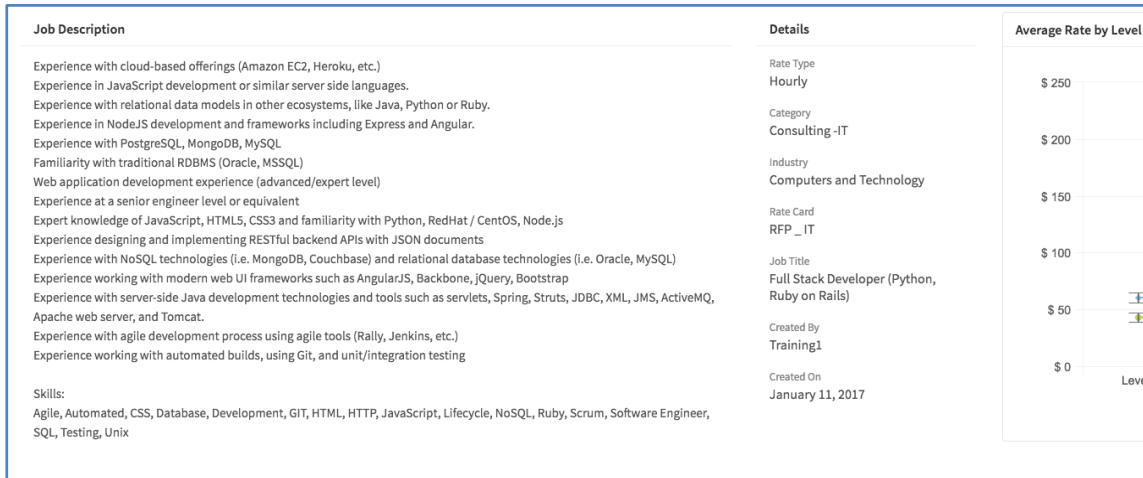Experience with server-side Java development technologies and tools such as servlets, Spring, Struts, JDBC, XML, JMS, ActiveMQ, Apache web server, and Tomcat.
Experience with agile development process using agile tools (Rally, Jenkins, etc.).
Experience working with automated builds, using Git, and unit/integration testing

Skills:
Agile, Automated, CSS, Database, Development, GIT, HTML, HTTP, JavaScript, Lifecycle, NoSQL, Ruby, Scrum, Software Engineer, SQL, Testing, Unix

Details

Rate Type
Hourly

Category
Consulting -IT

Industry
Computers and Technology

Rate Card
RFP _ IT

Job Title
Full Stack Developer (Python, Ruby on Rails)

Created By
Training1

Created On
January 11, 2017

Average Rate by Level

$ 250
$ 200
$ 150
$ 100
$ 50
$ 0
Level

Level I	977 - Equalized Sample Set	Level II	606 - Equalized Sample Set	Level III	390 - Equalized Sample Set	Level IV	350 - Equalized Sample Set
I Full Stack Developer (Python, Ruby on Rails) 2	United States - Washington, Tacoma	**II** Full Stack Developer (Python, Ruby on Rails) 2	United States - Washington, Tacoma	**III** Full Stack Developer (Python, Ruby on Rails) 2	United States - Washington, Tacoma	**IV** Full Stack Developer (Python, Ruby on Rails) 2	United States - Washington, Tacoma

Max Pay Rate

	Level I		Level II		Level III		Level IV	
Max:	$ -2.26		$ -2.97		$ -4.05		$ -5.33	
Median:	$ -2.17		$ -2.92		$ -3.23		$ -6.25	
Average:	$ -2.11		$ -2.44		$ -2.22		$ -5.75	
Min:	$ -1.92		$ -2.27		$ -3.06		$ -4.01	

Level I: $ 47.07 Max Pay Rate per hour
Level II: $ 65.48 Max Pay Rate per hour
Level III: $ 91.07 Max Pay Rate per hour
Level IV: $ 122.85 Max Pay Rate per hour

Markup

	Level I	Level II	Level III	Level IV
Max:	+4.14%	-3.57%	+2.76%	-4.15%
Median:	+4.00%	+1.07%	+3.12%	-2.91%
Average:	+2.93%	-0.18%	+1.47%	-3.21%
Min:	+0.64%	+1.98%	-1.47%	-2.58%

Level I: 36.51% Max Markup
Level II: 39.53% Max Markup
Level III: 37.17% Max Markup
Level IV: 39.61% Max Markup

Max Bill Rate

	Level I	Level II	Level III	Level IV
Max:	$ -1.22	$ -6.38	$ -3.15	$ -12.31
Median:	$ -1.40	$ -3.40	$ -2.05	$ -11.59
Average:	$ -1.77	$ -3.44	$ -1.94	$ -11.22
Min:	$ -2.56	$ -2.19	$ -5.13	$ -7.80

Level I: $ 64.25 Max Bill Rate per hour
Level II: $ 91.37 Max Bill Rate per hour
Level III: $ 124.92 Max Bill Rate per hour
Level IV: $ 171.50 Max Bill Rate per hour

Source: PeopleTicker 2018

SkillsVillage Data Validation

- SkillsVillage is a wholly owned subsidiary of PeopleTicker that provides rate validation and industry information in 160 countries throughout the world.

- SkillsVillage recruit procurement experts, HR professionals, and recruiters to provide PeopleTicker with a "boots on the ground" validation of its data.

- SkillsVillage professionals are paid to validate data insuring the highest accuracy in rates by reflecting local labor market conditions and anomalies.

Figure 5: Validation Projects
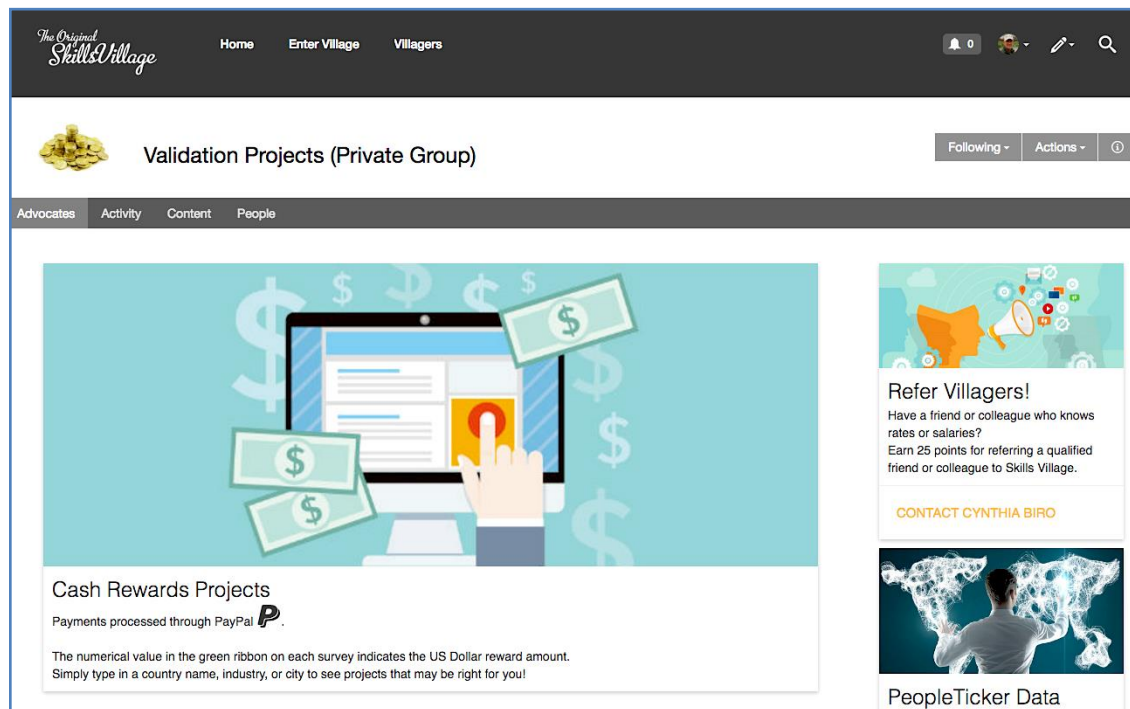
Source: PeopleTicker 2018

Ongoing Program Support

PeopleTicker's compensation and rate analysts are behind the scenes supporting customers' questions, whether it's about software, rate information, buying labor in a given market or industry, leveraging its "boots on the ground" global compensation data through SkillsVillage, or pricing new job roles.

As experts in labor and compensation, PeopleTicker's program support helps clients to "right price" their talent and save millions of dollars in labor costs ranging from 9-17% of their overall spend.

Measurable Results

A Professional Services Firm

- Global Labor Spend: $900M.
- Number of employees: 20,000.
- Client Challenges.
- Difficulty recruiting top talent: not competitive.

- Retention for top quartile performers: 75%.

- Overpaying, underpaying using Regions vs. Cities.

- Lack of granularity in job titles descriptions: difficulty finding accurate data.

- Using multiple surveys to triangulate rates.

- Looking for labor cost reductions, but unable to identify.

Solution

- PeopleTicker's job library mapped every client job title to industry data.

- Private labor Index was used to identify areas of overpayment and underpayment.

- Implemented SkillsVillage to custom validate salaries for jobs that were difficult to recruit and retain. Salary rate ranges are updated automatically using the "tick."

Results

- Recruiters provided with accurate rates by location. Ability to negotiate and hire at the "right price" dramatically increased.

- Salary ranges were updated to real-time numbers and examined every month at an employee level. Retention moved up to 90%.

- Multiple survey subscriptions were cancelled due to PeopleTicker accuracy. Cost savings in HR time and cancelling multiple data sources nearly $300K alone.

- Total labor cost savings equaled 7% overall, as HR was able to identify over and underpayment easily and create a more comprehensive hiring and retention strategy.

About Brandon Hall Group

Brandon Hall Group is a HCM research and advisory services firm that provides insights around key performance areas, including Learning and Development, Talent Management, Leadership Development, Talent Acquisition, and HR/Workforce Management. With more than 10,000 clients globally and more than 20 years of delivering world-class research and advisory services, Brandon Hall Group is focused on developing research that drives performance in emerging and large organizations and provides strategic insights for executives and practitioners responsible for growth and business results.

Inspiring a Better Workplace Experience

Our mission: Empower excellence in organizations around the world through our research and tools each and every day. At the core of our offerings is a Membership Program that combines research, benchmarking and unlimited access to data and analysts. The Membership Program offers insights and best practices to enable executives and practitioners to make the right decisions about people, processes, and systems, coalesced with analyst advisory services which aim to put the research into action in a way that is practical and efficient.

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• Survey
• Process Integration

For more information, contact us at success@brandonhall.com.