



Challenges we help solve

Pay decisions are difficult to explain or defend



Employees question compensation fairness and competitiveness



Retention suffers when compensation lacks clarity or consistency

Data-driven compensation management.

Fair, competitive, and consistent compensation is essential.

It is a critical factor in attracting and retaining great employees. CompEase provides a structured, market-informed approach to salary administration and bonus planning so your organization can make equitable and defensible pay decisions with confidence.

Powered by industry-wide salary data and performance insights, CompEase helps HR leaders design and manage compensation programs that keep employees engaged—and keep your organization competitive.



Why CompEase?

- Market-based salary data tailored to your job structure
- Intuitive tools, clear information, and actionable reports
- Customized data analysis and plan development from certified compensation specialists
- Trusted by more than 1,500 organizations across multiple industries
- CompEase works on its own or integrates with Performance Pro for organizations aligning pay and performance

Key Outcomes

- Attract, develop, and retain top talent
- Recognize high performers and reward merit consistently
- Remain competitive in your industry's employment market
- Streamline compensation administration across HR and leadership

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It is easy to use and helps me to be confident in the pay structures we offer to employees.

— **Kim B**, Vice President of Human Resources

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Core Capabilities

Evaluation

Evaluate roles consistently using eight compensable factors for clear job comparisons

Salary Structure

Build salary structures with up to 24 grades informed by extensive market data

Reporting

Conduct in-depth analysis of compa-ratios, salary projections, and individual pay trends

Training & Implementation

Our specialists implement your system and provide onsite training to ensure fast, confident adoption

