

EANE Peer



COMPENSATION DATA PLATFORM

EANE partners with Payscale to give our members access to **EANE Peer**, a robust, easy-to-use self-service data tool. This on-line compensation platform contains data on 5000 benchmark positions that span all industries, departments and levels. Participants can filter data on-demand to answer their most pressing questions.

The data you need, NOW.

- Comprehensive, validated data from both EANE members and Payscale
- Real-time data that is constantly updated, so you can make decisions with current information.
- You can filter by city, state, region, industry, job titles and more to create unlimited custom reports.
- Direct competitor comparisons when 5 or more organizations are selected
- Share reports as pdf's or Excel docs

Members can purchase access to Peer and upload data at any time during the year. EANE peer is the tool being used to collect and report regional pay data. To meet member timelines, data collected in Peer from January through May of each year will be reported out to participants in an Excel spreadsheet in June. This will allow organizations who do not want to upgrade to full Peer access to receive some regional wage data.

Our process is easy:

- Register to participate
- Fill out the data collection Excel Sheet
- Submit your completed data
- EANE's team reviews the data to ensure accuracy
- Purchase **EANE Peer**
- Access the robust Peer database all year round!

There is no cost for submitting data to be included in the regional survey. Members of EANE can purchase full, year-round access to Peer for \$350. A \$6500 value!

For more information – visit our website, attend a **EANE Peer Demo** webinar, call us for a one-on-one demonstration.

WWW.EANE.ORG

EANE Peer

COMPENSATION DATA ON DEMAND



Peer Methodology:

Peer is the industry's only on-demand employer-reported market data source where users can fully customize the filters and scopes of their data cuts. The Peer data set is an aggregation of employer-reported salary data mapped to a common job taxonomy of benchmark positions curated by Payscale and EANE's teams of compensation professionals. Across the various Peer Exchanges, there are over 5,000 benchmark jobs that span all industries, departments, and levels. Payscale's team of compensation professionals aided by algorithms and technical capabilities are validating and verifying the Peer data every step of the way.

The Peer data set is refreshed nightly with the most recent eligible employer reported data to the system. We strive to have all participants refresh data on a regular cadence, but we do monitor the age of all client data regularly and will remove old data as needed.

Your specific data is protected and is always confidential.

Before data can be extracted by a user, the following pre-requisites must be met:

- Due to anti-trust guidelines, the data does not aggregate in Peer until the effective date of the data collection is 90 days old.
- There must be at least 5 companies per data cut, not including the company of the user executing the data cut if they are a contributor.
- Data dominance requirements are met, in which one or more company's data cannot make up more than 50% of the data cut. Peer will provide a warning at 25%, and if 1 company comprises 50%, Peer will not allow the user to make the data cut.
- A similarity check automatically examines current Peer data cuts and prevents any new Peer data cuts that are too similar from being created, thereby preserving the anonymity of all data within Peer. The system doesn't allow a user to examine the data in a way that would allow them to mathematically back into what a single organization is paying for a particular role

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