THE COVID-19 CRISIS has dramatically changed the way we work at every level, for every enterprise and for every employee. A well-designed and meaningful Total Rewards program is the conduit between what an organization needs to do and the people who will do it. Now more than ever, business leaders are turning to Total Rewards professionals to innovate and enact the best solutions to help save the workforce – the workforce that will build the economy. We're so glad you are joining us for this one-of-a-kind virtual interactive conference designed to help HR and Total Rewards pros build total resilience in today's challenging environment.

SCOTT CAWOOD
PRESIDENT AND CEO, WORLDATWORK
CONTRIBUTORS
We’re culture builders

For culture builders, Achievers is an employee voice and recognition solution that builds sustainable performance in organizations. Unlike passive solutions, Achievers activates employee participation—delivering tangible results.

Together, we’ll change the way the world works.

The Achievers platform allows employees to connect with their colleagues, communicate in real-time, and focus on culture continuity, they are not just adapting—they’re thriving in a changing workplace.

Why Recognition matters, even more during these times:
- “Lack of recognition” is the third biggest reason people say they are or would consider leaving their jobs
- 82 percent of employees wish they received more recognition for their work
- Recognition has the greatest impact on employee engagement
- Social recognition is two times more likely to improve performance and Net Promoter Score

The Achievers platform is breaking down barriers and strengthening teams across organizations.

We pride ourselves on delivering the best customer experience – just look at what our customers are saying about us
- 98% Customer Satisfaction
- 95% Customer Retention
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Achievers is committed to the journey of employee recognition & engagement during these challenging times.

“Create an environment where employees can do the best work of their lives by empowering employee engagement every single day.”

- Jeff Cates, Achievers CEO

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In the face of significant societal and economic disruption, we must redouble our efforts to build thriving, resilient and future-ready workforces.

Our world is changing fast—so fast that many experts believe we’ve potentially experienced five to ten years of workforce transformation in the span of a few months. The race to adapt is on, and it will inevitably change how companies source talent and think about compensation.

For example, our June 2020 global pulse survey on how companies are responding to the COVID-19 pandemic shows:

- **84%** of companies expect to increase their use of full-time remote employees
- **80%** of companies believe their workforce will become far more agile, including a mix of office and virtual work
- **69%** of companies are actively exploring which jobs and functions can potentially work remotely on a permanent basis
- **45%** of companies are actively examining their location strategy to reconsider labor and real estate costs

In addition to the trends cited above, another fundamental workforce shift is moving faster than ever before: the dramatic acceleration of digital transformation efforts across every industry. This too will change who companies hire and how they approach total rewards.

While change is always difficult, it also creates new opportunities. We have an opportunity to rethink how we attract, retain, develop and optimize our workforces. And at the same time, we can also improve fairness, support greater inclusivity, and adjust employee value propositions to enhance physical and mental wellbeing and drive greater financial security.

At Aon, we deliver a unique combination of data, analytics and advice to help clients make sense of this rapidly shifting landscape and ultimately make better rewards decisions. What’s more, the insights generated by our Radford and McLagan survey platforms give our clients an edge in understanding today’s digital economy.

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To learn more about the Rewards Solutions practice at Aon, including our survey, executive compensation and employee rewards capabilities, visit: rewards.aon.com

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Companies grow by keeping good company.

A resource for human resources, ARGI works with many organizations big and small, to help employees better understand, appreciate, and potentially maximize their company’s benefit offering.

**CONTENT**
When it comes to retaining top talent, most HR professionals recognize how crucial it is to provide a competitive comprehensive benefits package for their employees. As part of a total rewards program, many companies are partnering with a trusted advisor to help elevate their employees’ financial well-being. But to get the most out of the company’s offering, employees must truly understand the value of their integrated benefits package and how it impacts their future.

**REWARDS**
Forward-thinking companies take great consideration in their employee benefits packages. From retirement plans to stock options, and insurance coverage to tuition reimbursement – there are a variety of different benefits that can impact an individual employee’s current and long-term financial security. Providing integrated benefits education and financial counseling helps employees make the most of the company’s benefit package.

**RESILIENCY**
When the market takes a turn, it can vastly change your company’s and your employee’s financial outlook. Knowing what steps a company can take to help guide their employees through volatility can help alleviate current financial stress, while helping to ensure a more secure financial future.

**RECOVERY**
As we experience fluctuation in the economy, change is an inevitable outcome. No executive likes to lose staff, and no employee wants to lose a job. When the time comes to make tough decisions, be prepared with a partner that can guide you and your employees through periods of transition.

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Automating compensation yields efficiency, so HR, managers, and employees can perform, even when remote.

Reward management for a changing world. As companies reimagine the way they work, a secure, cloud-based rewards platform becomes a critical tool for agile change management. As sudden changes in operating assumptions require rapid pivots in strategy, your rewards system should empower you to adapt rewards programs quickly and easily, across your company and across the globe.

Power to handle global complexity. For the large enterprise, managing global compensation can be complex. beqom provides a central platform for all types of rewards, letting you enforce consistent standards while allowing local flexibility, ensuring pay equity, and providing the transparency needed to meet audit and compliance requirements globally.

The missing piece in HRIS software. Relying on your core HR suite for end-to-end compensation management can put your compensation strategy at risk due to loss of functionality, process coverage, non-compliance, and unforeseen costs. beqom’s best-in-class total rewards solution works alongside common HR suites and ERP/HCM systems to provide the robust compensation management capabilities you need to succeed.

“Completely remotely, the beqom solution allows us to operate at 100%, without any additional cost, loss of performance or security risk. Even in a lockdown, our managers and employees have improved their productivity and reliability.”

— Romain Debroize, Compensation and Benefits Manager at The Adecco Group

Trusted experts. beqom has the trusted experience and single focus to transform compensation and rewards into a strategic business differentiator for your workforce. For more than a decade, we’ve been working with global leaders like Adecco Group, PepsiCo, and CNHi to help companies align and manage compensation strategy, people, and processes in one place.

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Pay Equity: The Part of Compensation That You Should Move to the Top of the List

EEO Industry Leading Experts in Pay Equity, Affirmative Action Planning, and Diversity Metrics

EEO Industry Leading Compensation Experts

Biddle’s pay equity analysis team is led nationally recognized experts Patrick M. Nooren, Ph.D. and Dan Kuang, Ph.D. Dan and Patrick are cited for their contributions on the California Equal Pay Task Force, the NILG Pay Equity Steering Committee, testimony to the EEOC and widely distributed publications. We have analyzed millions of data points among employers of every size including many within the Fortune 100. Biddle is very active in educating the contractor community through presentations and expert panels at the BCGi learning center and national, local, and regional ILGs.

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Using our proprietary software application to conduct multiple regression analyses, we apply 100+ years of combined experience in data modeling to support clients with proactive analyses, response to OFCCP audit, state-level reporting requirements and matter of discrimination under Title VII.

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BCG has successfully supported numerous contractors through hundreds of audits. Our experienced and knowledgeable staff can prepare you, your data, and your AAP to increase your chances of closing a federal compliance review.

Resource:

OFCCP-style Compensation Analysis

Compensation Analysis: A Practitioner’s Guide to Identifying and Addressing Compensation Disparities by Patrick M. Nooren, Ph.D.

Contact

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BullseyeEngagement was born 2010 as a single point-and-click performance management tool to help HR professionals address lackluster employee engagement. Users were attracted by the ease and speed of documenting performance appraisals that enabled managers to spend more time speaking face-to-face with direct reports about performance.

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- Compensation Management
- Employee Engagement and Pulse Surveys
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- Social Collaboration
- Succession Planning
- Leadership Business Intelligence Dashboards

Why Bullseye?
Our solutions help HR professionals STOP wasting valuable time on overly complicated administrative tasks and START supporting sound people practices & good business decisions.

- The Bullseye platform is modular, meaning you only pay for what you truly need
- We complement & interface with all ERP systems
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We provide free tools and tips to help organizations improve the financial well-being of their workers. People make important personal money decisions in the workplace. At the same time, they are often coping with money stresses. Improving the financial well-being of workers can help organizations function better. From bank accounts and prepaid cards to mortgages, auto loans, and debt collection, your workforce can find the facts they need. Our guides and answers to common questions help with day-to-day money management as well as future plans.

Research-based financial well-being resources for workplace programs
You can start with CFPB resources to build a foundation for a culture of financial well-being. You can get to know the definition of financial well-being and how organizations are incorporating it into their programs. Then, effective education can move people from good intentions to actions, and our five principles of effective financial education can help. Our financial well-being scale contains just 10 rigorously tested and validated questions, so you can measure financial well-being in your workforce, compare groups, and observe changes over time. Finally, the CFPB conducts a number of studies focused on financial education and workplace wellness, to help you understand how your workplace can be part of improving financial well-being nationwide.

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According to Forbes.com, offering homebuying assistance to your employees will set your company apart from your competitors. Earn their trust, confidence and loyalty by helping them, and their families, establish themselves in local communities.

**Statistics You Should Know:**

- 69% of workers are stressed out about finances.
- 72% worry about their personal finances at work.
- 1 in 3 feel this way more than once a week.

These are pre-pandemic numbers. Now, 2 out of 3 employees are more stressed about finances than they were before the pandemic began.¹ To help their employees, two-thirds of North American employers offer financial education.² This benefit can lead to a happier, healthier and more productive workforce, which can in turn improve a company’s bottom line.

CrossCountry Mortgage (CCM) offers the Preferred Mortgage Savings Plan at no cost to your organization. We provide home lending assistance, education, and an industry-leading discount of up to $2,198³ on our lender fees. It’s an easy, cost-effective way to demonstrate to your employees, both current and prospective, that you provide benefits to improve their quality of life and enhance their careers.

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¹ Forbes.com, The Ultimate Employee Perk: Homeownership
² MarketWatch.com, This is the No. 1 Reason Americans Are So Stressed Out
³ Executives.com, Financial health is workers’ biggest wellness concern
⁴ FEBR.com, Financial Education for Today’s Workforce

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Pay Equity
DCI has developed a proprietary software program, EEOPay, which enables us to spot pay disparities and recommend adjustments as necessary. Using multiple regression analysis on employee groupings, we look at variables such as tenure or prior experience to see if they can account for pay discrepancies. We then use this information to create strategies you can use to eliminate inequalities within your organization. DCI can conduct a thorough analysis of your organization’s pay groups using customizable statistical models that mirror OFCCP enforcement activity, Title VII case law, and social science best practices. We will condense our findings and present them to you in an executive summary. Our expertise also includes collaborating with attorneys to deliver detailed analyses and practical advice.

If your organization is looking to perform these analyses in-house, EEOPay is available to license. Expert consultant support is available as needed.

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Groupelephant.com has an unconventional approach to philanthropic activity. Rather than implementing a traditional Corporate Social Responsibility program and simply donating funds to charities, in ‘Beyond Corporate Purpose’ it has a hybrid business model that provides it with a professional, institutionalized delivery capability in the area of nonprofit activity and impact investment. Primary focus areas are the preservation of at-risk Elephants and Rhinos.

360° Employee Rewards provides a year-round, in-depth, consolidated view of total rewards available to your employees.

360° Employee Rewards
powered by EPI-USE

Inspire and motivate your employees by providing an engaging Total Rewards solution that truly drives retention, engagement, and productivity.

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For a full list of our FEATURES and to learn more about EPI-USE please visit www.epiuse.com

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Our Services

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Why Fond?

• Ease-of-Use. Fond’s easy-to-use and seamless platform enables all employees to quickly redeem corporate perks and rewards and send recognitions.
• Customization. Customize your Fond experience by creating unique recognition occasions and meaningful rewards tailored to your company.
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Fond is headquartered in San Francisco, California and Portland, Oregon. Learn more at www.fond.co.

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In 2017, Health-E Commerce launched its private label of qualified healthcare products, Caring Mill. With every sale of a Caring Mill product, a portion of the proceeds is donated to Children’s Health Fund.

As consumer advocates for the eligibility of important new categories within the IRS-approved list medical expenses, and leaders of a committee of industry experts to promote the important national conversation around product safety and authenticity, we believe in untangling and organizing the health and wellness benefits marketplace for you and your employees.

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inspirus Connects

Recognition solutions and services that foster deep connections among your people.

Employees who feel a sense of belonging are 3.5 times more productive and motivated to contribute to their full potential.

~2019 EY Belonging Barometer


The way we work has changed, possibly forever. People are facing new challenges, confronting uncertainty and shifting the way they socialize. It’s more important than ever that we continue to recognize and celebrate our people, fostering a sense of belonging among all employees. Inspirus Connects offers a place where employees can connect, share ideas and information, discover more about company news and events, and celebrate others with recognition. All of these things contribute to a better employee experience for everyone.

Connect
Create a seamless way to cultivate interactions among employees. Your people will experience a sense of belonging and purpose while staying connected with others.

Share
Keep employees up-to-date on company events and announcements, and provide a collaborative environment where everyone can share interests and ideas.

Celebrate
Recognize achievements, life events, service anniversaries and efforts that make an organization thrive. Enhance the employee experience with programs that align with your company culture.

Inspirus believes employees make up the foundation of culture. Through our technology and integrated solutions, we elevate the employee experience and optimize organizational culture by providing a holistic approach to the entire employee journey. Learn more about Inspirus.

inspirus.com | 817.332.6765 | 100 N. Rupert St, Fort Worth, TX 76107 | marketing@inspirus.com

WorldatWork 2020 Total Resilience Conference & Exhibition
If you’re looking for a better way to manage your job descriptions, then look no further than the Xpert, JDXpert!

Your job descriptions deserve better, and so do you

So, you’ve tried documents and emails, shared drives, and maybe even online job description builders but nothing lets you manage your job descriptions as you envision. These options are tedious, elementary, ineffective and leave you frustrated and wanting more. JDXpert is a web-based solution that allows you to bring structure and efficiencies to the way you construct, manage, and store job information. With a robust feature set and flexible platform, JDXpert has elevated itself as a leader in job description management and offers its customers an unparalleled solution that has helped numerous customers take control of their job descriptions.

HIGHLIGHTED FEATURES

- **Content:** With JDXpert, you’ll have access to the most extensive library of job information including a curated sample library, crowd-sourced titles from our opt-in clients, AI-processed job posting from the web, and O*Net occupation.

- **Collaboration:** Easily and securely collaborate with stakeholders while maintaining oversight of the process.

- **Integration:** Interface your jobs data with most recruitment, performance management, compensation planning, and HRMS systems including Workday, PayScale, iCIMS, SAP, PeopleSoft, Oracle, and more.

- **Accessibility:** Store your job descriptions in a safe environment and grant access to users of your choosing. Also, easily create different versions of a job description or hide sensitive information from certain users.

- **Configurable Templates:** Job description formatting (entry form and print outputs) is delivered with our best practice design but can be configured to meet your specific needs. Role-based security defines each user’s access and editing rights for each element of the job description.

- **Advanced Editing Features:** Features like side-by-side viewing, job comparison highlighting, similarity scoring, matrix explorer and content cascading makes editing your job descriptions a breeze.

- **Archives:** Access a history of all changes to a job description over time on an element-by-element basis, including when the item was changed and who changed it.

**JDXPERT APPS**

JDXpert also offers a collection of Apps that enable constructive conversations between HR, managers and employees. Communicate goals, expectations, and confirm understanding of important company policies in a secure, organized and flexible web-based application. JDXpert currently supports six (6) distinct Apps that can be utilized in combination with our job description management solution, in unison, or in some cases, stand on their own and includes: Performance Reviews, Check-ins, Manager Attestations, Compensation Statements, Personnel Action Forms, and Job Description Acknowledgements.

If you’re tired of ill-equipped methods of managing your job descriptions and employee conversations, then contact us today!

**Contact**

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5171 Glenwood Ave
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sales@hrtms.com
JDXpert.com
Workplace Lactation Experts

The Boom! Babies, breastfeeding, and your business

Nobody knows what the workplace will look like in the coming months, but one thing is certain: employees will be having babies, wanting to breastfeed, and dealing with the challenges of balancing work and their new lives.

At Limerick, our Workplace Lactation Programs have been helping HR and Work Life Benefits professionals deal with these issues for over 25 years. In this time of uncertainty, our fully customizable and individualized partnerships are specifically designed to help you recruit and retain top talent in any industry.

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ComforTouch Breast Pumps
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Tela Consulting
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You want to help your employees return to the workplace safely. We can help you get them there.

A commute management platform that scales with organizations as their policies and programs evolve.

Luum's software unifies benefits administration, parking management, and mobility options for large employers.

We know, on average, Americans spent 54 minutes each day commuting—adding up to an astounding 9 days spent traveling to and from work last year! This is taxing mentally, emotionally, and financially. For many employees, it directly correlates to productivity and job performance.

We also know that 1 out of every 4 employees have left a job because of their commute—and 3 out of 4 consider the commute when choosing their next opportunity. For leading organizations—focused on bringing in and retaining top talent—commuter benefits are, now, a vital piece of that process.

With the onset of COVID and our migration back on to campuses and into offices, the commute has become even more unpredictable for many. This presents both a challenge—and an opportunity—for employers. It is a moment to carefully consider the connection between home and work by offering employees commuter benefits that are safe, equitable and driven by technology.

From employee communications to employer subsidies and parking changes to biking rewards, Luum allows you to easily adapt your commuter policies to the quickly changing landscape. Organization’s have responded to our current disruption by refreshing work from home policies—and it’s critical that your commuter benefits deliver the same degree of flexibility. With Luum you are able to:

• Ensure employees are up-to-date with your latest commute policies with targeted emails to commuters and push mobile notifications through the app
• Use the Luum Commuter Card to help your employees save money by using pretax dollars to pay for transit and parking. We’ve designed our platform to be modern and intuitive, making it simple for employees to access and use their benefits.
• To accommodate an influx of new drivers, use Luum parking applications, assignments and reservations to process registrations, track vehicles, and charge for parking. If demand outstrips supply, manage your parking waitlist within Luum.
• Keep employees connected and engaged by planning, promoting and rewarding the safest, most sustainable commute options in your city—like biking! Luum integrates with Strava, MapMyFitness, access-controlled bike rooms, and Dero RFID tags to make it easy to track and incentivize bike commutes.

Luum is your proactive partner during this moment of disruption—and we’ll be your partner well beyond. Let’s get there, together.

Contact

Luum
119 S Main St #310
Seattle, WA 98104
john@luum.com
www.luum.com

You want to help your employees return to the workplace safely. We can help you get them there.
The most powerful partnership in compensation gives you the full spectrum of insight.

Combining Main Data Group’s in-depth proxy data and Pearl Meyer’s deep and industry-leading survey data

Main Data Group’s In-Depth Proxy Data and Analysis
Main Data Group provides executive compensation benchmarking and corporate governance analytics in an affordable, easy-to-use web-based service. Its mission is to empower executive compensation professionals with comprehensive total rewards and governance information. Main Data Group offers an extensive suite of proxy reports, analysis, and online tools that give a holistic look at executive and board pay programs and trends.

Pearl Meyer’s Comprehensive and Unique Salary Surveys
Pearl Meyer’s unique portfolio of compensation and salary surveys provides a robust data resource that can help establish and manage your employee pay philosophy and reward strategy. Separately, each salary survey provides the most comprehensive perspective on total compensation for the broadest groups of positions available and combined, the surveys paint a complete picture of total compensation.

Why You Need Both Proxy and Survey Data
There are a multitude of reasons compensation professionals need a strong provider of both proxy and survey data: executive recruiting, job matching for CEOs and their direct reports, industry peer comparisons, salary structure analysis, high-performer salary progression, and many others. Combining proxy and survey data sources gives you the most comprehensive picture of peer pay practices for the c-suite, direct reports, and layers below.

With more than 30 years of combined experience, the Main Data Group and Pearl Meyer partnership is uniquely positioned to provide the breadth and depth of pay data you need to make the right compensation decisions for your organization.

Stop by the virtual Main Data Group booth to learn more about how we can help hone your true total rewards strategy through a unique and thoughtful combination of salary survey insight and proxy data.

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A Clear Course to a More Secure Financial Future

MassMutual continues to offer new springboards for you and your employees to achieve financial wellness.

At MassMutual, we believe that financial wellness is in everyone’s best interest. When employees have a financial game plan for meeting the financial challenges ahead, they’re more focused and productive. They’re also more likely to retire on time — which can be good news for your organization’s bottom line. That’s why we continue to build new springboards for you and your employees to achieve financial wellness – all-backed by our enduring financial strength and unrelenting commitment to mutuality.

Comprehensive Solutions
We offer a variety of financial solutions — from a full spectrum of employer retirement plan services across a broad range of markets, to insurance products like Group Whole Life Insurance, Group Universal Life Insurance, Group Critical Illness Insurance, Group Accident insurance, and Executive Benefits including Executive Group Life Insurance and Executive Disability Income Insurance.

Engagement Made Simple
We get the importance of employee enrollment and participation. We provide customized marketing messages and materials designed for each life stage and the financial needs of employees.

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With nearly 170 years in the insurance industry, we have a long history of remaining strong during changing market conditions.

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- Fitch: AA+ (Very Strong, second category of 21)
- Moody’s Investor Service: Aa3 (High Quality, fourth category of 21)
- Standard & Poor’s: AA (Very Strong, second category of 20)

Our Commitment to Mutuality
Living mutual has always been at the core of our human existence, and it’s the principle that’s guided us since our founding in 1851. In the spirit of living mutual, our employees are champions of the idea that we all are stronger and better through the support for one another. We value people for who they are, how they think, and what they bring to the table — in turn making us a stronger, more innovative company.

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¹ Financial strength ratings are as of May 1, 2020. Ratings are for Massachusetts Mutual Life Insurance Company (MassMutual) (Springfield, MA 01111-0001) and its subsidiaries, C.M. Life Insurance Co. and MML Bay State Life Insurance Co. (Enfield, CT 06082). Ratings are subject to change.

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Payfactors stands with you. During the pandemic and beyond, we’ve opened our Community to all, giving you COVID-19 market data that can’t be found anywhere else.

Top trends from our Community and Peer this month include:

- **53%** of companies offer **flexible work** time to manage dependent care while remote
- **77%** of companies plan to offer **full-time work-from-home** options after the shutdowns
- **86%** of employers combine job titles or create new jobs due to COVID-19

Data for newly created jobs including **Health Screener** and **Contact Tracer**

What else is trending? Join the discussion for free today: [payfactors.com/community](http://payfactors.com/community)

“Real-time data and sharing information with peers is unique and will be invaluable to me and everyone in the future”

- A.T. Kearney, Payfactors Client

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**About Payfactors**

In addition to the only global community for comp & HR professionals, Payfactors is a full suite of compensation tools, helping you:

- Automate salary survey participation
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- Centralize your comp & employee data
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- Build job-based OR grade-based salary structures
- Monitor COVID-19 trends and data in real-time
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– Shaun D, Senior Compensation Analyst

About Us
For over 20 years, we’ve helped organizations attract and retain top talent by enabling smarter pay decisions.

At Salary.com, we offer compensation data, software, and consulting services designed to help HR and compensation professionals streamline their processes, tackle tough challenges, and achieve their compensation goals.

Our Compensation Solutions:

• **CompAnalyst Market Data.** Stay competitive by leveraging the most precise source of HR-reported pay data in the market. Quickly match, scope, and price jobs using our new job taxonomy, universal search, and three-step pricing process.

• **CompAnalyst Enterprise.** Empower your compensation team to work effectively with tools for market pricing, survey management, salary structures, reporting & analytics, and more!

• **Compdata & IPAS Surveys.** Access hyper-local, industry-specific survey intelligence from your peers or connect your global teams to the pricing intelligence they need to recruit and retain talent in over 100 countries.

• **CompAnalyst Executive.** Make executive pay research fast and efficient by instantly accessing data for all US public companies, compare pay practices, and support executive pay strategies with ease.

• **Job Description Management.** Simplify the creation, collaboration, and approval process of job descriptions to help ensure that the best individuals with the right background and skill-sets are matched to the appropriate roles within the organization.

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– Financial planning based approach to help employees stay focused on their unique goals
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– Unbiased guidance from salary-based UBS Financial Coaches

Simple and engaging experience
– Financial wellness assessment so employees and their coach can identify the area(s) that require the most attention
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Why UBS
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Drive performance.

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