



## Written Questions and Answers

### HR Compensation Software Platform

RFP KD-0125-24

Closing Date: 01/31/24

Today's Date: 01/18/24

No.	Question	Answer
1	What aspects of your process are working well and you want to ensure translate over to a new compensation solution?	We have a good structure of schedules and grades.
2	What sort of limitations do you feel like you have within your current process?	Getting our data and the market data together easily from multiple surveys.
3	What events lead up to issuing an RFP?	New leadership looking for a change and putting more emphasis and resources to compensation due to organizational growth.
4	How did you hear about CompAnalyst?	You expressed interest for an RFP posted on UK's website.
5	Will this be used by KDMC and The University of Kentucky?	Possibly, they have shown interest in a solution.
6	Will access be shared in one instance or require multiple instances?	If used by both organizations, it would be multiple.

7	What type of personas would have access to the system?	Compensation Analyst, HRIS Director and team and HR Director
8	How are your salary ranges setup?	In schedules based on groupings such as leaders, exempt, non-exempt et al.
9	Are there specific reports that you currently run?	We run our data for a lot of automated audit specific queries. The typical day-to-day reports for analyzing, calculation and market comparisons use our data and market data.
10	How are you currently market pricing jobs?	By matching our title/job descriptions to market title/job descriptions and applying any premiums or discounts, aging, etc. as needed. Also by reviewing other jobs in the grade or like jobs to make sure things align internally or if other decisions need to be made.
11	How often do you look at current matches?	Reactively when needed, which is a few times a week. Proactively, we try to review our whole job database or at least the hot jobs, those with turnover and other issues.
12	Do you market price annually, semi-annually, quarterly, or other?	Annually, though we get several review requests a month off-cycle.
13	How do you handle pricing across different locations? (geo diffs, survey cuts, national avg, etc.)	We generally try regionally but sometimes up to state and national but our locations are in the same region and don't apply different pricing on our own locations.
14	How often do business leaders request data/analysis from your team?	3-5 times per week
15	What sort of data or reports are they seeking from you?	Roster of pay, requesting a market review, help with job redesign.
16	What format do you deliver those insights? Visual? Spreadsheets?	Generally spreadsheets and some visual.
17	What factors (YOE, Tenure, Skills, Education, etc) do you consider when assessing pay equity?	Years of service, skill, education and time in role.

18	Are you looking for additional market data?	Possibly. We have adequate survey data now but it is a separate report, login, etc.
19	What areas are lacking data? Ex. Job Families, geo coverage, and industry cuts.	We are building job families as we move to conversion from Lawson S3 to Infor GHR. We would like to better tie our licensed professional's license dates as an indicator when comparing some jobs to be equitable.
20	Is there interest in skill-based market pricing?	Possibly
21	Do you have a Global/domestic leveling system?	No
22	If publicly traded) - What sort of process do you have in place to manage and evaluate executive compensation?	N/A
23	Are you currently using an HRIS? If so, what is your HRIS?	Yes, Infor/Lawson
24	Are you looking to load historical data into a system? If so, how many years?	Unlikely
25	Which survey vendors are you purchasing data from?	Mercer, Gallagher, Sullivan Cotter, Salary/Compdata/KHA
26	How many surveys do you currently purchase?	We currently purchase 4-5 surveys.
27	How many cuts associated with those surveys?	Unsure, we don't use all the parts.
28	Do you use historical data as part of your benchmarking? If so, how many years back?	Generally, no.
29	Are you looking for a tool that can also manage and/or build job descriptions?	Possibly, changes have been discussed.
30	Are you interested in software alone, or would you also consider consulting services?	Software

31	How many user licenses do you anticipate needing?	5 - 6
32	Are you seeking a tool that integrates with your HRIS tool? If so, what is required of that integration?	Yes, likely a file feed (one way) or even an integration to our upcoming Infor cloud based multi-tenant or data lake.
33	How many total employees would UK King's Daughters load into PayScale's Payfactors solution?	Approximately 5500
34	How many total surveys does UK King's Daughters purchase/participate in annually?	5 - 6
35	Does UK King's Daughters have an interest in learning more about PayScale's Compensation Planning solution?	Not in our original objective but we are open to review.