brightmine® EQUIFAX®

A new standard for compensation benchmarking with Brightmine® and Equifax®

The U.S. labor market has outgrown annual compensation cycles

Driven by AI, hybrid models, and multi-state hiring, skill premiums now shift constantly—not yearly.

At the same time, rising pay transparency has empowered employees to better know their worth, often making any misalignment noticeable. In this environment, relying on outdated annual pay data surveys doesn't just cause operational inefficiency—it could create retention risk. To make confident, more legally defensible decisions that reflect a truer market reality, reward teams need more credible pay intelligence.

When evaluating the quality of your benchmarking process, ask:

- Do you trust your data to be accurate and aligned with current market trends?
- Are your pay decisions defensible across stakeholders?
- Is your benchmarking process difficult and time-consuming to manage?

A new standard for benchmarking: Powered by Brightmine and Equifax

A powerful solution is now available to help HR teams confidently benchmark, explain, and improve employee pay decisions.

- **Greater scale:** Outpacing employer-reported sources —no waiting for annual survey cycles or costly consulting engagements.

- **Multi-dimensional filtering**: Slices data simultaneously by location, industry, and role while maintaining more reliable, reportable benchmarks.

By transitioning from retroactive, survey-based legacy benchmarking to a more modern and timely approach, organizations can better keep up with rapid market shifts with fresher pay data that helps empower faster, more evidence-backed decisions. An approach that helps reduce or possibly eliminate some of the hidden costs and complexities of traditional methods—such as relying on expensive consultants and waiting on lengthy, annual surveys—by providing a more automated access to validated pay insights.

Legacy benchmarking	Today's benchmarking
Survey-based snapshots	Employer-payroll sourced
Annual or semi-annual cycles	Data regularly refreshed
Retrospective market view	Better reflects current market movement
Designed for planning	Designed for more active decisions

To remain more competitive and efficient, organizations typically require continuously refreshed benchmarks. When guided by fresher data, HR teams can create pay strategies that inform fair decisions, helping them meet company objectives and compliance obligations without sacrificing accuracy.

Try verified payroll data from across multiple industries paired with deeper job classification expertise to provide a fresher, more reliable foundation for your reward strategy.

Ready to see how better compensation insights can help you improve your rewards strategy?

Talk to an expert **+1 678 694-3133** **brightmine.com**

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