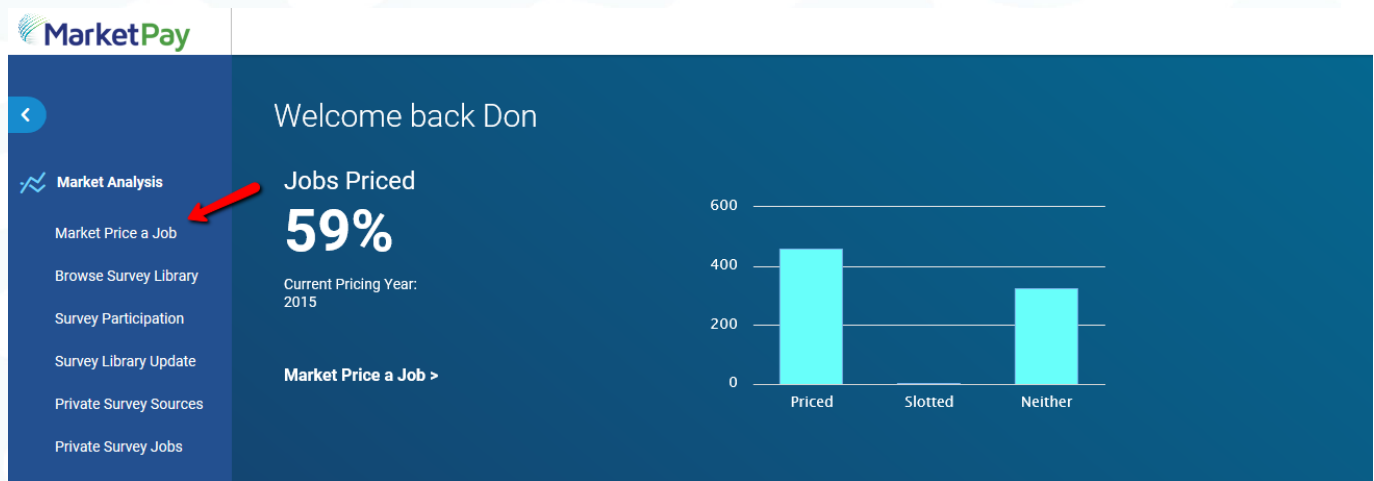


JDXpert/MarketPay Integration

Below is a brief overview of the integration between JDXpert and MarketPay via MarketPay Jobs.

To begin, click on **Market Price a Job** in MarketPay.



MarketPay automatically processes an interface file from JDXpert that contains Job Description Name, Job Code and Job Description Link.

Job Code*	Job Title	Structure	Grade	#EES	Pricing Indicator	Hit Base 25th	Hit Base 50th	Hit Base 75th	JDXpert Link
1000	Accountant Entry	DEU 10	27						
1000	Accountant Entry	GBR 1	32						
1000	Accountant Entry	IND 10	26						
1000	Entry Accountant	National	04	2	Priced	49.5	54.7	59.9	View Job Description
1001	Accountant	DEU 100	30	1	Priced	50.8	60.8	68.1	
1001	Accountant	GBR 3	30	3	Priced	34.9	39.2	43.8	
1001	Accountant	National	07	11	Priced	54.7	61.3	68.8	View Job Description
1002	Sr Accountant	BRA 2	31	1					
1002	Sr Accountant	CHI 10	31	3	Priced	127.8	159.7	195.4	
1002	Sr Accountant	MEX 1	31	1					
1002	Sr Accountant	National	06	7	Priced	40.8	47.4	55.6	
1003	Principal Accountant	National	10	1	Priced	60.2	67.2	74.8	
1004	Sr Tax Accountant	National	08	2	Priced	77.2	85.5	93.9	
1005	Sr Financial Accountant	National	06	1	Priced	41.5	47.8	55.3	
1010	Cyber Security Specialist	National	09						
11000	Assoc Account Mgmt Dir	GBR 3	33	2					
1317SD	Business Dev Assistant	DEU 100	27	1					
13993	Account Mgmt Dir	GBR 3	34	1					
14041	Account Mgr	GBR 3	32	1					
14041N	Account Mgr	GBR 3	32G	1					
14299	Finance Manager	DEU 10	32	3					
14710	Corp Web Strategy	CHI 10	32	1					

MarketPay users can click that link to bring up the JDxpert job description in a separate browser window.

The screenshot shows the MarketPay HRTMS interface. On the left, a table lists various job positions with columns for Job Code, Job Title, Structure, Grade, #EEs, Pricing Indicator, and Mkt Base 25th, 50th, and 75th percentiles. On the right, a browser window displays the 'JDxpert Job Descriptions' page for the 'Entry Accountant' position. The page includes a title, a description, and sections for 'JOB INFORMATION' (Date, Title, Locations, Shift, Reports To, FLSA) and 'ORGANIZATION' (Division, Business Unit, Department, Employees). A 'JOB SUMMARY' section describes the role as an accounting specialist. Below this, 'Essential Functions' are listed with their corresponding percentage of time spent on each function.

Essential Functions	% TIME
Maintain files and documentation thoroughly and accurately, in accordance with company policy and accepted accounting practices. Communicate with other departments to follow up on items that require additional documentation or approval.	25%
Adhere to accounting practices	20%
Represent clients before taxing authorities and provide support during litigation involving financial issues.	20%
Maintain files and documentation thoroughly and accurately, in accordance with company policy and accepted accounting practices. Communicate with other departments to follow up on items that require additional documentation or approval.	15%
Perform assigned responsibilities in a timely, efficient and accurate manner. Review and process financial data in accordance with company policy and accepted accounting practices. Meet all department deadlines.	10%
Assist, as needed, in month end, quarter end and year end closing process. May include posting journal entries, paying invoices, or preparing/reviewing account reconciliations.	10%

MarketPay generates an export to provide back to JDxpert. In the future, MarketPay users will be able to schedule this export and transmit data automatically to JDxpert. For now, MarketPay users will need to run the report manually.

The screenshot shows the 'Report Library > JDxpert export file' in MarketPay HRTMS. The table displays a comprehensive list of job positions with columns for Job Code, Job Title, Mkt Base 25th, 50th, Avg, and 75th percentiles, as well as Mkt Actual Bonus 25th, 50th, Avg, and 75th percentiles, and Mkt Total Cash 25th, 50th, Avg, and 75th percentiles.

Job Code	Job Title	Mkt Base 25th	Mkt Base 50th	Mkt Base Avg	Mkt Base 75th	Mkt Actual Bonus 25th	Mkt Actual Bonus 50th	Mkt Actual Bonus Avg	Mkt Actual Bonus 75th	Mkt Total Cash 25th	Mkt Total Cash 50th	Mkt Total Cash Avg	Mkt Total Cash 75th
1000	USA Entry Accountant	49.5	54.7	98.5	59.9	2.5	3.1	10.8	4.5	50.0	55.5	104.5	60.6
1001	DEU Accountant	50.8	60.8	59.5	68.1	2.2	3.7	5.6	8.4	52.2	61.5	61.8	69.5
1001	GBR Accountant	34.9	39.2	39.5	43.8	2.3	3.2	3.6	4.9	35.4	40.1	41.1	46.3
1001	USA Accountant	54.7	61.3	62.9	68.8	2.4	4.0	4.6	6.4	56.0	63.3	65.1	71.7
1002	CHN Sr Accountant	127.8	159.7	171.3	199.4	16.8	24.9	28.8	38.7	149.3	195.4	205.3	243.4
1002	USA Sr Accountant	40.8	47.4	48.6	55.6	1.2	1.9	2.9	2.5	42.7	49.7	50.6	57.5
1003	USA Principal Accou.	60.2	67.2	68.1	74.8	3.1	5.0	5.4	7.1	62.1	70.0	71.3	78.8
1004	Sr Tax Account.	77.2	85.5	91.7	93.9	4.5	6.5	9.0	10.5	80.8	90.3	97.6	100.7
1005	Sr Financial Acc.	41.5	47.8	48.9	55.3	1.7	2.5	3.3	3.5	42.9	49.5	50.6	57.1
15126	GBR Executive / Seni...	26.7	29.7	30.1	33.0	1.7	2.5	2.6	3.3	28.9	31.8	32.3	35.3
16010	GBR VP, Corporate D...	92.7	108.9	118.2	129.7	17.0	21.1	22.8	29.5	114.3	128.6	141.2	157.1
16125	GBR Contracts Analy...	26.0	28.3	28.1	30.3	0.7	1.4	1.6	2.4	26.8	29.0	28.9	31.3
16125	IND Contracts Analy...	0.0	402.3	372.4	0.0	0.0	0.0	0.0	0.0	0.0	516.3	537.1	0.0
16126	GBR Contracts Analy...	31.0	33.7	34.0	37.1	1.2	2.3	2.2	2.9	32.3	35.8	35.2	39.4
16127	GBR Sr Contracts An...	37.7	41.5	43.2	45.9	2.5	4.1	4.1	4.8	39.2	44.0	45.9	49.7
16128	GBR Contracts Mgr	0.0	44.6	42.7	0.0	0.0	2.2	2.5	0.0	46.0	44.6	0.0	0.0
16129	GBR Mgr, Contracts	49.7	55.4	56.0	59.3	1.8	3.8	5.3	6.3	49.7	55.7	58.7	66.5
16131	GBR Dir, Contracts	79.7	90.5	87.3	95.3	0.0	0.0	14.2	0.0	86.4	95.3	95.9	96.4
16156	GBR Sr Proposal Dev...	0.0	45.1	45.1	0.0	0.0	2.3	2.8	0.0	46.9	46.5	0.0	0.0
16157	BRA Proposal Develo...	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
16157	BRA Proposal Develo...	33.4	37.4	38.2	49.1	0.0	2.8	3.0	0.0	35.0	40.1	40.1	50.8
16158	BRA Proposal Develo...	0.0	0.0	96.3	0.0	0.0	0.0	0.0	0.0	0.0	0.0	103.7	0.0
16158	GBR Proposal Develo...	31.1	37.5	39.9	45.4	1.0	2.1	2.2	2.9	31.5	38.9	40.8	46.7
16172	GBR Assoc Project M...	42.1	44.7	46.3	50.5	2.8	4.4	4.7	6.2	45.5	48.7	50.5	55.4
16173	GBR Assoc Project M...	84.7	93.2	94.1	100.1	13.5	24.5	22.0	28.6	97.6	115.8	115.1	127.3
16177	GBR Project Mgr	50.6	52.6	53.7	56.7	4.2	6.7	6.7	8.9	55.4	59.6	59.6	62.9
16181	GBR Sr Project Mgr	60.5	66.0	66.3	70.9	6.7	11.8	11.0	14.7	67.3	77.0	76.8	84.2
16219	IND Assoc Supv, Dat...	0.0	0.0	453.2	0.0	0.0	0.0	126.0	0.0	0.0	0.0	1012.4	0.0
16228	IND Assoc Clinical D...	0.0	371.6	374.5	0.0	0.0	48.4	68.6	0.0	760.0	778.7	0.0	0.0
16229	GBR Asst Clinical Dat...	29.5	32.9	33.8	36.8	0.9	1.7	2.6	4.6	31.1	34.9	35.6	38.9
16229	IND Asst Clinical Dat...	424.6	545.8	515.8	666.7	6.1	11.5	35.2	48.0	424.6	620.0	607.2	671.4
16230	CHN Sr Clinical Data...	72.5	99.0	105.7	117.6	3.7	11.0	11.5	8.5	81.0	117.8	126.4	124.0
16230	IND Sr Clinical Data...	284.7	355.5	386.1	517.8	1.9	34.9	32.2	29.8	308.1	534.5	556.1	535.2
16231	CHN Clinical Data Co...	72.5	90.6	87.4	117.6	3.7	6.6	8.3	8.5	81.0	93.3	102.0	124.0
16231	IND Clinical Data Co...	284.7	391.4	322.0	517.8	1.9	22.2	19.6	29.8	308.1	406.9	428.3	535.2
16236	IND Clinical Data Co...	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	305.8	315.4	333.7	337.8

Although users can control how this information appears in JDxpert, we've created an attractive set of building blocks to get started, shown below:

Market Pricing (MarketPay as of 9/17/2018 1:25:32 PM)

Market Base			
Key	Mkt Base 25th	Mkt Base 50th	Mkt Base 75th
GBR	\$50,302.49	\$53,682.64	\$60,089.26
DEU	\$43,311.06	\$49,899.74	\$56,922.22
USA	\$26,401.51	\$30,917.57	\$37,161.07

Market Actual Bonus			
Key	Mkt Actual Bonus 25th	Mkt Actual Bonus 50th	Mkt Actual Bonus 75th
GBR	\$2,242.72	\$3,700.71	\$4,802.91
DEU	\$1,275.22	\$2,253.41	\$3,121.91
USA	\$928.33	\$2,026.34	\$3,505.74

Market Total Cash			
Key	Mkt Total Cash 25th	Mkt Total Cash 50th	Mkt Total Cash 75th
GBR	\$50,979.30	\$56,313.88	\$63,204.56
DEU	\$44,779.46	\$51,132.40	\$59,079.22
USA	\$26,516.19	\$31,903.49	\$38,587.54

Market Total Guaranteed			
Key	Mkt Total Guaranteed Pay 25th	Mkt Total Guaranteed Pay 50th	Mkt Total Guaranteed Pay 75th
GBR	\$0.00	\$0.00	\$0.00
DEU	\$43,575.96	\$50,583.24	\$58,160.44
USA	\$26,456.52	\$30,917.57	\$37,161.07