

Comp as a defensible foundation.

Ascent Foundation delivers the benchmarking basics you need to start pricing jobs accurately — clear, guided, and built for teams beginning to formalize their approach.

Ascent Foundation gives your team trusted Peer Enhanced data, guided pricing workflows, and audit-ready reporting from day one. You don't need deep comp expertise. Structured workflows and opinionated tools do the heavy lifting so your team arrives at answers you can explain, defend, and repeat.

Introducing compensation intelligence for your first defensible process

Payscale Ascent Foundation

For teams stepping into compensation for the first time. Ascent Foundation gets you the right data, the right structure, and a defensible process from day one.

From

To

Centralized



Distributed

Cyclical



Continuous

Reactive



Proactive

What is Ascent Foundation?

Built for the moment comp becomes too important to guess.

Intelligence.

Peer Enhanced has comp expertise built into the data itself — geographic differentials, regression analysis, and outlier normalization calculated job by job. Your team gets a credible market view without needing an analyst to interpret every number.

Contextual.

Smart Price guides your team to a defensible salary range in a single step, with the reasoning visible. The workflow is opinionated by design; it reflects best practice so your team arrives at answers they can explain, not just numbers they've picked.

Actionable.

Every pay decision is traceable. Smart Reporting Lite lets you track what was decided, why, and when, so you can brief leadership confidently and demonstrate that your comp program is grounded in data from day one.

Reporting Visibility.

You can't manage what you can't see. Smart Reporting Lite gives you a clear view of your compensation data in one place, so you can spot patterns, identify gaps, and walk into any conversation with the numbers to back you up.

When data needs comp expertise built in

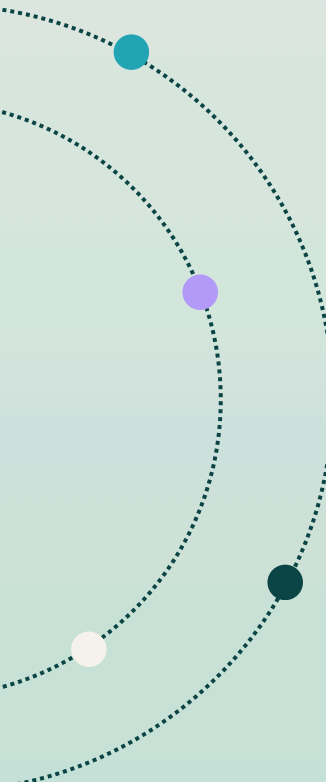
Meet Payscale's most innovative dataset — Peer Enhanced.

Peer Enhanced is the comp expertise, built into the data. The output is consistent coverage across every role, with geographic differentials and regression analysis calculated job by job — without the manual analyst work.

8.1M+
incumbents

3,600+
organizations

5,000+
jobs



Geographic and location differentials, job by job — not a broad average applied across all jobs; the model learns how location impacts pay differently for each specific role.

Regression analysis to normalize outliers — thin samples and data anomalies are smoothed out so the estimate reflects the market, not noise.

Consistent coverage across every role: the comp work, built in — scales across the full job list without requiring custom scope-building for each role.

Reliable in low-data scenarios — uses a Bayesian ML approach so thin sample sizes don't kill the estimate; prior knowledge about the job stabilizes the output.

Peer Enhanced is included in every Ascent
Foundation package.



Talk to your Payscale representative,
or visit www.payscale.com.

[Learn more](#)

About Payscale

Payscale is the pioneer of compensation intelligence, helping organizations make smarter pay decisions that drive business performance. For more than 20 years, Payscale has combined trusted market data with AI-powered technology to deliver actionable insights that turn pay from a cost into a catalyst for growth. The Payscale Intelligence Cloud portfolio of solutions — Ascent, JobNav, and Paycycle — empower top companies and businesses like Cintas, Leidos, Chipotle, Ohio State University, and TJX Companies.

Create confidence in your compensation. Payscale.

To learn more, visit **www.payscale.com**.

