

DBSquared Responds to Fair Pay Legislation with Updates to Compensation Management Software

Updates ease the burden of human resources by assisting with compliance

Fayetteville, AR – November 18, 2009 - In response to the increased focus that the government has placed on employers' pay practices and policies, DBSquared™ has updated its automated compensation management system, (<http://www.dbcompensation.com>) DBCompensation™.

DBCompensation is designed to offer organizations a fair and objective pay structure by eliminating the guesswork that is often involved with compensation. The latest software updates provide easier and more intuitive ways to manage the compensation analysis process along with greatly improved reporting and visual analysis of an organization's pay practices. A library of 1,100 preloaded ADA-compliant job descriptions is another new feature of the latest software release.

The compensation management system was revised in an effort to ease some of the burden of employers and their human resources departments. With the passage of the Lilly Ledbetter Fair Pay Act and the Office of Federal Contract Compliance Programs (OFCCP) focusing on compensation, there has never been a better time to analyze current pay policies and procedures and determine if pay programs are equitable and void of discriminatory practices.

The DBSquared team has been working in compensation management and point-factor analysis for 25 years. Based on the proprietary fifteen-factor job rating system, DBCompensation can provide a solid foundation for any organization's compensation structure, establishing a competitive and fair pay structure. Updates have been made every year since the release of the software in 2005 based on client requests and in order to further increase the objectiveness of the system.

The most significant feature of the new release is an interactive scatter graph that analyzes employee pay based on age, gender and ethnicity. Color-coded for easy visual analysis, it allows the end-user to evaluate each employee's compensation in comparison to others' pay in the same position or similarly valued positions. The scatter graph also allows for analysis by job title, department, branch, geographic location, etc.

"DBCompensation provides an easy way for organizations to complete their multi-factor compensation review as outlined in the OFCCP and EEOC guidelines," said Bruce Johanson, Principal Partner of DBSquared. "The critical question of 'Do we have a fair and equitable internal and external pay program?' is answered through this proven methodology and process. Job evaluation is a necessary best practice and no longer just a recommended function."

Log on to www.dbsquared.biz or call (479) 587-0151 for additional information about DBCompensation.

DBSquared is a world-class provider of software products and services. Dedicated to simplifying HR processes through the use of technology, Johanson Group Consulting and Applied Computer Technology merged their efforts in 2001. The Principal Partners of DBSquared have more than 60 years of combined experience within the realm of Human Resources, which is the foundation for every product launched by this organization. DBSquared is a Microsoft Partner and an Endorsed Vendor of the Arkansas Bankers Association and the Arkansas Municipal League. They have done work with hundreds of private and public organizations across 25 states within the U.S.

Media Contact:
Megan Cherry
(479)587-0151
megan.cherry@dbsquared.biz

###