

Attachment 4: gradar features and pricing 2026

gradar Edition	SME Complete	Starter Complete	Professional Complete	Enterprise Complete	Ultimate
Annual licence fee (SaaS)	€ 3,000	€ 4,000	€ 7,000	€ 10,000	€ 35,000
Size of organisation	up to 250 employees	unlimited	unlimited	unlimited	unlimited
Job Evaluation	up to 100 jobs	up to 100 jobs	unlimited jobs	unlimited jobs	Unlimited jobs
25+ language versions	●	●	●	●	●
Four gradar career paths: Individual Contributor, Project Management, Management, Executive	●	●	●	●	●
Detailed factor descriptions	●	●	●	●	●
Organisation specific wording of factor descriptions	○	○	○	● (*)	● (*)
500+ global Job Families, that come with a summary, typical activities, and often synonyms	●	●	●	●	●
Company Specific Career / Job Levels: Derive your own levelling system from gradar grades and bespoke company variables	●	●	●	●	●
Grading-Templates: Create company-specific, pre-defined career paths that can be combined with job families to build a consistent, standardised job architecture.	○	○	●	●	●
Evaluation of Working Conditions					
Default four-factor model to assess the working conditions in an organisation	●	●	●	●	●
Custom model to assess the working conditions in an organisation	○	○	● (*)	● (*)	● (*)
Pay Transparency					
Upload and administration of employee salary data and other biographical variables	●	●	●	●	●
Gender-pay-gap analysis to determine unadjusted and adjusted pay gaps	●	●	●	●	●
Reporting dashboard	●	●	●	●	●
Gender-pay-gap Overview by Location & Legal Entity	●	●	●	●	●
Heat Map analysis by i.e. Job Family, filtered by Location & Legal Entity	●	●	●	●	●

● = available ○ = not available *implementation at cost depending on time/effort or third-party fees

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Support for the right to information for employees.	●	●	●	●	●
Results Management / Documentation					
Cross Comparison	●	●	●	●	●
Export of tabular reports (jobs, grading results, compensation structures, job matches, market data, competencies, working conditions) in CSV / XLSX	●	●	●	●	●
Export of job profiles (see above) in DOCX	●	●	●	●	●
Comment on the results of the grading and document the rationale for factor choices	●	●	●	●	●
Attach job descriptions and other documents to jobs in the system	●	●	●	●	●
Competency Management (TMA Competency Library)					
Default model based on gradar's own global job families	●	●	●	●	●
Customisation of job specific competencies, based on global model	●	●	●	●	●
Customised model based on customer-specific job families	○	○	○	● (*)	● (*)
Job Descriptions					
AI-powered job content creation based on global job family, grading result, etc. where one generation uses 4 credits	● (1,000 Credits / yr)	● (1,000 Credits / yr)	● (2,000 Credits / yr)	● (3,000 Credits / yr)	● (15,000 Credits / yr)
Additional credit packages available. Please enquire for details.	●	●	●	●	●
Benchmark Job Matching					
Matching of grading results to compensation surveys' job codes based on gradar's global job families and gradar's compensation survey rosetta stone	●	●	●	●	●
Custom job matching tables to benchmark job codes / labour agreements	○	○	○	● (*)	● (*)

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Compensation analytics and market comparison					
Upload and integration of third-party data, e.g. compensation surveys that need to be purchased separately	●	●	●	●	●
Compensation analysis of employees' compensation (percentiles, etc.)	●	●	●	●	●
Compensation structuring, design and setup of e.g. pay bands	●	●	●	●	●
Internal Compa-Ratio Analysis against pay band midpoints	●	●	●	●	●
External Compa-Ratio Analysis against percentiles and market averages	●	●	●	●	●
User / Access Management					
Tenants, e.g. production or testing, or dedicated environments for related companies.	● (1)	● (1)	● (1)	● (1)	● (3)
Additional tenants, each with unlimited users (€ 10,000 / yr)	○	○	○	○	●
Multi-user license (additional user licences are priced at €300/yr)	● (2)	● (2)	● (4)	● (8)	● unlimited in each tenant
Unlimited number of read-only-users	○	○	●	●	●
Functional, role-based access management built on default group policies	●	●	●	●	●
Fully customisable, enterprise-grade access management based on group policies together with <i>organisational structures, legal entities and locations/populations</i>	○	○	○	● (*)	● (*)
System Customisation					
Dedicated subdomain	●	●	●	●	●
Custom logo upload	●	●	●	●	●
Multi-language variables " user-defined hierarchies " such as job families, job cluster, etc. may be configured with detailed descriptions	● (3)	● (3)	● (3)	● (6)	● (12)
Configure a company-specific organisational structure to assign jobs and enable access control, filtering, and reporting by organisation	●	●	●	●	●

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Maintain legal-entity references for employee records to support correct HR reporting, governance, and multi-entity data separation where required.	●	●	●	●	●
Define employee location and/or population group attributes to segment employee data for reporting, analytics, benchmarking, and pay structure application.	●	●	●	●	●
HRIS Integration					
Advanced integration to read Employee Data from various HRIS, also read Locations, assign Employees to Locations in gradar and write standard fields from gradar to employee profiles. One-time setup fee: €750	●	●	●	●	●
Premium integration for the following additional options: Read "jobs" from SuccessFactors, Workday, etc. and write grades and other variables to "jobs", with transfer of the assignment of employees to jobs. One-time setup fee: €5,000	○	○	●	●	●
IT Security and Data Security					
ISO 27001 certified Information Security Management System (ISMS) in place	●	●	●	●	●
Hosting in data centre of Telekom Deutschland, certified BSI C5, ISO 9001, 14001, 20000, 22301, 27001, 27017, 27018, PSA, SOC 1/2/3, TCDP 1.0, TISAX	●	●	●	●	●
Comprehensive overview of technical and organisational measures for data protection in accordance with Article 32 of the GDPR	●	●	●	●	●
Two-factor authentication (2FA), which effectively protects a user account from unauthorised access.	●	●	●	●	●
Single Sign-On (SSO) with Google Workspace, Microsoft Azure or Okta. Use your organisation's identity access management to log users into the gradar app.	●	●	●	●	●
Market Data Add-On					

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<p>Purchase third-party market data through gradar acting as a reseller. Survey data is automatically loaded into your account with gradar facilitating and managing the participation process. An additional fee applies for each data set accessed.</p>					
<p>Pricing varies based on the specific data set chosen and the scope of usage.</p>					