

Attachment 4: gradar features and pricing 2026

gradar Edition	SME Complete	Starter Complete	Professional Complete	Enterprise Complete	Ultimate
Annual licence fee (SaaS)	\$4,500	\$6,000	\$10,500	\$15,000	\$50,000
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	●	●	●	●	●
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					
Default model based on gradar's own global job families and job evaluation results	●	●	●	●	●
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 (\$15,000 / yr)	○	○	○	○	●
Multi-user license (additional user licences are priced at (\$450 / 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: \$1,000	●	●	●	●	●
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: at cost and \$10,000 cap	○	○	●	●	●
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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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. Pricing varies based on the specific data set chosen and the scope of usage.					