

# PAY EQUITY COMPLIANCE

PAY EQUITY COMPLIANCE IS THE PROCESS OF CONDUCTING A PAY GAP ANALYSIS TO IDENTIFY PAY GAPS, FIXING THE PAY GAPS, AND MODIFYING PAY PRACTICES THAT COULD BE CAUSING THEM.

## WHY PAY EQUITY COMPLIANCE IS ESSENTIAL:



- Shows that you are proactive and complying with pay equity laws
- Identifies pay practices that may be sabotaging your organization's ability to achieve equitable pay
- Provides a road map for changes to your compensation practices to achieve and maintain pay equity

### DO

1. Conduct a pay gap analysis under attorney client privilege
2. Include all compensation in the analysis, not just base pay
3. Develop methodology for addressing identified pay gaps



### DON'T

1. Put off the analysis until a claim is filed
2. Forget to develop a communications plan
3. Remediate pay gaps without consulting with legal counsel



## CLIENT STORY

**Situation:** The CEO of a technology company informed all employees that they would conduct a pay gap analysis and hired Compensation Works to conduct the analysis by age and gender.

**Solution:** We used our pay gap tool to analyze pay gaps by 14 different factors. We provided a written report with results and graphs for each data cut, a list of employees with pay gaps and the pay gap amounts, and detailed recommendations to help the client achieve and maintain pay equity. We presented high-level findings at an all-employee meeting and the client remediated every pay gap within one week.

## WHY HIRE US?

We partner with you to understand your pay practices and customize the pay gap analysis to each client's needs. We don't just identify pay gaps, we analyze the results to determine root causes of pay gaps and provide you with recommendations to remediate pay gaps and avoid them in the future.



**CompensationWorks**