

Power Pay Equity with Payscale

Today's Presenters:



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Director of Social Impact



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Pay Equity Solutions
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Today's Agenda

- Market Trends
- Unique Value of Payscale Pay Equity
- Payscale Pay Equity Demo
- Resources



**Why is pay
equity such a
critical issue
right now?**

Pay Equity has become a **political, social, and economic** issue

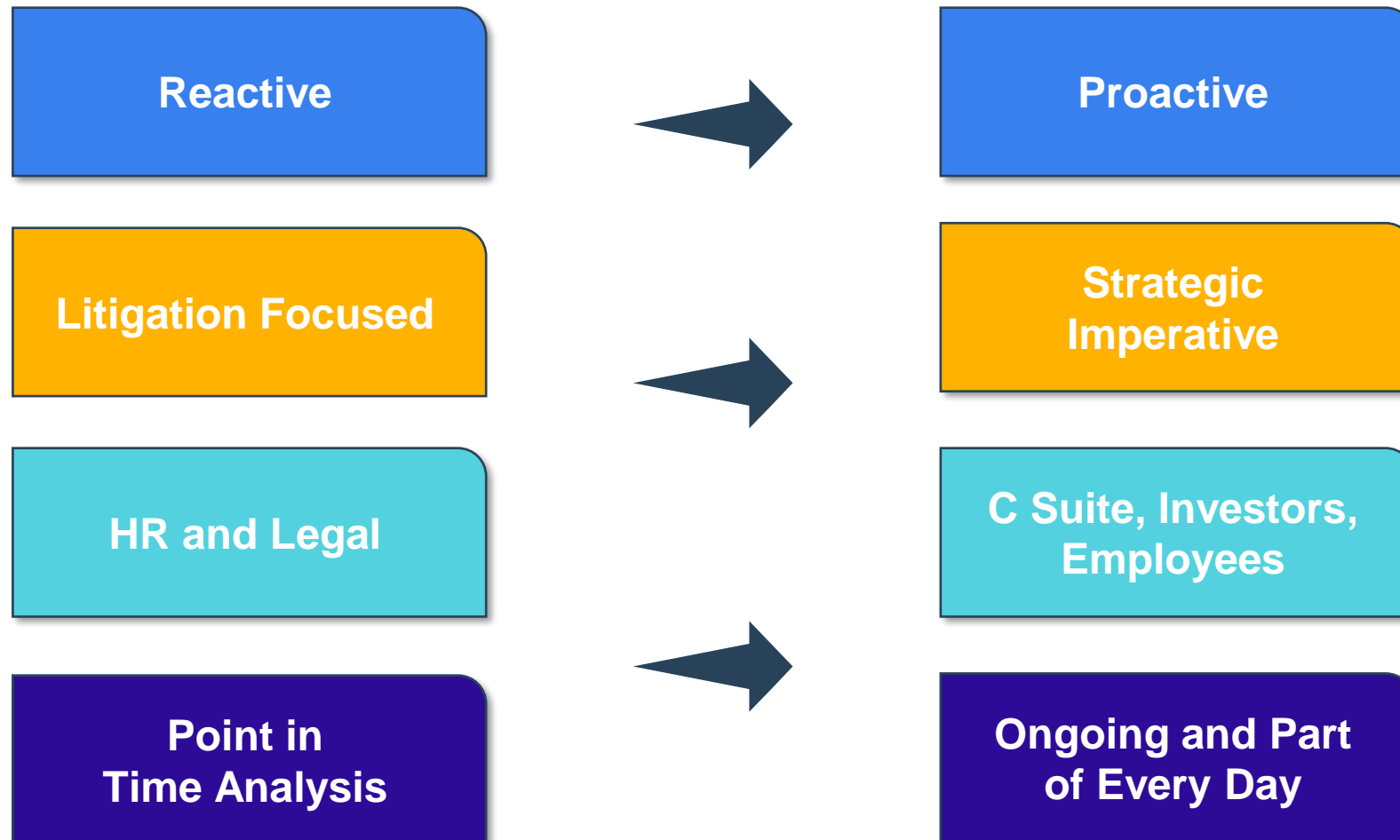
An evolving legislative landscape which is shifting onus for action to employers

A shifting social climate that is driving employee expectations around fair pay

A multi-stakeholder issue with investor, employee, and customer pressure increasing

*All these factors are converging to create a moment for **change***

This new focus is leading to a shift of approach



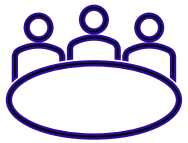
The legislative and reporting outlook



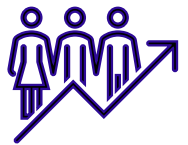
What is coming up?



More states requiring transparency – Washington State, California, New York State



Increase in ESG-related shareholder proposals were filed - Pay Gaps are part of 'S'



Canadian pay transparency



EU Directive on Equal Pay & Pay Transparency



Poll: Has your organization conducted pay equity analysis?

- ☐ Yes, continuously
- ☐ Yes, annually
- ☐ Yes, every few years
- ☐ Yes, but many years ago
- ☐ No, never
- ☐ Unsure

Pay equity intent is on the rise

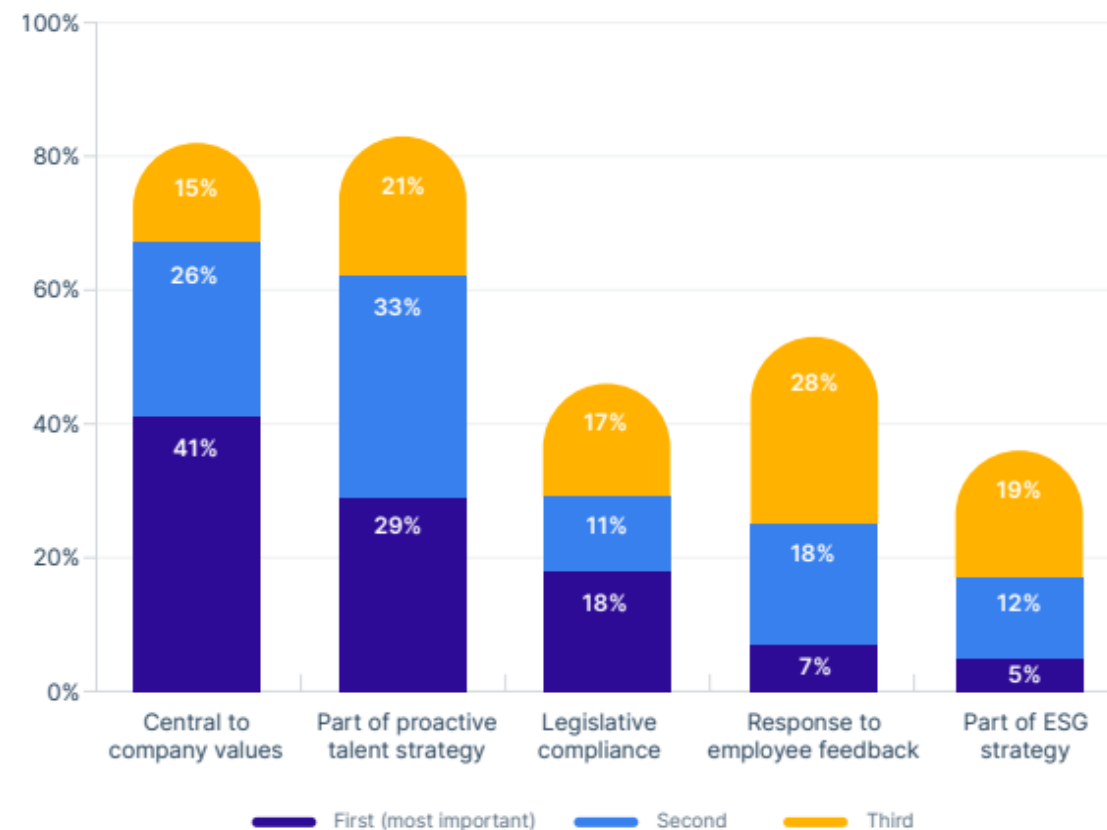
For the first time in the history of CBPR, pay equity analysis is now something a majority of orgs are planning on doing.

Pay equity is being seen as a **critical talent strategy tactic** more than a compliance exercise

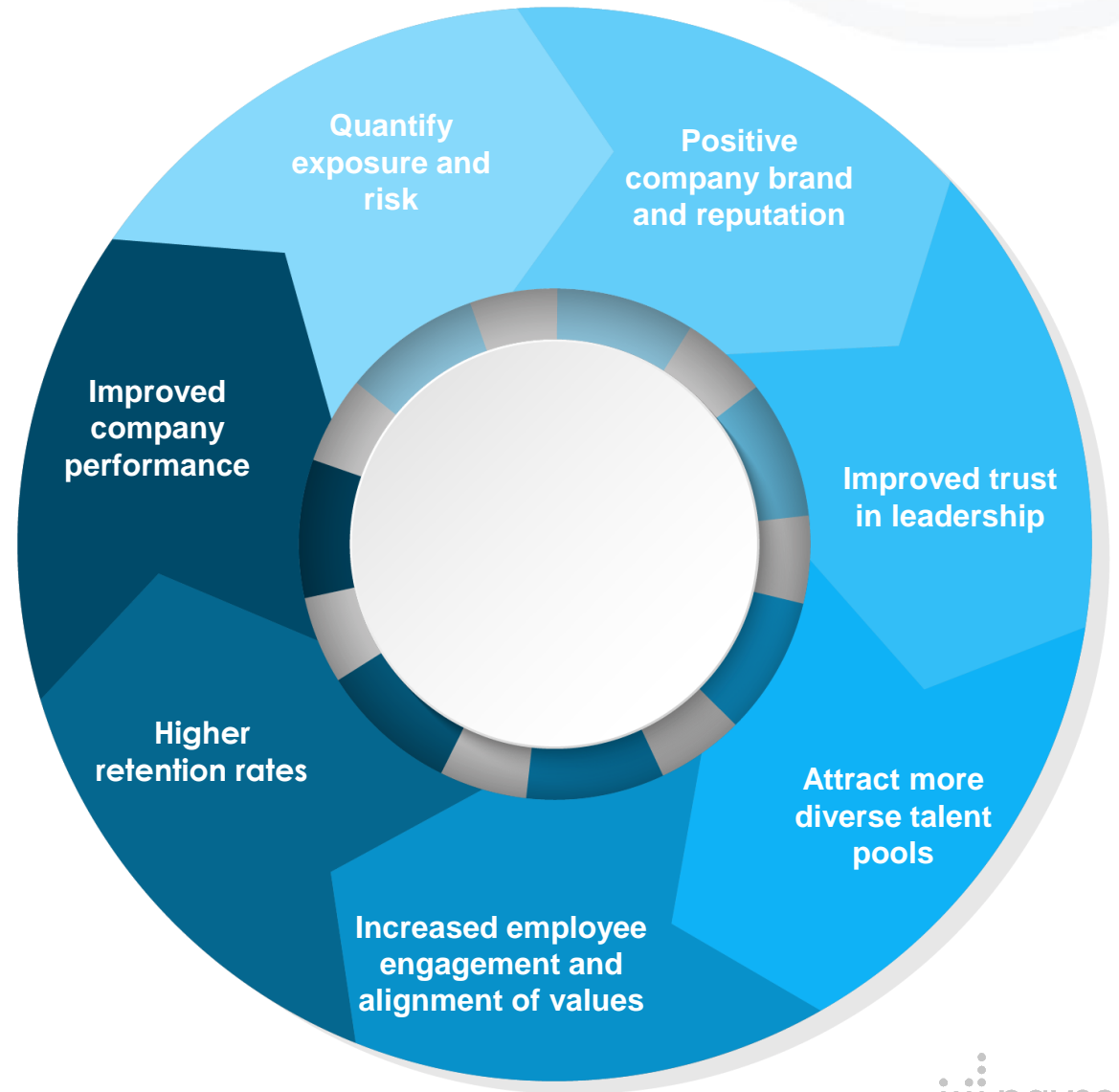
Is pay equity analysis a planned or current initiative at your organization?



Why is pay equity a planned or current initiative?
(rank top 3 in order of importance)



Ultimately, pay
equity makes
business sense!



The business case is **proven**

“Perception of fair pay impacts retention more than market competitiveness and pay transparency reduces the likelihood that employees will seek a new job.”

Payscale Fair Pay Impact Report

"Organizations that manage pay equity well see more employee trust in leadership, greater employee engagement, less turnover, and improved company performance overall."

Korn Ferry

“Companies in the top quartile for gender diversity on executive teams were 25% more likely to have above-average profitability than companies in the fourth quartile.”

McKinsey

“Diverse management teams are innovative and earn a premium for their innovation. According to one recent study, over a period of three years companies with higher diversity in management earned 38% more of their revenues, on average, from innovative products and services than those companies with lower diversity.”

Boston Consulting Group

Payscale Pay Equity



Uncover pay gaps in minutes

- Identify where pay gaps exist and the drivers behind pay variance
- Update data anytime to access fresh insights.



Understand costs and actions for remediation

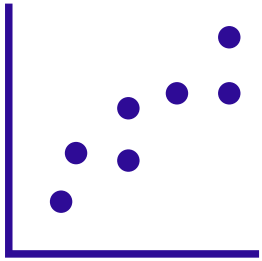
- Develop remediation recommendations and model scenarios based on your own strategy and budget



Create a sustainable approach to pay equity

- Bring the expertise in-house with a self-service solution
- Complete a variety of analysis to get a complete view of pay equity opportunities

Key Features



**Uncontrolled
Analysis**



**Controlled
Analysis**



**Remediation
and Budget
Modeling**



**Track Employee
Specific Outcomes**



Fair Pay Check

"As HR professionals, PayScale has added **another level of comfort** for us to know that we're doing it right. Pay Equity has helped to **build trust and credibility** with our staff and board by sharing results from our analysis and it helps make our **annual pay audits a lot easier.**"



Poll: How has your organization conducted pay equity analysis in the past?

- ☐ Manual processes/spreadsheets
- ☐ Pay Equity consultant
- ☐ Payscale Pay Equity
- ☐ Another pay equity analysis technology
- ☐ We have not previously conducted Pay Equity analysis
- ☐ Unsure

Pay Equity Demo

Q&A

Feel free to ask any questions in the chat!

