

Anatomy of a Pay Equity Study



AUDIT POPULATION

Which employees are included, excluded, audit snapshot date and workforce composition



EMPLOYEE GROUPINGS

Design & efficacy of pay analysis groupings (broad compliance grouping) and substantially similar work groups (compensable factor)

Equal Pay Gap

↓ 3%

↓ 3.1%

↓ 4.5%

↓ 5.0%

↓ 3.5%



Male & Non-White



Male & Not Specified



Male & White



Female & White



Female & Non-White



Female & Not Specified



ANALYSIS STRUCTURE

Regression analysis structure & methodology, including independent variable (gender & ethnicity), dependent variable (total cash compensation) and each compensable factor



Explanation, meaning, and performance for each compensable factor, including wage gap, pay variation explanation and detection of disparity pattern

STATISTICAL OUTPUT