## **Anatomy of a Pay Equity Study**





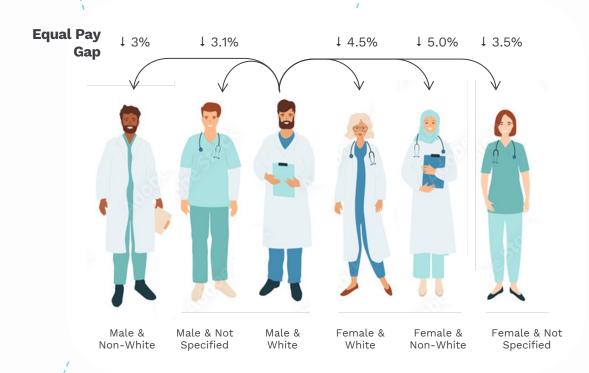
## **AUDIT POPULATION**

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)





## **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