



## Pay Equity Solutions

As employers strive to respond to social awareness and compliance enforcement of pay equity, Berkshire stands poised to help through comprehensive analyses of employee compensation data.

### Scope of Services Include:

- **Wage Gap Analysis:** Obtain a baseline of your organization's pay gap by gender and/or race. This analysis is a great starting point to evaluating your organization's diversity and inclusion efforts.
- **Preliminary Pay Analysis:** Backed by Berkshire's unique balancePAY software, our consultants will prepare a preliminary analysis of your organization's compensation data to determine the predictive power of common factors that influence pay at most organizations. Berkshire's balancePAY analysis also addresses the need for federal contractors to evaluate compliance risk by replicating the procedures OFCCP follows when reviewing compensation data.
- **Pay Equity Analysis:** During a Pay Equity Analysis, we identify and document a comprehensive compensation philosophy for each of your pay groups, test and refine each philosophy, and then help you investigate the cause and remediate pay disparities.
- **HR Consulting Services:** Berkshire also offers a full-service HR Development program. Our consultants can help you refine or create new programs and policies that are in line with Pay Equity best practices.

# Pay Equity Consulting



## What You'll Get

**Investing in pay equity and compensation solutions not only protects your company from regulatory threats – it also amplifies your company values for internal and external stakeholders, strengthening your foundation from the inside out.**

## Berkshire's Approach to Pay Equity Analysis

- During a proactive Pay Equity Analysis, Berkshire strives to ensure we understand your organization's compensation practices and philosophy.
- Then we identify and document a comprehensive compensation philosophy for every grouping and test and refine each philosophy before investigating any significant wage disparities.
- Once we have identified any risk for unexplained disparities, we can create compensation adjustment plans that help you close those gaps in ways that are budget friendly.



### Ask Us About Our DEI Services!

Coupled with our pay equity services, Berkshire's DEI consulting team can offer a complete analysis of your organization's diversity efforts.

**What groups have statistically significant pay variances?**



**What are the bona-fide factors impacting pay?**



**What are the implications for impacted employee categories?**