

# Compensation Services





## **Getting Pay Right Is Worth Every Penny.**

Ensuring people are paid fairly is more important for businesses today than ever before. Beyond strict legal requirements for equal pay, the focus has expanded to fairness and equity. In today's environment, reputation and transparency matter when it comes to employee pay. Investing in pay equity and compensation solutions not only protects your company from legal threats – it also amplifies your company's values for internal and external stakeholders, strengthening your foundation from the inside out. As longtime leaders in EEO, diversity, and compliance, we understand that every company is unique. That's why we offer a customized suite of compensation solutions, tailored to your organization's vision and values.

**We are pay equity experts who help companies chart the right path to fair and consistent pay practices.**



# Our Advantage

The Resolution Economics/Berkshire team are compensation services experts with a breadth of experience unmatched in the industry. Our customized compensation services are conducted by highly experienced Ph.D. labor economists, Industrial/Organizational Psychologists and nationally recognized compliance and regulatory experts with significant experience in EEO and affirmative action compliance. Our years of experience as testifying experts in pay equity litigation enhances our expertise beyond the typical pay equity consultants.



We are focused on helping you achieve your pay equity goals, from developing your first job architecture and compensation structure to helping you demonstrate your organization's commitment to fair pay. And we understand how important it is to develop legally and statistically valid analyses and action plans that meet the specific business needs of each client at a reasonable and predictable cost.

We seek to help you improve your entire pay process with a human-centered approach to our work. Getting pay right matters – to your organization, to your employees, to external stakeholders, and to us. We provide consulting services and hands-on deliverables that help you manage pay equity and explain your pay system and decisions in today's environment.

Our team has provided compensation services to a broad range of U.S.-based and international companies, from Fortune 100 businesses to tech startups. We have experience in many industries, from communications to manufacturing, utilities to hospitality, and more.

## Our Services

### Wage Gap Analysis:

A Wage Gap Analysis is a great first step to understanding your pay processes. Understanding and reporting your wage gap also has become important for your communications with employees, shareholders and the public – who increasingly expect companies to disclose this information. A Wage Gap Analysis provides a baseline of how women and men and employees of different races are paid in your organization to evaluate your progress in eliminating the raw wage gap. After helping you understand the differences between a wage gap and pay equity analysis, we can recommend a variety of next steps to help you identify areas of risk and create appropriate messaging to explain your organization's results.

## Market Analysis:



A market analysis provides your organization with the guidance needed to be competitive in a tough labor market and can be a key component of your overall equity strategy. By analyzing the job titles and duties in your organization against market data, we help you determine appropriate salary ranges for each of your jobs. For those interested in related services, we also can increase the rigor of the market analysis by doing job evaluation or analyzing each employee's salary to determine if particular employees are flight risks.

## Proactive Pay Equity Analysis:

During a proactive Pay Equity Analysis, we seek to create analyses that mimic your organization's compensation practices and philosophy. We are experienced in working with internal and external legal counsel and are committed to analyzing your compensation data in a confidential manner.

We employ a phased approach that aligns with your company's objectives and budget. Our process helps you identify what positions/people should be grouped together for pay analysis. Then we identify and document a comprehensive compensation philosophy for every grouping and test and refine each philosophy to investigate any significant wage disparities. If there are statistically significant disparities, we engage in a deeper dive analysis applying the Resolution Economics/Berkshire Method. This consists of working extensively with the employer to develop a statistical model that most closely reflects the employment decision-making process and thus provides a more accurate modeling of similarly-situated employees.

To the extent necessary, we create person-specific compensation adjustment plans that help you close any existing gaps in ways that are budget friendly. We work with you and your counsel to create calibrated communications to internal and external stakeholders about our work. We can assist you with monitoring your progress year over year, helping to ensure your initial investment in fair pay is worth it. And throughout our entire engagement, we help you identify any policy or process changes that may limit future pay equity risk.

## Compliance and Litigation Expertise:

The Resolution Economics/Berkshire team includes former leaders and policymakers of federal EEO enforcement agencies, including the EEOC and Department of Labor. Our team helps employers understand and manage complex federal and state regulatory requirements, including emerging state and local pay reporting and disclosure requirements.



We are a market leader in providing statistical and economic support in a variety of consulting and litigation settings. We have managed thousands of complex and high-profile matters, many of which were national in scope. Our firm has provided expert testimony in class-action, multi-plaintiff and single plaintiff employment matters alleging discrimination in hiring, promotion, pay, termination and other employment practices on the basis of age, race, gender, and national origin or ethnicity.

We also have an entire division dedicated to helping federal contractors meet their affirmative action obligations. Our expertise means we help clients defend hundreds of OFCCP audits each year.

## HR Development:

If our pay equity investigation yields concerns about starting pay practices, promotions, performance management, or any other HR policy around pay, we also offer 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. Sample services include but are not limited to assessment development and validation, objective performance management, talent management/succession planning and glass ceiling and barrier analysis.





## About Resolution Economics

Resolution Economics is a leading provider of labor and employment, forensic accounting, investigations, disputes and due diligence services in complex matters. The firm provides economic and statistical analysis, investigations and advisory services, tailored technology and analytical solutions as well as expert testimony to law firms, companies, and government agencies.



## About Berkshire

Berkshire, a division of Resolution Economics, LLC, is a human resources consulting and technology firm that specializes in helping companies build the ideal, balanced workforce. Berkshire offers a comprehensive suite of services to our clients and partners, ranging from affirmative action consulting and audit support to DEI and compensation services.

### Contact Us:

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