

Pay Equity Analysis Done the Right Way!

As a national leader in pay equity, wage gap, and compliance investigations, Biddle Consulting Group is here to help. Regardless of the size of your organization or the need you are addressing (compliance, legal, or social) there is a solution through Biddle's modern pay equity analysis services.



Pay Equity Analysis

Ensure employees doing substantially similar work are equally paid

- Rank order potential problem areas
- Confidently determine the cost of remediation
- Identify financial liability for affected individual employees
- Address potential state-level aggregation challenges
- Mitigate potential claims of discrimination based on compensation disparity



Wage Gap Analysis

Determine the impact of difference in pay between male/female employees

- Identify high-paying male dominated roles
- Understand the effect of the 'glass ceiling'
- Uncover potential 'steering' and/or promotional issues
- Evaluate market forces impacting pay
- Trend year-over-year impact



Equal Pay Laws

- Executive Order (E.O.) 11246
- Federal Equal Pay Act
- OFCCP Pay Analysis Groupings (Similar Employee Groupings) to mirror compensation discrimination analyses under OFCCP Compensation Audit
- Mimic Title VII Pay Analysis
- CA Fair Pay Act
- NY Achieves Pay Equity
- Maryland Equal Pay for Equal Work Act
- Massachusetts Equal Pay Act

**We're here to help ensure pay equity for all individuals.
If not now, when?**

Contact us for a proposal:

www.biddle.com (800) 999-0438 staff@biddle.com

Helping to Analyze and Address Pay Equity Since 1974

Analyses You Can Trust

Running analyses is easy - but ensuring that they are accurate, useful, and legally defensible is the hard part. BCG's advanced analytics, legal expertise, and over 45 years of experience has made us a leader in state, federal, and international pay equity analytics.

Results You Can Use

From Needs Analysis through delivery of individual pay adjustments, BCG provides everything your organization needs to address pay inequities, but it doesn't stop there. BCG goes beyond the basics to provide state-of-the-art reports and analyses to identify the root of pay disparities and uncover important issues for your diversity & inclusion, compensation, compliance, and legal teams:

- **Substantially Similar Analyses** - are employees properly aggregated into meaningful and defensible analysis groups?
- **Coverage Analyses** - enforcement agencies expect the vast majority of employees be included in robust statistical analyses. Are your analyses sufficient?
- **Hotspot Reports/Charts** - are you able to see both statistical and non-statistical "hotspots," rank-ordered, in one single report?
- **Outlier Analyses** - which specific employees are driving overall disparities?
- **Patterns of Significance** - are the vast majority of significant differences negatively impacting women or minorities?
- **Trend Analyses** - is your organization making progress over time (or not)?
- **Workforce Distribution Charts** - does your organization have a "Glass Ceiling"? Are pay differences actually an unequal distribution of women/minorities? Does your organization unknowingly "steer" women/minorities into lower paying jobs?
- **Static Reports and Live Pivot Tables**

All of the questions above should be thoroughly addressed in any pay equity investigation; anything less will yield misleading, and potentially dangerous, results.

Things to Know About Pay Equity Investigations

- One size definitely does not fit all
- Results are only as good as the data
- Properly analyzing for pay (in)equity is an ongoing process

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