



## THE CHALLENGE

Concerns about pay inequality have intensified in recent years, with politicians, media and the public voicing strong opposition to employers paying women and other historically marginalized groups less for the same or substantially similar work. Several U.S. jurisdictions, including states, cities, and Puerto Rico, are increasingly adopting pay equity laws in an effort to close pay gaps. Outside the U.S., the concept of equal pay for work “of equal value” is a growing trend and many countries are adopting national gender pay reporting requirements. Compliance with intersecting equal pay laws can be daunting, placing a huge burden on corporate counsel and HR departments.

Getting this important issue wrong can have serious ramifications for employers. Class action lawsuits focused on fair pay are increasing, and negative publicity can hurt employee recruiting, retention and customer relationships. On the flip side, many employers are touting their record on pay equity to gain a strategic edge in their field.

## THE OPPORTUNITY

In a privileged context, Littler’s Pay Equity Assessment Tool can assist employers of all sizes – from organizations operating in one state to 50-state employers to organizations operating in multiple countries – with their pay equity needs. The Tool combines proprietary technology and the application of data science with our deep experience in compensation and employment law. The result is an analysis that assesses litigation risk and points you toward solutions.

For U.S. analyses, we have a team of Littler lawyers well-versed in U.S. federal, state, and local pay equity laws that work with our in-house team of data analysts and statisticians to perform the steps crucial to a defensible audit.

For global analyses, our pay equity team collaborates with our international offices and partners to ensure compliance with local pay equity laws. We rely on our strong international presence and global practitioners to conform our analyses to local requirements, inform our interpretation of the results of an audit for an organization’s international employees, interact with local works council as required in certain countries, and advise on pay issues unique to global jurisdictions.

## THE ASSESSMENT

**Experienced Employment Counsel:** A Littler lawyer will work with you to understand the structure of your organization and its compensation system.

**Your HR Data, Our Proprietary Approach:** Based on that understanding, we will request segments of your HR and/or payroll databases that hold pertinent information, which we will input into our pay equity tool that allows data to be analyzed clearly, quickly and comprehensively.

**Real Time Analysis:** In real time, we will explore with you, via screen-sharing or in-person, how various features of your organization impact compensation. We will utilize filters embedded in the technology to apply various controls to model different views of your data.

**User-Friendly Dashboard:** The results of each analysis are displayed in a user-friendly dashboard, as shown below, so the analysis can easily be shared with and explained to company leaders. These displays eliminate the need for dense spreadsheets, mathematical formulas and technical reports, without sacrificing relevant information.

**Documentation:** The Littler Pay Equity Assessment documents your efforts to address

pay differences. In certain jurisdictions, this may provide a defense to liability. For HR, this documentation can arm managers with the ability to respond when employees ask about their pay, potentially heading off disputes and costly litigation.

When it comes time for an insightful, strategic and practical assessment of your organization's pay practices, the Littler Pay Equity Assessment is the answer.

Your HR Data  
+  
Experienced  
Littler Attorneys  
+  
Proprietary Technology  
+  
Attorney/Client Privilege  
=  
The Littler  
Pay Equity Assessment™




At Littler, we understand that workplace issues can't wait. With access to more than 1,800 employment attorneys in over 100 offices around the world, our clients don't have to. We aim to go beyond best practices, creating solutions that help clients navigate a complex business world. What's distinct about our approach? With deep experience and resources that are local, everywhere, we are fully focused on your business. With a diverse team of the brightest minds, we foster a culture that celebrates original thinking. And with powerful proprietary technology, we disrupt the status quo – delivering groundbreaking innovation that prepares employers not just for what's happening today, but for what's likely to happen tomorrow. Since 1942, our firm has harnessed these strengths to offer fresh perspectives on each matter we advise, litigate, mediate, and negotiate. Because at Littler, we're fueled by ingenuity and inspired by you.