

COMPENSATION ANALYSIS



WHY HAVE AN INTERNAL PAY EQUITY STRUCTURE?

- ✓ Compliance
- ✓ Recruitment
- ✓ Retention
- ✓ Engagement

U.S. Equal Employment Opportunity Commission's Equal Pay Act requires that men and women in the same workplace be given equal pay for equal work. The jobs need not be identical, but they must be substantially equal. Job content (not job titles) determines whether jobs are substantially equal. Many states have additional pay equity requirements that extend protections in addition to gender.

OUR APPROACH

We know that pay transparency is essential in recruiting and retaining employees. Not only are we experts in compensation analysis and consulting, but we can also support you with messaging and rolling out a pay structure to your team.

Our compensation studies provide a thorough wage review and market analysis that takes an unbiased view of internal equity within the organization. All job descriptions are reviewed and revised to align with internal equity metrics that include state pay equity factors + HR Annie developed considerations. We make recommendations about your compensation structure that values your team and allows them to grow in your organization.

To complement the analysis, HR Annie provides an executive report and an Internal Equity Factor Guide of positions, wages, and pay bands. Our work doesn't stop here; we can be an ongoing pay equity and market compensation resource for your company. This comes in handy when considering hiring, promotions, discretionary bonuses, and many other employment decisions.



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