

# Pay Equity Group

A team of experienced professionals ready to assist as you navigate the complexities of pay equity

The pay equity landscape at the federal, state and administrative agency levels continues to evolve for employers both within the United States and globally. A number of new laws, reporting requirements, and agency actions are forcing a shift in pay practices and in evaluating pay discrimination allegations. Savvy employers are also taking proactive measures to ensure they maintain a competitive advantage by providing equitable pay for their employees. Many employers also see the importance of communicating to their communities, customers and applicants for employment that pay equality is a top priority for their organization.

Seyfarth's Pay Equity Group is a clear leader in developing and delivering fair pay solutions for an employer's workforce and in defending pay practices when employers face legal challenges regarding pay equity. Our deep involvement in these issues enables us to provide value to our clients. Our team will work alongside you in fair pay analysis to:

✓ Evaluate the best strategy for analyzing pay within your organization, including discussing goals with your business leaders;

✓ Review key compensation guidelines or policies to assist in framing the compensation analytical model;

✓ Develop appropriate statistical models by pairing our expertise in legal risk assessment with highly experienced labor economists;

✓ Evaluate pay practices as implemented in your organization based on protected employee groupings;

✓ Identify individuals or groupings that are driving any apparent disparities to further test the analytical framework and the factors identified as drivers of pay;

✓ Develop recommended adjustments to further align your organization's compensation practices.

We understand that confidentiality in this process is paramount. Our analysis of your pay practices is conducted under the attorney-client privilege, with care taken to protect the privilege whenever possible.

Our Pay Equity Group has developed strategic approaches to defending pay practices when clients are faced with legal challenges. We are prepared to work with you to design the best strategy for your organization from cutting-edge motion practice, to positioning matters for cost-effective resolution, to successful trial preparation and execution.

Seyfarth leads the legal industry in fair pay analysis and client advocacy. Since the origin of fair pay laws in the US, we have partnered with our clients to proactively address legal developments, minimize risk, and implement business goals in the pay equity arena.

## Are You Ready To Defend Your Pay Practices?

Contact your Seyfarth attorney to discuss how Seyfarth's Pay Equity Group may benefit you.