Pay Equity Explorer, powered by ADP DataCloud.
Are You Providing Equal Pay for your Employees?

ADP
A more human resource.℠

Get Ahead in the War for Talent

Organizations have always placed substantial value on talent acquisition, but expectations for transparency around equal pay have increased. Given today's war for talent, a commitment to pay equity is one of the easiest ways to differentiate yourself from your competition.

But it's about more than talent – it's about identifying possible inequitable pay practices you didn't even know you had. The Equal Employment Opportunity Commission (EEOC) uses the EEO-1 report to collect workforce data about the number of employees by job category, sex, and race/ethnicity. The question is, *how can you harness your data to identify and begin building a plan to identify potential pay equity issues within your organization?*

We'll help you figure it out

ADP's Pay Equity Explorer is a new solution that combines Analytics and Benchmarking from our award winning ADP DataCloud portfolio. It provides a new approach to help uncover insights that will help both differentiate yourself in the market for talent and help identify potential areas of risk.

ADP's cloud-based Human Capital Management solutions can help identify areas of possible inequitable pay practices to further investigate within your organization:

Retain and attract talent as an "employer of choice" that demonstrates a commitment to equal pay for equal work.

Get ahead of existing and emerging state legislation and identify and analyze potential pay equity gaps.

Build brand equity through a proactive stance on pay equity that improves employee engagement and shareholder value.
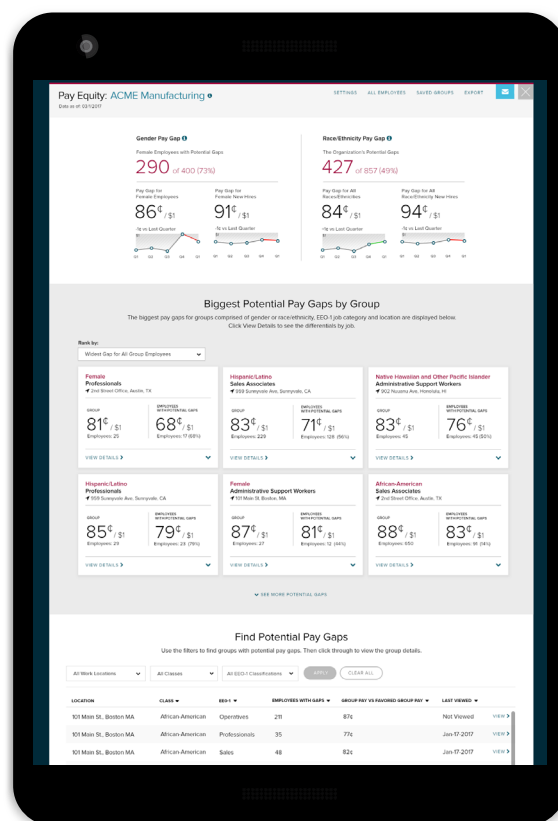
You have a business to run. Managing massive amounts of workforce data can eat up your time and create stress. The Pay Equity Explorer will help to:

- **Identify potential pay gaps** for groups of employees in specific EEOC Protected Classes (Gender, Race/Ethnicity, etc.).

- **Understand pay gaps** for specific employees to determine if additional analysis is required and start to identify the possible impact of other factors (for example, performance, tenure, education, etc.).

- **Save potential pay gaps** to a customized list.

On average, **men make 28% more** than women across all industries.

Expressed another way, for every dollar women earn, **men earn $1.28.**

$1.28 $1

Source: Gender Pay Equity, ADP Research Institute, 2016.

Analytics and Benchmarking Allow You to See the Bigger Picture

The Pay Equity Explorer combines Analytics and Benchmarking, powered by the ADP DataCloud, to give you unmatched insight into your workforce. You get up-to-date, easily accessible data that reveals critical, "decision-quality" workforce and business insights delivered into your daily workflow.

Powered by Trusted ADP Big Data

Knowing where pay gaps potentially exist is only the first step. You'll want to consider making compensation adjustments that are not only equitable, but market competitive as well. Benchmarking delivers real, aggregated, and anonymized market data that lets you see how your compensation for a particular job stacks up against others. *Decision-quality data you can trust.*

To learn more about the ADP's Pay Equity Explorer, or to schedule a live demo, visit: **adp.com/equalpay**