

Build fair and equitable pay programs with Trusaic and Payscale

Today's Speakers



Gail Greenfield

EVP of Pay Equity and Total Rewards Strategy and Solutions
Trusaic



Ruth Thomas

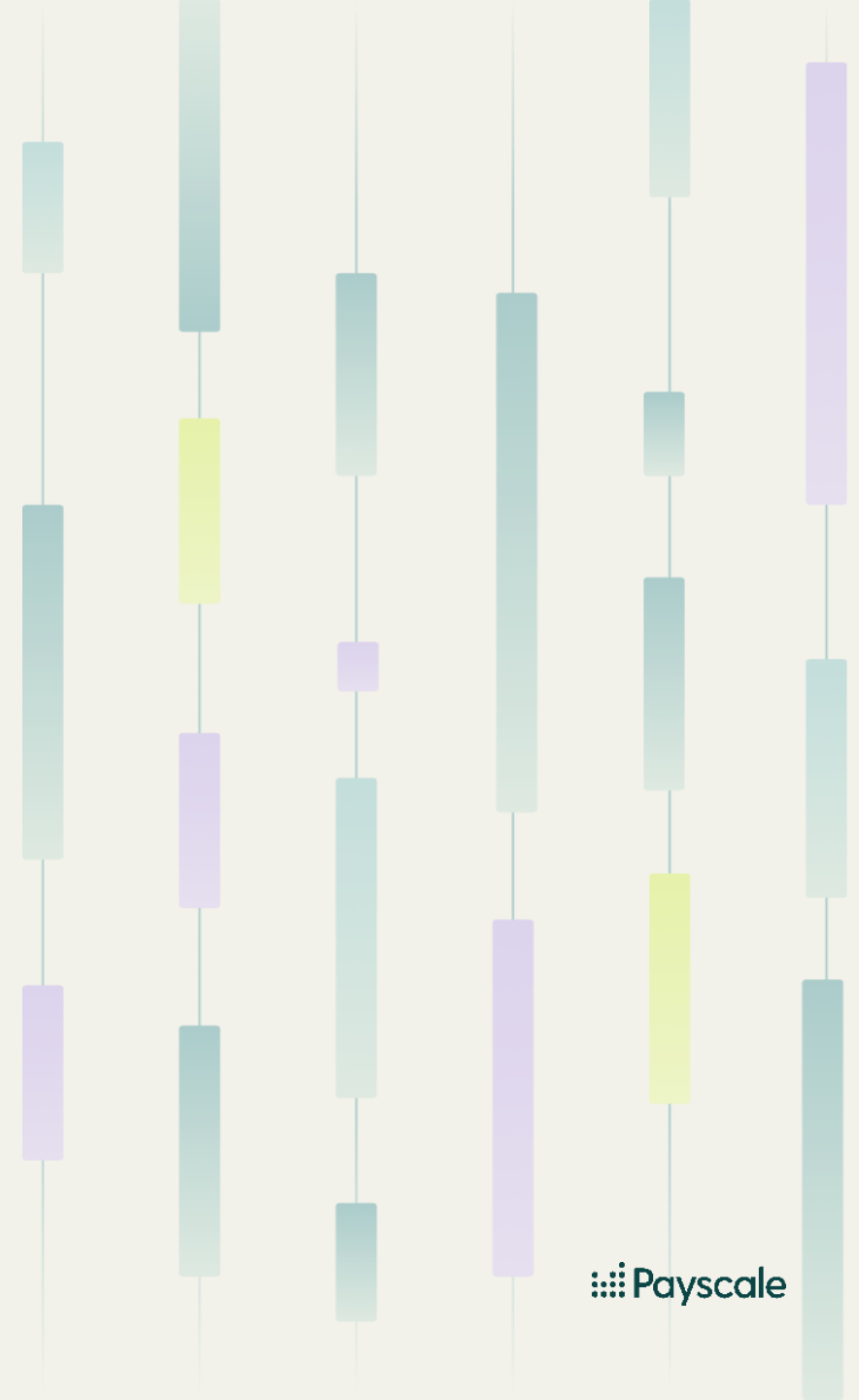
Chief Compensation Strategist
Payscale

Agenda

- Balancing transparency with organizational risk and legal compliance
- Building trust and strengthening culture through open compensation practice
- Leveraging data and analytics to drive equitable pay decisions
- The Trusaic and Payscale partnership
- Q&A

Poll 1: What is your organization's biggest barrier to greater pay transparency?

- A. Legal or compliance concerns
- B. Fear of employee backlash or confusion
- C. Lack of clear data or pay frameworks
- D. Leadership hesitation or cultural resistance
- E. We're already fully transparent

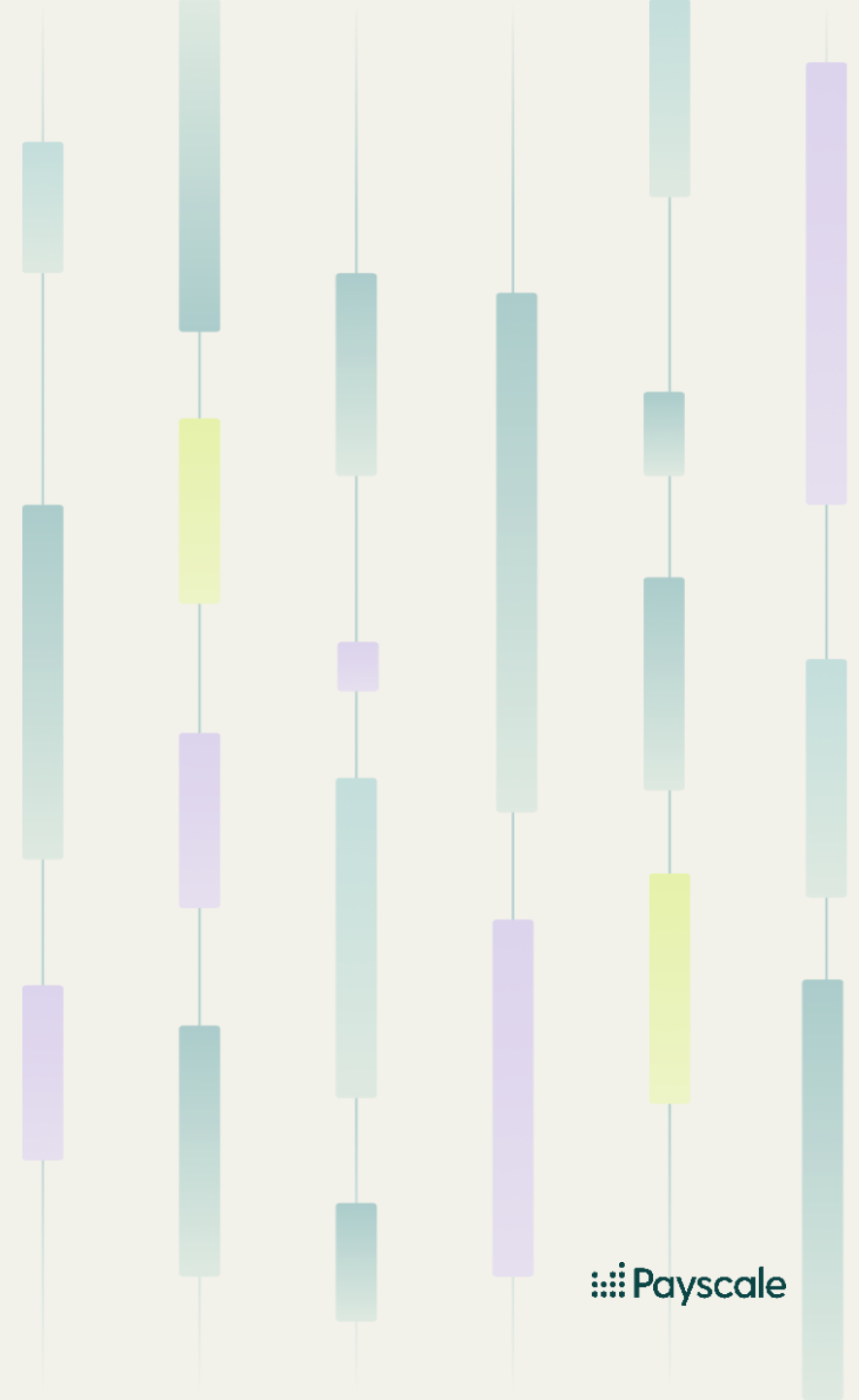


Balancing transparency with organizational risk and legal compliance

Building trust and strengthening culture through open compensation practice

Poll 2: Would you say your organization's current pay transparency practices have improved employee trust and culture?

- A. Yes, significantly
- B. Somewhat
- C. Not really
- D. Too soon to tell



Leveraging **data and analytics** to drive equitable pay decisions

Gail's top tips for success



1



Pay Equity Reviews

Conduct regular pay equity reviews (at least annually) and address any disparities identified.

2



Fair Pay Decisions

Implement processes and tools to ensure pay decisions (e.g., starting salaries, promotions) are aligned with internal equity.

3



Fix Pay Compression

Resolve pay compression issues and make sure employees are paid within the range for their role.

Ruth's top tips for success



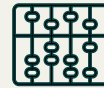
1



Get early executive buy in

A top-down commitment will ensure success beyond compliance, because culture is defined top-down.

2



Understand your compensation differentiators

Know the factors in your compensation philosophy that you use to differentiate pay and ensure these are defensible

3

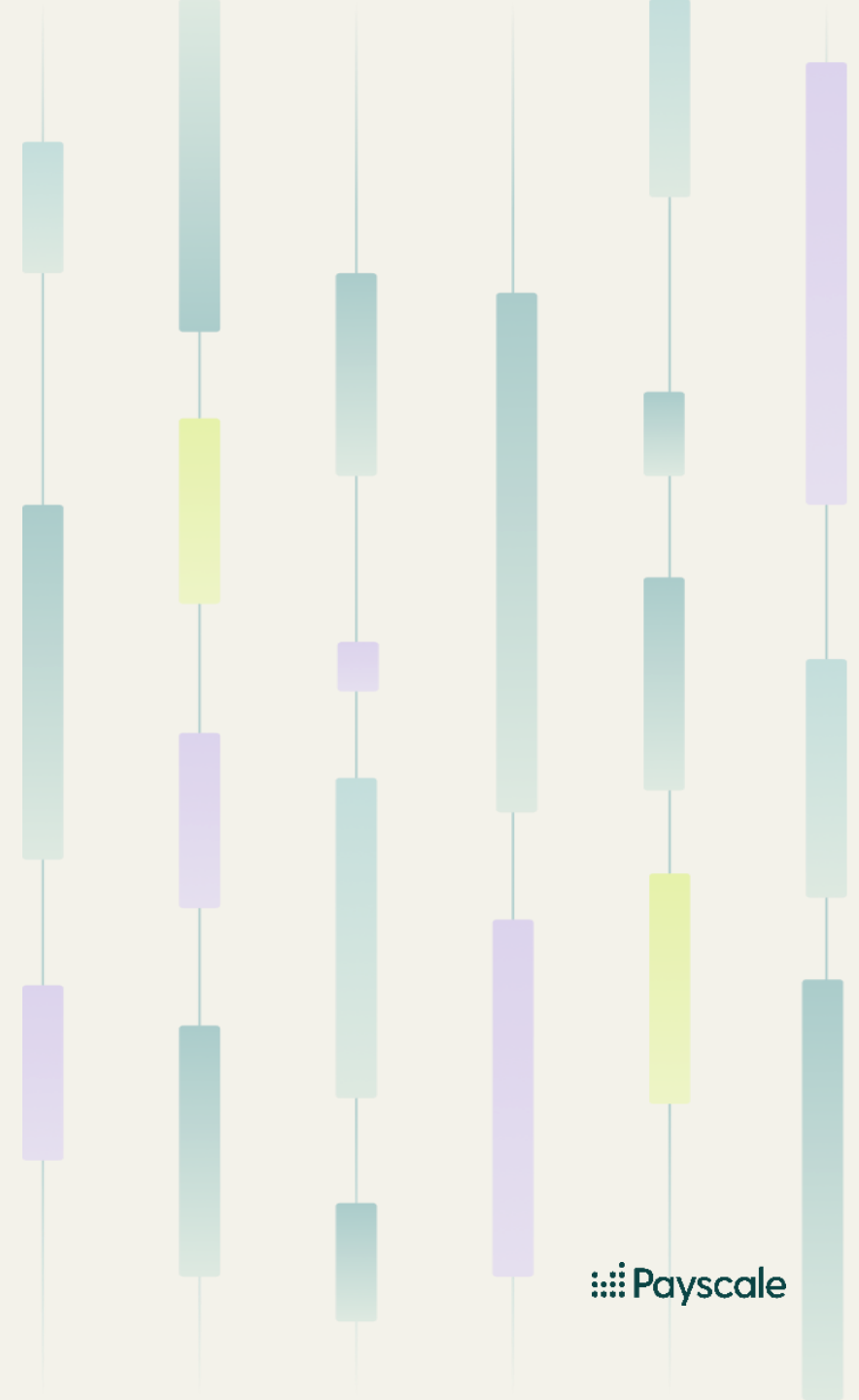


Think beyond current pay

Can you explain what individuals need to do to progress their pay, are promotional criteria defined?

Poll 3: What's the most important next step for your organization when it comes to advancing pay transparency?

- A. Conduct a pay equity analysis using reliable data and analytics
- B. Develop or refine a clear compensation philosophy and framework
- C. Improve communication and training around pay decisions
- D. Review policies for compliance and risk mitigation
- E. Increase leadership and employee buy-in for transparency





How the Payscale + Trusaic partnership helps you win

Payscale and Trusaic are partnering together to make it easier for organizations to navigate pay transparency requirements with confidence.

1

Data + compliance in one

Payscale delivers the industry's most trusted, real-time compensation data, while Trusaic brings unmatched compliance expertise. Combined, they create a **holistic approach that ensures your pay strategy is both competitive and compliant.**

2

Future-proof confidence

New pay transparency laws and equity requirements are surfacing across states and countries, including the upcoming EU Pay Transparency Directive. Our combined expertise **anticipates regulatory changes and evolving market needs**, so you're always ready for what's next.

3

Guidance you can trust

Technology alone isn't enough. This partnership offers access to two proven leaders who provide not just tools, but **also insights, consultation, and ongoing support to give you a clear and sustainable path to achieving pay equity** at scale.

TRUSAIC

PayParity

Global pay equity analysis

Identify pay inequities through ongoing monitoring to meet transparency laws and compliance worldwide.

True intersectional analysis

Address pay inequities across gender, race, age, disability, and more in one comprehensive analysis.

Legally compliant methodology

Ensure defensible pay equity practices, avoiding loopholes, pre-set reference classes, or gamification tactics.

Global reporting compliance

Create customized pay equity reports to meet unique compliance requirements across jurisdictions worldwide.

Remediation spend optimization (R.O.S.A.)

Run hundreds of pay analyses at once to maximize remediation impact and meet global compliance needs.

EU pay transparency compliance

Close pay gaps over 5% and comply with EU “right to information” laws to meet evolving pay transparency requirements.

Pay Equity Perfected.



Regulatory Pay Transparency Reporting (RAPTR)

Jurisdictional pay gap reporting

Produce reports that meet the unique reporting requirements of over 50 jurisdictions worldwide

Streamlined report submission

Prepare compliant pay gap reports and contextual narratives that are submission ready for local regulatory agencies.

Guided narrative creation

Receive built-in guidance to craft jurisdiction-specific narratives that explain pay gaps and reduce scrutiny.

Unlimited pay equity analyses

Run global and jurisdiction-specific pay equity analyses to ensure your data is defensible and ready to report.

Centralized compliance dashboard

Track reporting deadlines monitor progress, and manage workflows across jurisdictions in one platform.

Future-ready compliance tools

Stay ahead of evolving pay transparency laws with a platform that adapts to new reporting requirements worldwide.



**Would you like a demo of
Payscale and Trusaic's pay equity
solutions?**

Let us know in the poll currently
open in the polling tab and the team
will be in touch!

Q&A

Feel free to ask any questions in the
Q&A section of your dashboard!