

Pay Equity Analysis

To align their diversity, equity, and inclusion goals, and to comply with evolving federal and state laws and regulation, employers need detailed analysis of their compensation processes. FTI Consulting's Economic Consulting practice provides comprehensive statistical analysis of our clients' compensation structure to identify potential equity issues and provide actionable recommendations for remediation. Our team has years of experience conducting pay-equity analyses on behalf of employers seeking to ensure fair employment outcomes and mitigate risk from potential employment liability.

Understanding and Modeling Compensation

FTI Consulting's pay equity team works with the appropriate stakeholders to understand the workforce structure and the pay-setting process.

We develop a statistical model of the pay-setting process, including the identification of similarly situated groups of employees and relevant pay determinants.

Data Identification and Assembly

Our team works with the client to validate HRIS data and construct the analytical database.

FTI Consulting has a broad range of capabilities in the production and analysis of complex HR, payroll and timekeeping systems in both litigation and privileged consulting contexts.

Analysis and Insight

FTI Consulting performs multiple regression-based analysis of pay equity, by protected class status.

Our team produces digestible summary results tables and provides detailed presentations to various levels of stakeholders. Our analyses identify potential hotspots with statistically significant regression-adjusted pay differences adverse to identified protected classes of employees.

Our standardized approach provides employers with deep insight by allowing them to identify those individual employees who are paid significantly outside of model expectations, on both the low side as well as on the high side.

Finally, our team can calculate model-based pay adjustments that employers can use as a guide to eliminate identified disparate hotspots.

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