



## Is your Organization Prepared to Comply with Pay Transparency Legislation?

Pay transparency has the potential to positively impact workers and employers. It can result in greater compensation equity and lead to increased productivity from workers who, through supplied information, see themselves as fairly compensated. However, without proper analysis, planning and communication, pay transparency could result in dissatisfied, unproductive workers. As legislation continues to be enacted across the US, proactive organizations are preparing for the challenges transparent pay policies present.

- Defining accurate pay ranges when none have been in place previously.
- Planning for and socializing salary ranges without blowback from employees.
- Managing employee expectations internally, as many of them will be seeing the salary ranges for the first time.
- Answering questions relating to employees wanting to earn more when they see a similar job advertised at a higher pay range.
- Addressing any race or gender pay disparities.

### How FutureSolve Can Help

- ✓ Competitive pay benchmarking and job range analysis starting

**\$199 per job**

\*For Companies above 400 employees custom pricing applies

#### Additional Services Include

- ✓ Conduct Job Evaluations
- ✓ Analyze and Build Job Architecture
- ✓ Establish a Pay Philosophy and Design a Pay Structure with Salary Ranges
- ✓ Assist with Competitive Pay Benchmarking
- ✓ Pay Policy Development
- ✓ Pay for Performance Program Design
- ✓ Manager Training
- ✓ Employee Communications

## Pay Transparency Preparation Checklist

- Understand how the regulations impact your company
- Determine where your company falls on the pay transparency spectrum and where you want to be
- Involving key decision-makers, develop a pay philosophy that aligns with your talent strategy and culture
- Review current compensation structure for potential gaps
- Compare salary ranges with the market to determine competitiveness
- Investigate inequities and resolve discrepancies
- Assess your workforce and prepare communication plans
- Train your managers to have proactive salary discussions with employees
- Prepare total compensation statements and communicate to the workforce

### Contact Us

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