**TRU**SAIC

PayParity®

Your journey to authentic change starts here

Pay Equity, Diversity, and Inclusion. All-in-one Software.

PayParity empowers your business to become more diverse, equitable, and inclusive, all while reducing litigation risks and increasing profitability, transparency, and public reputation.

With PayParity, your organization can gain a detailed understanding of current pay disparities and receive DEI consulting from legal and data experts so that in turn, you can implement remediation strategies that create real change across your workforce.
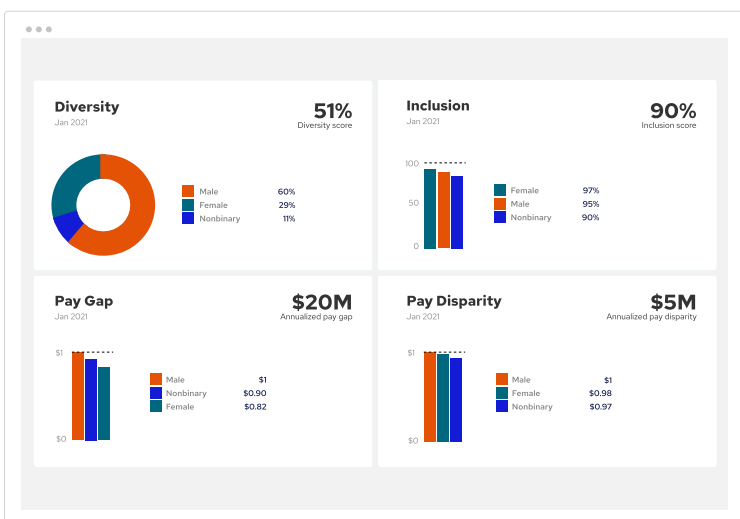
Professional Consulting Services and DEI Software

Potential employees and investors are increasingly evaluating companies based on their commitment to diversity, equity, and inclusion initiatives. Whether proactively safeguarding your reputation or protecting against regulatory or litigation risk, transparency and concrete action plans are crucial to creating authentic change.

PayParity provides a comprehensive solution to DEI, combining human subject matter experts with powerful tracking and analytics software for ongoing monitoring. Our pay equity auditing and DEI monitoring reduce your risk and create a proactive approach for achieving DEI goals.

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Protect Your Organization by Facilitating Attorney-Client Privilege

The process of auditing pay can reveal sensitive information that can put employers at significant legal risk. To protect you, we work with your counsel to maintain attorney-client privilege to prevent mandatory disclosure of sensitive information. Unlike consulting firms which may only be covered by a standard non-disclosure agreement, attorney-client privilege minimizes mandatory disclosure risk in the event of litigation.

TEAM

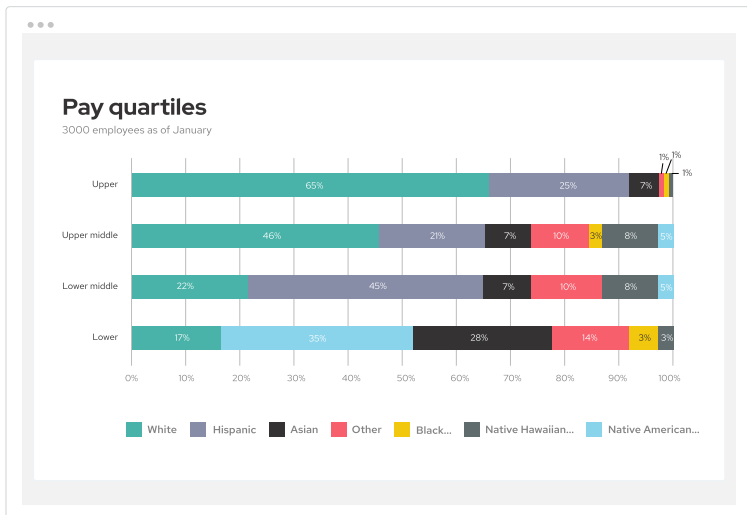| NAME	ROLE
Joanna Kim-Brunetti	Administrator Attorney
Abhi Vora	Secondary user

Voluntary Disclosure of Your Progress to Align with ESG Reporting Frameworks

Our comprehensive platform provides everything you need to create DEI disclosure reporting that aligns with the Sustainability Accounting Standards Board (SASB), Integrated Reporting (IR), and Global Reporting Initiative (GRI) frameworks.

Pay quartiles
3000 employees as of January

- Monthly monitoring to easily track and demonstrate real progress against your DEI goals and initiatives

- Analytics, insights, and reporting to create proactive disclosures

- Expert support so you can confidently disclose your DEI metrics while minimizing risk

In a world where stakeholders, employees, prospective talent, and governments are holding organizations to higher standards regarding DEI disclosure, PayParity gives your business metrics it can trust. Powered by data consolidating, cleansing software and professional consulting services, PayParity helps your organization make good on its DEI goals.

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PayParity lets your company take charge of your DEI goals and positions you as a leader in the fight for equal pay. Getting started is easy and includes the following features:

Pay equity

Pay equity auditing and ongoing monitoring

- Adjusted and unadjusted pay gap monitoring
- Legal liability identification
- Disparity progress tracking and trending
- Gender, race, ethnicity comparision
- Remediation strategies
- Cost and planning simulations

- Pay policy model effects
- Systemic root cause identification
- Employee risk clusters
- Diversity and inclusion overlays
- Annual audit report
- Expert pay equity consulting in line with DEI best practices

Diversity

Ongoing diversity tracking

Monthly analytics with trending

- Diversity score
- Representation
- Pay quartiles

- Benchmark comparison
- Expert DEI consulting for insights interpretation

Inclusion

Ongoing employee engagement around fairness and equality

- Sentiment survey set up and administration
- Sentiment analytics for belonging, diversity, upper management, harrassment, recruitment and advancement programs

- "Perception Gap" analysis to identify segments of the employee population where perceptions of DEI deviate from the reality
- Expert DEI consulting for survey results analysis and recommendations

Hiring, promotion and retention analysis

Provide equal opportunities across hiring, promotion and retention

Hiring, promotion and retention rates by:

- Position type
- Job level
- In comparison with one another

- Diversity by position type
- Representation and total promotions comparisons across genders and race/ethnicity
- Hiring and promotion opportunites compared against gross and qualified applicant pool

To learn more, contact:

TRUSAIC.COM