

# Pay Policy Analytics

Software that makes it easy to analyze, explain, and improve your pay policies & find root causes of inequity



## Are your pay policies effective, compliant & fair?

You need to pay employees fairly and motivate the right behaviors. Your business probably has pay policies – factors like tenure, experience, location, or performance scores – that are intended to make sure you’re doing so. However, if you are like most teams, you have no visibility into whether your policies are working the way you intend, or if other factors (like gender or race) are influencing pay as well.



## About Syndio

Syndio’s mission is to empower employers to eradicate unlawful pay disparities due to gender, race and ethnicity and make ongoing compensation decisions informed by fairness and equity data. Syndio customers reduce legal risk, save millions in ongoing remediation, and create a positive brand reputation, which helps attract and retain top talent and drives engagement at every level of the business.



NORDSTROM

matchgroup



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coupa

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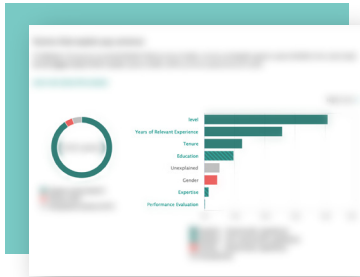
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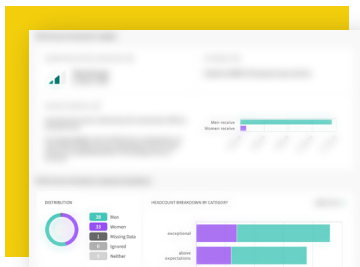
# Motivate the right behaviors, prevent inequity, and build trust by understanding what really drives compensation

Pay Policy Analytics holds up a mirror to your pay policies. The software gives you a precise and always-on view of how pay policies, gender or race, and random noise – for every group and the company as a whole – are impacting compensation.



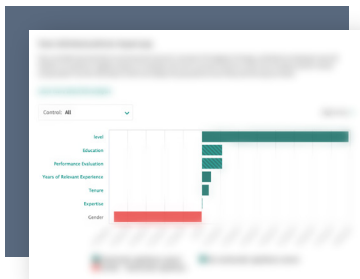
## Analyze & Explain Pay Policies' Impact on Pay

- Quantify how much each pay policy impacts pay
- Identify hidden or unintentional drivers of pay differences (like gender or race)
- Share this information with leadership, managers or even employees



## Pinpoint Root Causes of Inequity at the Policy Level

- Quantify how much gender or race is impacting differences in compensation
- Learn if any pay policies benefit one gender more than others for every group
- Provide empirical evidence leading to change



## Analyze & Improve Pay Equity Models

- Quantify unexplained variance
- Discover unapplied policies driving differences in pay
- Identify pay policies that are multicollinear and may require updating

“

Pay Policies Analytics provides a precise, always-on view of the impact individual pay policies have on compensation, providing actionable insights that we can use to drive change.”

**Compensation Leader, Retail Company**

## Benefits



Achieve HR goals by paying for the right behaviors



Build employer brand and trust by proving you pay for what you say you do



Prevent inequity by finding and fixing policy-level bias