

## Endlessly finding & fixing pay disparities?

Unlawful pay disparities are an ongoing problem for most companies, leading to enormous remediation budgets and constant compliance concerns. The cause is biased pay decisions. New hire offers are based on external market rates, negotiation, and manager discretion, with no clear line of sight into what is internally equitable. Bias influences decisions and equity erodes with every hire. Until now.

## Get compensation right—from day one

The PayEQ Pay Finder provides insights and recommendations that guide compensation decisions and ensure starting salaries are competitive and equitable.



### Market Rates + Equitable Pay

See Syndio's "equitable pay" range next to your market ranges, so you can immediately find the sweet spot between the two.

### Predictive Pay Equity Insights

Enter any salary and instantly see its impact on pay equity, helping you maintain fair pay with every new hire.

### Real-Time Salary Trends

Access salaries for recent hires and employees doing similar work helping you identify real-time compensation trends.

### Customizable User Views

Provide different users, like recruiters, with a custom view and insights, streamlining offer creation while ensuring fair pay.

### Benefits

- ✓ **Find the ideal salary** for every new hire that's competitive and equitable
- ✓ **Eliminate remediation fees** by preventing pay disparities
- ✓ **Reduce legal risk** by being in compliance every day, not once a year
- ✓ **Build your "fair pay" brand** by ensuring equitable pay from day one

*"Our priority is to be proactive to prevent pay inequities from occurring in the first place. Relying on market rates and human discretion to set starting pay is not enough, you need to have an understanding of what's internally equitable. Syndio's Pay Finder enhances our ability to see what's competitive and fair from day one. It helps us to do the right thing for our employees, and it reduces or eliminates the need for remediation actions by maintaining fair and equitable pay."*

**Frank Stoos**

Director, Executive Compensation, TE Connectivity