

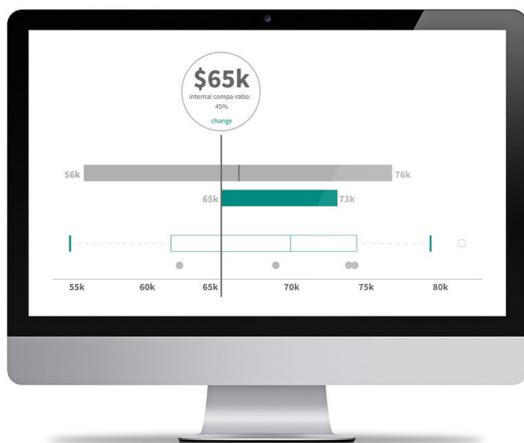
Make better pay decisions—stop inequity before it starts

Endlessly finding & fixing pay disparities?

Unlawful pay disparities are an ongoing problem for most companies, leading to enormous remediation budgets and constant compliance concerns. This is because new hire offers are based on internal market-informed rates, negotiation, and manager discretion, with no clear line of sight to what is internally equitable. The result is that at most companies equity erodes over time. Until now.

Get compensation right—from day one

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



Internal Market-Informed Rates + Equitable Pay

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

Predictive Pay Equity Insights

Enter any salary to 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 to help you identify real-time compensation trends.

Different Views for Different Users

Provide different users, like comp analysts and recruiters, with custom views that put the right pay equity insights into the hands of every decision maker.

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 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.”

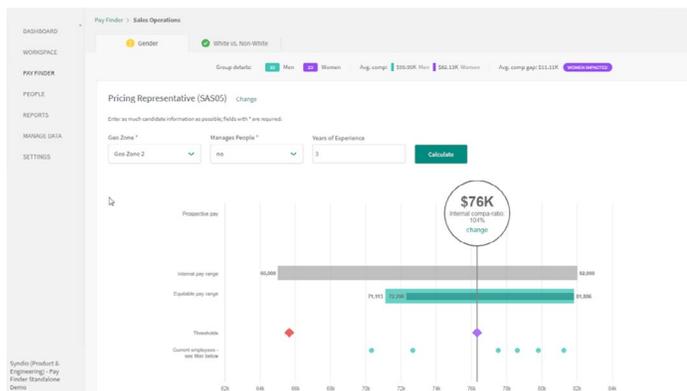
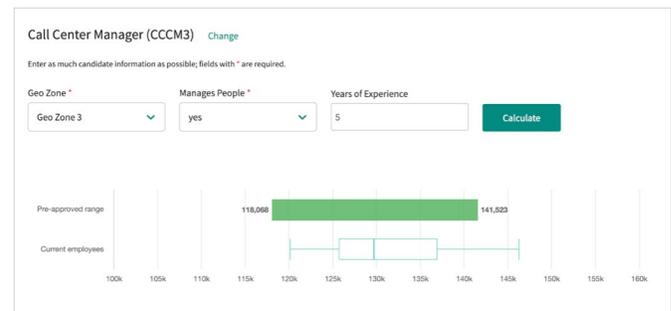
Frank Stoos
Director, Executive Compensation,

How it Works

Pay Finder™ uses the pay equity analysis performed in PayEQ as its foundation. Users enter data about individual job candidates, getting real-time insights to guide pay decisions. Because various stakeholders are involved in these decisions, Pay Finder™ includes different views for different users. Each view has its own permissions, information, and uses, providing an end-to-end solution for getting fair pay right.

Customizable, Standalone View for Recruiters & HR

Pay Finder's customizable, standalone view is designed for recruiters and HR business partners. Users can search for open jobs, enter a few key pieces of information about a candidate (such as location or years of experience), and instantly see a starting salary range that is not only competitive, but fair. You control which elements are available in the standalone interface, as well as escalation rules.



Integrated View for Compensation Professionals

Pay Finder's integrated view sits within the PayEQ application, providing everything a compensation professional needs to perform a robust review: the candidate's predicted pay, detailed information on current employees doing similar work, and the ability to test proposed offers to see how they will influence pay disparities, remediation, and the statistical significance of any pay gaps. This ensures teams can manage pay equity in real time for escalated offers, pay equity "problem groups", and where imbalanced negotiation or bias have the tendency to impact fair pay.

Pay Finder™ helps teams build confidence and consensus by using data and insights, rather than guesswork, to drive their compensation decisions. Each Pay Finder view provides a step toward preventing pay disparities while ensuring starting salaries are competitive. Together with PayEQ, they are a first-of-its kind comprehensive fair pay solution.

To request a demo of Pay Finder™, visit <https://synd.io/products/pay-finder/>

Syndio's mission is to empower employers to eradicate unlawful pay disparities due to gender, race, and ethnicity and make ongoing compensation decisions that are consistent and equitable. Syndio customers drastically reduce legal risk, save millions in ongoing remediation, and create a positive brand reputation, which helps attract and retain top talent at every level of the business. Over time, we help companies close their pay gap. Syndio is proud to partner with brands – including Salesforce, Nordstrom, General Mills, Nerdwallet, Match Group and many more – who are leading the way in equity and setting the standard for workplace fairness.