

PayEQ: The Pay Equity Platform

Lead the Way in Equitable Pay



Pay equity. Get there fast and stay there.

PayEQ is a sophisticated software platform empowering organizations to analyze, resolve, and prevent pay disparities. Unlike a point-in-time analysis, PayEQ provides an always-on view of pay equity and real-time insights that guide fair pay decisions. With PayEQ, go from fixing pay issues to monitoring and preventing them.



PayEQ Benefits

- ✓ **Mitigate legal risk**
Achieve and maintain compliance—all year long.
- ✓ **Build your “fair pay” brand**
It’s what employees, consumers, and investors want.
- ✓ **Slash pay equity expenses**
Prevent problems. Don’t pay endlessly to fix them.

How PayEQ Works

ANALYZE

- **Analyze** everything with a few clicks (base, bonus, stock; gender, race, ethnicity; domestic, global)
- **Identify** pay disparities in minutes not months
- **Mitigate** risk using a proven methodology

RESOLVE

- **Forecast** impact of budget choices
- **Remediate** using rules-based budgeting
- **Share** results with 1-click reporting

PREVENT

- **Monitor** pay equity continuously
- **Analyze** & adjust proposed pay changes proactively
- **Set** equitable starting pay using Pay Finder
- **Uncover** root causes using Pay Policy Analytics

PayEQ Difference

Methodology You Can Trust.

“We retained an expert third party, Syndio, to audit our U.S. pay data and ensure that we are applying appropriate and accepted methods and standards.”

- Stitch Fix

Platform that Puts You in Control.

“Working with external counsel is lengthy and expensive — having software in-house allows you to keep your finger on your pulse without unnecessary expense.”

- Nordstrom

Solutions for Lasting Fairness.

“Syndio enables a much more continuous view of pay equity analysis throughout the year, and the ability to understand the impact of proposed change in real time.”

- Medallia



NORDSTROM



nerdwallet



synd.io

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.