

## PayParity® Case Study

# Manufacturing Company

**Trusaic provides employers with crucial insights and actionable strategies around pay equity.**

Trusaic's PayParitySM pay equity audit and analysis provides actionable intelligence for employers. It enables them to demonstrate fairness in pay and minimize risks of investigation, enforcement, legal action, and reputation loss.

One employer came to Trusaic for, as their VP of Human Resources puts it, "a statistical analysis from a pay equity standpoint across all our markets... and they did a great job of it."

The employer asked Trusaic to identify:

- Whether they were unfairly paying women vs. men
- Whether they were unfairly paying one race/ethnicity compared to another;
- Which specific pairs of employees had pay disparities, within each market and job position

## Highlights

*"There was way more to Trusaic's analysis, and they were able to see a broader picture."*

*"We saw that when people in one group were paid less than another group in a particular market, it was due to statistical factors such as length of employment with the company, tenure in their position, and so forth."*

**- VP Human Resources**

## About Trusaic:

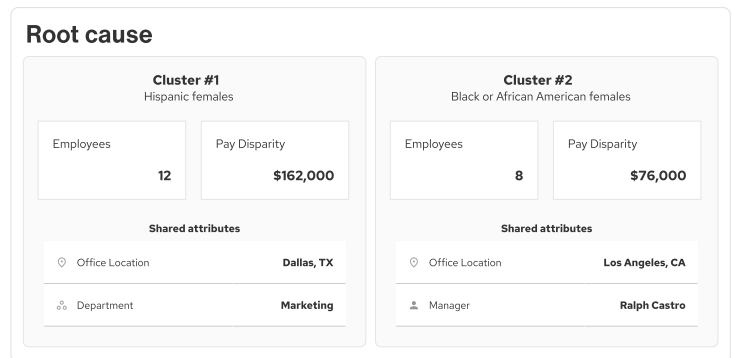
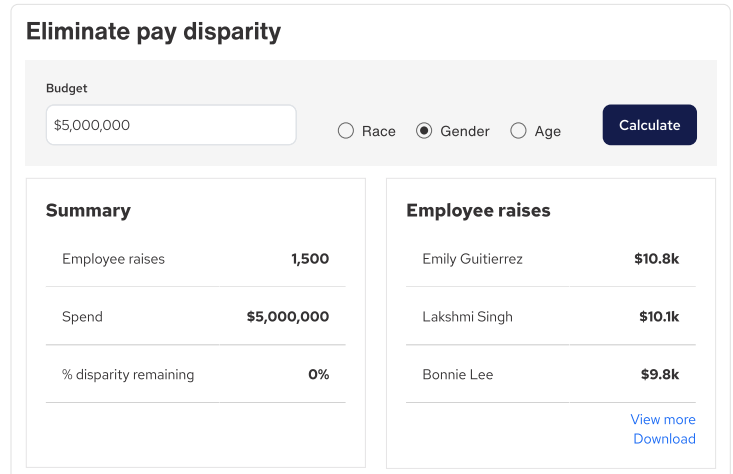
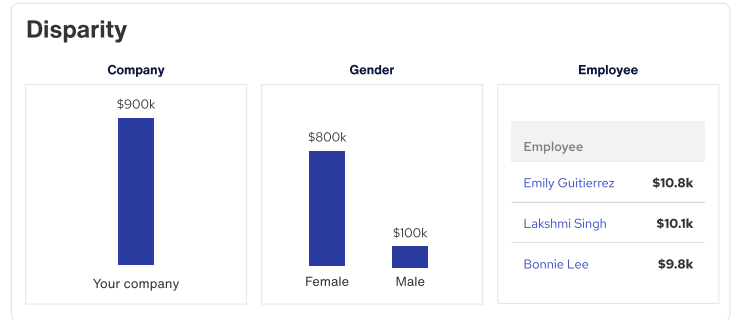
At Trusaic, we believe the workplace should work for everyone. We are a workplace equity technology company committed to advancing social good by helping organizations achieve pay equity, foster a more diverse and inclusive workforce, assist economically disadvantaged individuals with finding work, and ensure employee access to affordable healthcare. With data-driven, people-centered solutions designed to solve HR's most complex workforce challenges, our mission is to create a better working world.

[Learn more about Trusaic.](#)

The employer had worked with other providers in the past, but as the VP of Human Resources put it, “There was way more to Trusaic’s analysis, and they were able to see a broader picture.” Trusaic called out the factors that contributed to the statistical differences, both between different employee groups and between different individual employees. “We saw that when people in one group were paid less than another group in a particular market, it was due to statistical factors such as length of employment with the company, tenure in their position, and so forth.”

These results helped the employer demonstrate that they not only didn’t have anything that couldn’t be explained, but they had completely acceptable reasons for what they were paying to whom. “With our prior provider, I could see that there was a 10% pay gap between group A and group B,” said the VP. “But with the Trusaic analysis, we could also see what factors drove those pay differences, and that those factors might vary by market. In one market, the pay difference was driven by group A employees having more industry experience. In another market, group A employees had more tenure in their positions than group B employees, who were brand-new in those particular roles.”

By providing greater and deeper insights than the competition, Trusaic made it much easier for this employer to address their pay equity concerns by helping them recognize which legitimate business factors were driving their pay differences.



**To see how PayParity can help your organization achieve pay equity, click below to schedule a meeting with one of our experts.**