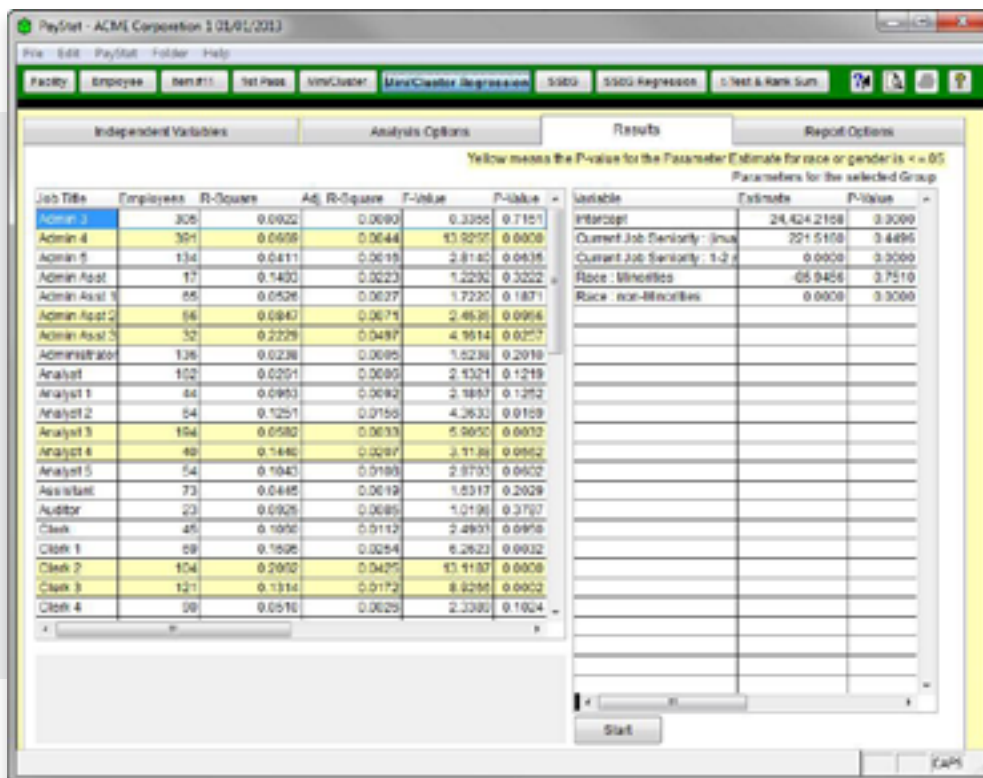


Affirmity PayStat

Efficiently manage pay equity

Affirmity PayStat is advanced compensation analysis software that helps analyze discrepancies in compensation between men and women or minorities and non-minorities among the employees in your organization. PayStat is designed specifically for pay equity analysis offering step-by-step progression through the various OFCCP tests as well as pay equity studies of current and past pay decisions. PayStat also enables you to quickly respond to requests for compensation-related information.

PayStat enables managers to make more informed compensation decisions with multiple types of statistical tests to help detect instances of disparate treatment discrimination, disparate impact discrimination pattern, and violations of the Equal Pay Act.



PayStat - ACME Corporation 1/21/2013

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Facility Employee Demographics Test Pass Job Cluster MainCluster Regression SDRS SDRS Regression t-Test & Rank Sum

Independent Variables Analysis Options Results Report Options

Yellow means the P-value for the Parameter Estimate for race or gender is ≤ 0.05

Parameters for the selected Group

Job Title	Employees	R-Square	Adj. R-Square	F-Value	P-Value
Admin 3	305	0.0022	0.0000	0.3355	0.7121
Admin 4	391	0.0009	0.0044	13.9257	0.0000
Admin 5	134	0.0411	0.0615	2.8140	0.0615
Admin Asst	17	0.1400	0.0023	1.2230	0.3022
Admin Asst 1	65	0.0526	0.0027	1.7230	0.1871
Admin Asst 2	66	0.0943	0.0675	2.4638	0.0946
Admin Asst 3	32	0.2229	0.0497	4.9514	0.0272
Administrator	136	0.0236	0.0095	1.6236	0.2019
Analyst	102	0.0201	0.0090	2.1321	0.1219
Analyst 1	44	0.0993	0.0092	2.1897	0.1252
Analyst 2	64	0.1251	0.0156	4.3633	0.0129
Analyst 3	164	0.0580	0.0033	5.9650	0.0012
Analyst 4	49	0.1446	0.0287	3.1188	0.0862
Analyst 5	54	0.1043	0.0180	2.9700	0.0602
Assistant	73	0.0448	0.0019	1.6317	0.2029
Auditor	23	0.0925	0.0085	1.0196	0.3797
Clerk	45	0.1050	0.0112	2.4901	0.0918
Clerk 1	69	0.1505	0.0254	6.2623	0.0032
Clerk 2	104	0.2002	0.0425	13.1187	0.0000
Clerk 3	121	0.1314	0.0172	8.6266	0.0002
Clerk 4	99	0.0516	0.0029	2.3385	0.1304

Variable Estimate P-Value

Intercept	24,424.2158	0.0000
Current Job Seniority - linear	201.5108	3.4896
Current Job Seniority - 1/2	0.0000	3.3000
Race - Whites	65.9456	3.7510
Race - non-Whites	0.0000	3.3000

Start

Key Benefits

- Reviews all types of compensation, including salary, hourly or overtime pay, commissions, bonuses and merit increases
- Analyzes pay across the organization, by department or by demographic group
- Calculates pay adjustments to remedy pay disparities, if warranted by the analysis
- Measures differences in pay using mean or median, t-tests, rank sum analysis, pivot-table assessments, data transformation or regression analysis
- Performs OFCCP style analysis and standard statistical tests

Key PayStat features to efficiently manage compensation equity

- Item #11 of the 30 day audit selection letter
- Statistical methods for analysis such as Mean or Median, t-Test, Rank Sum Analysis or Regression Analysis
- OFCCP Style tests
- Pay Difference Estimator to estimate pay adjustments based on test result data

PayStat - ACME Corporation 3/26/2013

File Edit PayStat Folder Help

Factory Employee Item #11 Not Paid Item Cluster Item Cluster Regression SSGG SSGG Regression L Test & Rank Sum

Independent Variables Analysis Options Separate Results **Plot Results** Report Options Fair Difference Estimator

Calculation Options Results

View All View One **Plot** Emps Report Options

SSSG/SSCG Minorities	Non-Minorities	Total Pay Gap	Two Year Back Pay	Lost Benefits	Exposure	
A5-H	27	41	97663.96	105721.92	29144.28	332727.20
A7-D	65	16	272261.45	545522.90	109104.58	927388.93
A8-M	324	120	218237.88	426478.68	98206.14	720068.60
A9-M	99	130	197972.20	305944.50	79108.91	673185.75
A9-H	84	290	113022.20	229544.40	45328.88	385295.48
A9-K	544	240	283063.64	567121.28	113504.26	964086.10
A8-K	80	170	187153.58	374707.16	74941.43	637092.17
A8-L	5	30	5047.54	10005.29	2019.06	17161.90
B3-D	7	36	9897.81	19795.62	3978.12	33652.55

About Affirmity

Affirmity, a former division of PeopleFluent, provides expert analysis, consulting, training, and software to optimize affirmative action and diversity and inclusion programs. A part of Learning Technologies Group plc (LTG), Affirmity serves more than 1,100 organizations—including global corporations, mid-sized organizations, and small businesses.

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