

Pay Equity

Employers face a growing threat from pay equity claims, both internal and external, pressure from activist investors and increased government-mandated reporting of sensitive pay data.

Overview

With a team of experienced attorneys and Master's and Ph.D. statisticians, we provide support and defense in the broad range of pay equity issues employers face.

Our “one-stop shop” approach allows clients to address all aspects of pay equity with just one firm. We provide employers with a variety of services, including:

- Counsel on the design, implementation and administration of pay systems to ensure compliance with federal and state fair pay laws, regulations and pay data reporting requirements;
- *Privileged* statistical analyses — by our in-house statisticians — to proactively identify areas of risk and in response to internal complaints, agency enforcement actions and litigation;
- Defense against systemic pay discrimination claims in EEOC investigations, OFCCP audits, and litigation in federal and state courts; and
- For publicly traded companies, counsel in the challenging area of activist shareholders demanding “pay equality” and announcements to the public.

Practice Leads



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Pay Equity

Podcasts

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2021: The Year Ahead for Employers

1.13

podcast

Election 2020: The Future of Pay Equity

10.29

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*The National Operations Center serves as the firm's central administration hub and houses the firm's Facilities, Finance, Human Resources and Technology departments.