

Compensation in 2022: Expectations vs. Reality

How gender diversity is creating higher revenue for inclusive companies

THE PERSISTING GENDER PAY GAP PROBLEM

The gender pay gap

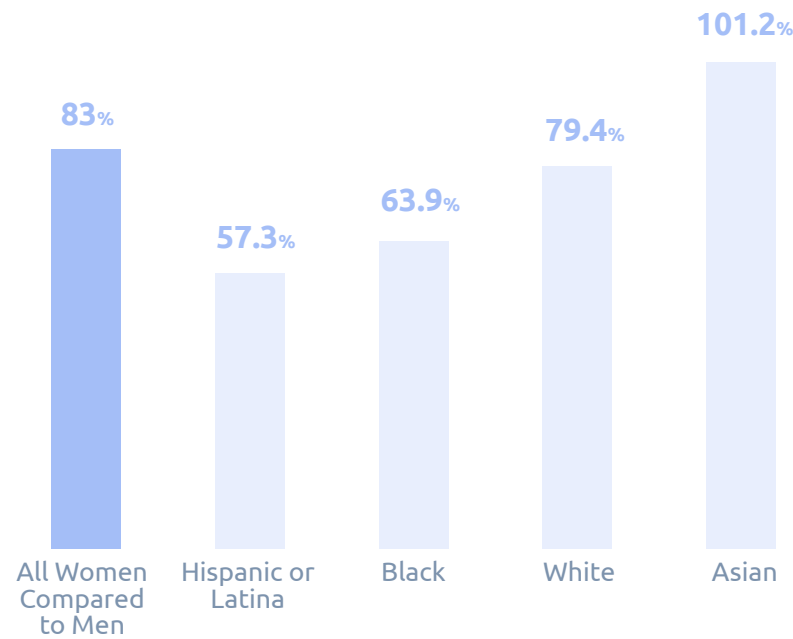


WOMEN MADE \$0.82 TO EVERY \$1 EARNED BY MEN IN 2020¹

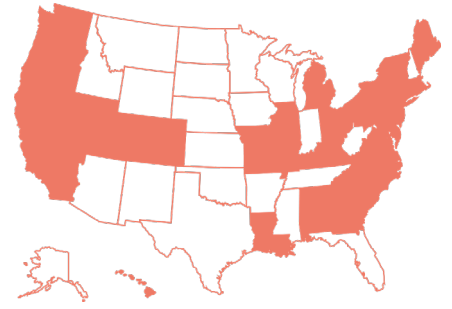
- Women earn less than men at every educational level
- The gender pay gap is widest among top earners

The gender gap is most pronounced for women of color.

Women's earnings as a percent of white men's earnings for full-time year-round workers, by race and ethnicity, 2020³:



States and Localities that have passed pay transparency laws²

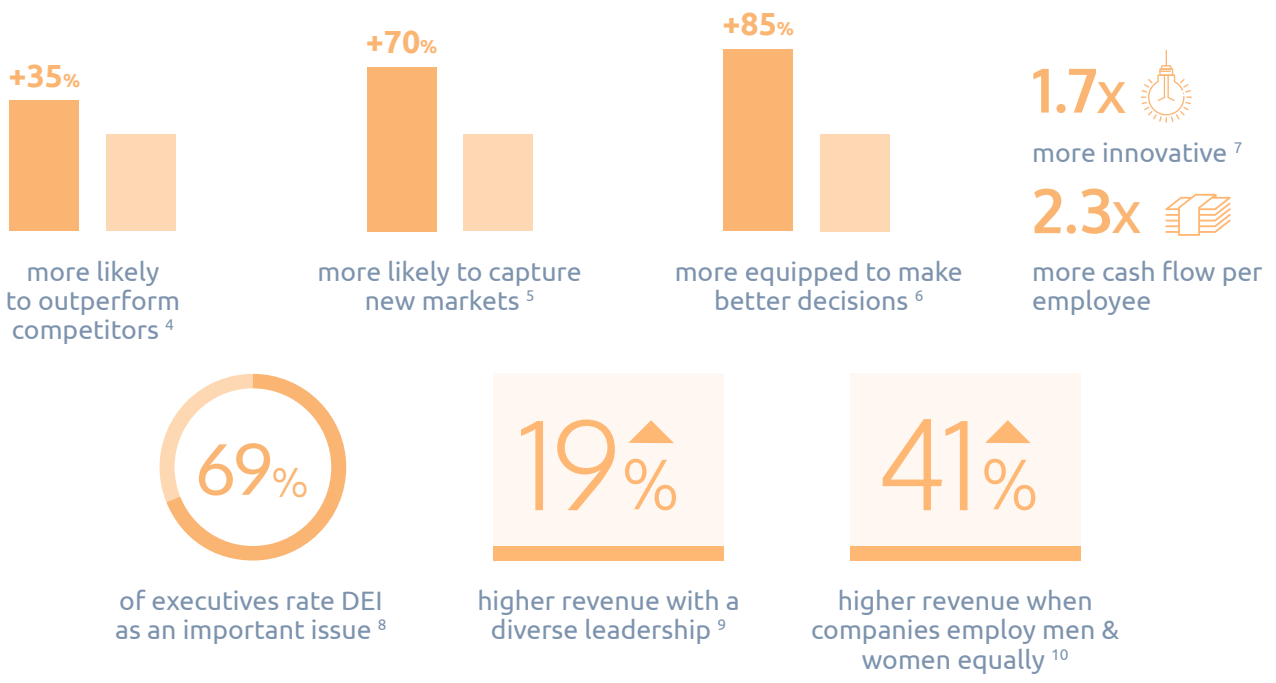


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|---------------|-----------------|
| Alabama | Nevada |
| California | New Jersey |
| Colorado | New York |
| Connecticut | North Carolina |
| Delaware | Ohio |
| Georgia | Oregon |
| Hawaii | Pennsylvania |
| Illinois | Rhode Island |
| Kentucky | South Carolina |
| Louisiana | Utah |
| Maine | Vermont |
| Maryland | Virginia |
| Massachusetts | Washington |
| Missouri | Washington D.C. |

Everyone deserves equal pay for equal work

CLOSING THE GENDER PAY GAP

Diverse companies are:



\$1B \$1B \$1B \$1B \$1B \$1B \$1B \$1B \$1B \$1B \$1B \$1B

\$12 Trillion could be added to global GDP by 2025 by advancing women's equality¹¹

7 actions companies can take today

- Discontinue evaluating candidates' previous salaries & eliminate negotiations
- List salary ranges in all job postings
- Share salary and equity ranges with employees
- Document and socialize criteria for bonuses, promotions, and benefits
- Perform gender pay equity audits and budget for necessary adjustments
- Provide paid parental and family leave for all employees
- Use fresh, reliable data to make equitable compensation decisions

FACT: A knowledgeable and diverse workforce creates a more profitable, more resilient company. Learn more at opencomp.com

CITATIONS
 1 <https://www.weforum.org/agenda/2021/10/the-gender-pay-gap-visualized>
 2 <https://www.hrdive.com/news/salary-history-ban-states-list/516662/>
 3 https://wpr.org/wp-content/uploads/2021/09/Gender-Wage-Gap-in-2020-Fact-Sheet_FINAL.pdf
 4 <https://www.mckinsey.com/business-functions/organization/our-insights/why-diversity-matters>
 5 <https://hbr.org/2013/12/how-diversity-can-drive-innovation>
 6 <https://www.peoplemanagement.co.uk/experts/research/diversity-drives-better-decisions>
 7 <https://oshberlin.com/2015/12/why-diversity-and-inclusion-will-be-a-top-priority-for-2016/>
 8 <https://www.glassdoor.com/employers/blog/6-hr-recruiting-stats-you-need-to-know-for-2018-and-beyond/>
 9 <https://www.bcg.com/en-us/publications/2018/how-diverse-leadership-teams-boost-innovation.aspx>
 10 <https://blog.clearcompany.com/12-diversity-hiring-statistics-rethink-your-decisions>
 11 <https://www.mckinsey.com/featured-insights/employment-and-growth/how-advancing-womens-equality-can-add-12-trillion-to-global-growth>