



BERKSHIRE ASSOCIATES

COMPENSATION SOLUTIONS



BERKSHIRE ASSOCIATES INC.
Your Partner in Human Resources and Affirmative Action

Compensation Solutions

The Impact of the Wage Gap

Pay trends continue to show a wage gap for women and minorities. Federal, state, and local agencies, along with several advocacy groups persistently bring attention to this issue. In addition, the Office of Federal Contract Compliance Programs (OFCCP) and the Equal Employment Opportunity Commission (EEOC) remain focused on enforcement efforts to ensure employees are paid fairly without regard to gender, race, ethnicity, or other class protected by law.

With the heightened attention on pay equity, companies today are far more vulnerable to pay-related complaints and lawsuits. Berkshire is uniquely positioned to help close those areas of vulnerability by giving you an end-to-end solution to protect your company. Whether it's OFCCP or EEOC compliance, or other internal or external pressures—we work with you to understand your company's wage profile and safeguard your company from costly reputational setbacks and lawsuits.

Every company should know their wage profile to mitigate potential risks. Ongoing monitoring and management with Berkshire's Compensation Services will give you the information you need.

Our Specialty

Berkshire specializes in compensation services that help establish processes for fair and consistent pay administration. This means we focus on programs, including a base pay structure designed with compliance, culture, external market conditions, and your compensation strategy in mind. Our services help you prepare for today's demanding compensation activities while ensuring equity in how your employees are compensated.

Compensation Risks, Costs, and Reach Continue to Grow...and here's why

Paying employees fairly is simply good business. When employees believe they are not compensated correctly, it can lead to significant dissatisfaction, and if not addressed properly may ultimately lead to litigation. Pay inequities can result in a host of monetary damages paid out by your company, and even worse, could ruin your company's reputation. Using Berkshire's compensation services you can incorporate a system of continuous monitoring of your compensation program that reduces the chance of unintentional pay discrimination.

Building a compensation program with a built-in system of monitoring pay decisions is not only smart but critical to good business performance.

Our solutions help build and maintain a fair compensation program that will also promote compliance with the following legislation:

Title VII of the Civil Rights Act
Equal Pay Act
Lilly Ledbetter Fair Pay Act
Affirmative Action Regulations

Berkshire's expert consultants start with evaluating your needs and developing a solution that meets your objectives. Our goal is to work together to create a fair, compliant compensation model that supports your culture.

Berkshire gives you end-to-end solutions including:

- Initial consultation and information-gathering session
- A solution customized to client needs and objectives; including working under attorney-client privilege
- Internal pay equity analyses to identify variances for further review
- Competitive compensation plans utilizing your external market data, or ours

Right Solutions, at the Right Time

Berkshire offers “right solutions, at the right time.” Our solutions are set up so you can choose what you need based on your current business situation. Whether you’re a new company or one with an established compensation program, we can help you line up the right solutions, when the time is right for you.

SERVICES

Pay Equity Analysis

Our experienced consultants examine your base and variable pay data using the most advanced statistical analyses accepted by the courts and other government agencies. Partnering with Berkshire has saved our clients hundreds of thousands of dollars. A complete pay equity review can include the following analyses, performed by favored group: Mean and Median, Cohort, and Multiple Regression.

Base Pay Grade Structures

Berkshire’s compensation consultants are available to design your base pay compensation program using internal job evaluations and/or market analysis methodologies. Through our highly collaborative approach, we create an internally equitable and externally competitive base pay structure specifically for your organization. Your customized pay structure is included in a Compensation Administration Manual, complete with procedures and electronic worksheets for ongoing administration of your program.

Market Surveys

Using your job descriptions, Berkshire will gather compensation data from leading industry market surveys based on criteria you deem relevant, including company size, annual revenue, location, and/or industry. We provide the results you need to establish competitive salary models for your organization.

Value is What Makes Us Different

Berkshire actually invests and reinvests in what gives our customers more value. We believe anyone can be different, but it takes real commitment to be better. We won't hide behind slick language masquerading as customer value. We spend our time, money, and resources on enhancing customer support, user-driven product improvements, professional education, research, customer training, and customer support materials.

The Value of our Expertise

- Berkshire's consultants have practical human resources experience in various industries. As a result, our consultants see things from your unique perspective.
- Our consultants have advanced degrees and are certified professionals.
- Our consultants are highly respected in the industry. They have presented at national industry conferences and are constantly in demand for speaking engagements.
- Berkshire's experts utilize our own in-house pay equity application. Working with our consultants, our information technology experts have a special talent for using innovative technologies to solve employers' unique challenges. They have identified and successfully created technical solutions for a host of companies.

Our consultants work to determine the health of a company's fairness regarding compensation and compliance. Ultimately, our goal is to help you develop an ongoing, standard practice for meeting fair pay objectives.



The Power of Partnership

Since 1983, Berkshire Associates has been committed to helping our clients find easy, cost-effective solutions to their human resources challenges. When you partner with Berkshire, together we have the power to successfully achieve your goals.

We reinforce our commitment to you by working tirelessly to develop solutions that streamline your processes. Through our innovative line of Affirmative Action, Applicant Management, and Compensation Management products and services, we strive to make things more efficient for you. In addition, professional training is available for your continued development.

“Berkshire has helped us understand the process and assisted us with our plan through to completion.”

Stephen Cofield
Human Resources Coordinator
Sterling Infosystems dba Sterling Talent Solutions



Additional Berkshire Products & Services Available

Software

BALANCE^{cap} – Affirmative Action Plan Preparation

BALANCE^{trak} – Applicant Management System

BALANCE^{hub} – Compliance Control Center

Services

Affirmative Action Plan Preparation

OFCCP Audit Support

Applicant Management Consulting

Workforce Analytics

HR Training

eLearning Course

Introduction to Affirmative Action

Affirmative Action Planning for Talent Acquisition

Classroom and Online Training

Fundamentals of Affirmative Action Planning

Collaborative Plan Development

Software Training

Customized and Onsite Training

Berkshire training classes can be customized and performed at your location or online.

Industry Alerts and Resources

Check out free HR resources and regulatory alerts at:

www.berkshireassociates.com/balanceview

Join Berkshire's HR Compliance and Management LinkedIn Forum at:

www.linkedin.com/groups/3868246

For additional information on compensation services, please contact us at:

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