

Korn Ferry Pay Equity

Fact Sheet

Pay equity and pay transparency are hot topics for organizations all over the world. While both pay transparency and pay equity are equally important tenants of fair pay, pay transparency has more to do with raising the visibility of pay information, while pay equity considers whether people are paid equally for equal work, regardless of their background.

It's clear that fair compensation makes good business sense, let alone the societal, shareholder and employee pressures to address it. There are also many countries that either have laws in place or are planning to implement them to govern pay equity. This raises the stakes since non-compliance can result in lawsuits, fines, or other penalties.

Pressures aside, there are many reasons as to why an organization might think of examining their current practices and perform a pay equity analysis. A few examples include attracting and retaining talent, reducing turnover, enhancing productivity and experiencing less pay-related conflict.

HOW WE CAN HELP:

Korn Ferry Pay Equity is a solution that provides compensation professionals with the necessary insights to build equitable, transparent and data-driven pay structures. It's a practical and user-friendly solution that empowers organizations to identify, address and monitor pay equity gaps.

SCALABLE, CUSTOMIZABLE AND EASY-TO-USE

Submit Organizational Data

- Upload organizational data, select what to include and customize the analysis with built-in or custom pay influence factors.

Identify Gaps

- Quickly identify organizational disparities, such as pay gaps or role distributions, along with detailed employee-level insights.

Analyze Discrepancies

- View detailed breakdowns by gender & ethnicity and customize pay equity analysis by selecting factors like job level, tenure, performance, or location.

Plan & Model Adjustments

- Make data-backed decisions with intuitive modeling to calculate & plan efficient adjustments and have clear explanations for decision-making.



HOW DOES IT WORK?

Getting Started & Submitting Data

- Upload your data, select key factors, and customize your analysis.
- Apply built-in or custom pay influence factors.
- Generate insights in minutes—not weeks.

Organization Overview & Employee Level Analysis

- View gender and ethnicity pay gaps at a glance.
- Drill down by department, level, or quartile.
- Compare adjusted vs. unadjusted pay gaps.
- Get key insights instantly.

Cost Planning & Modelling

- Choose pay gaps and groups to adjust.
- Apply pre-calculated or custom adjustments.
- View projected costs and employee-level details.
- Download reports in PPT, Excel, or PDF formats.

CONTACT US TO
LEARN MORE

KORN FERRY
**TALENT
SUITE**

KORN FERRY TALENT SUITE | Pay Equity

USA Analysis 2025

Org Overview

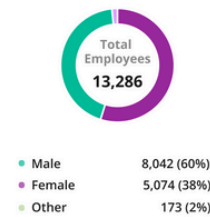
All Gaps

Cost Planning

This is a high-level look at the pay gaps within your organization based on the selections you made during setup

Gender Gap Analysis

Headcount Distribution



Male vs. Female

1 of 4

Unadjusted Pay Gap:



Unadjusted pay gap measures the average difference in pay without accounting for pay influencing factors.

Adjusted Pay Gap:

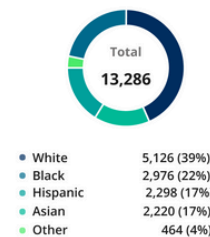


Adjusted pay gap accounts for factors that influence pay

Expand Charts

Race/ Ethnicity Gap Analysis

Headcount Distribution



Black vs. Non-Black

1 of 4

Unadjusted Pay Gap:



Unadjusted pay gap measures the average difference in pay without accounting for pay influencing factors.

Adjusted Pay Gap:



Adjusted pay gap accounts for factors that influence pay

Expand Charts

ABOUT KORN FERRY

Korn Ferry is a global organizational consulting firm, bringing together strategy and talent to drive superior performance for our clients. We work with clients to design their organizational structures, roles, and responsibilities. We help them hire the right people and advise them on how to reward, develop and motivate their workforce. And we help professionals navigate and advance their careers.