



## Compensation Planning & Pay Equity Analytics

Improve talent engagement and reduce risk by developing a pay equity strategy backed by repeatable, trusted, deep insights from your workforce data, supported by market-leading guidance on relevant legal requirements.



- ✓ Full access to our market-leading dataset of over 1m roles, fully employer-sourced for data you can trust
- ✓ Explore employee benefits and allowances offered by other relevant employers to enhance your EVP
- ✓ Benchmark salary for a single role, and salaries across your entire organization with confidence, using the freshest data on the market
- ✓ Meet gender pay gap reporting requirements in the UK in 3 simple steps
- ✓ Design and optimise your pay structures, aligned to your reward strategy and market rates
- ✓ Identify drivers of pay disparities, employees at risk, and remediate against biases in compensation
- ✓ Measure, monitor and compare HR metrics against the market
- ✓ Set number of User licenses

The Pro package combines key elements of Brightmine's award-winning **Compensation Planning & Pay Equity Analytics**, allowing your HR & Total Rewards teams to:

- Make informed reward decisions
- Ensure competitive salaries and benefits to attract, motivate and retain talent
- Reduce risk and support gender pay gap compliance
- Deliver brighter business outcomes

Powerful insights, benchmarking and pay equity analytics to achieve an optimal competitive reward strategy