



## COMPENSATION AND PAY EQUITY

Federal, State, and Local governments are instituting pay-related laws, regulations, and directives at an unprecedented pace. With revenue dependent on compliance with these new rules, Federal contractors cannot afford non-compliance.

Under OFCCP Directive 2022-01 Rev 1 [Advancing Pay Equity Through Compensation Analysis](#), Federal contractors must **conduct and document an annual compensation analysis**.

Additionally, an [increasing number of States](#) are implementing **bans on requesting prior salary information**, requiring employers to **report and/or certify their compensation data**, and enacting **pay transparency laws**.

Can you afford to be caught unaware of, or out of compliance with, pay-related rules?

### HR Works Has You Covered

We offer a full suite of solutions to address your Compensation & Pay Equity needs



OFCCP  
Pay Equity Analysis



Enhanced  
Compensation Services



State-Specific  
Compensation Services



## *Compensation & Pay Equity Solutions for Federal Contractors*

OFCCP Directive 2022-01 Rev 1 clarifies that contractors are **now required to conduct an annual compensation analysis and make documentation available to the OFCCP**. HR Works offers the following suite of services to support contractors in their efforts to comply:



### OFCCP Pay Equity Analysis

- **Meets Requirements of OFCCP Pay Equity Directive**
- Evaluate compensation administration and system
- Identify pay disparities and pay gaps
- Document and summarize findings
- Provide best practices to address disparities
- Prepare OFCCP attestation form



### Enhanced Compensation Services

- Compensation Philosophy & Policy Development
- Job Description Development & FLSA Assessments
- Compensation Benchmarking
- Pay Grade/Band/Range Creation
- Competency Hierarchies
- Pay Gap Analysis
- Communication Plan & Training



### State-Specific Compensation Services

- California Pay Data Reporting
- Equal Pay Risk Assessment
- Illinois Equal Pay Certification
- Consultation on State Fair Pay Laws

Contact HR Works at 1-877-219-9062 or [info@hrworks-inc.com](mailto:info@hrworks-inc.com), or visit us online at [www.affirmativeaction.hrworks-inc.com](http://www.affirmativeaction.hrworks-inc.com)