



Foster a positive culture that is diverse, fair and inclusive

Many organizations do not conduct pay equity analyses among their executive leadership teams because they do not think it is possible:

"Too few people to analyze; the positions are ungraded; leaders operate across different functions."

Each of these supposed restrictions can be addressed via innovative methods developed exclusively by SullivanCotter. In fact, looking at pay equity for executives is perhaps the most straightforward of any pay equity analysis an organization can conduct.



We are uniquely positioned to address your executive pay equity needs:

- We are highly invested in helping our clients create **equitable workplaces**
- Our **service-centric** and **collaborative approach** ensures the right questions are asked and answered
- We possess a **deep understanding of the context and nature of jobs** in health care, higher education and other not-for-profit organizations
- Our **advanced statistical methods** enable us to perform a comprehensive analysis
- We **tie results to other DE&I initiatives** within the organization such as recruitment, retention, performance, culture and more

Creating an equitable, diverse and inclusive culture starts at the top.

SullivanCotter can help to:

- Examine **pay practices** within the executive ranks
- Set **market-competitive** salaries
- Introduce **short- and long-term incentives** consistent with organizational values
- Evaluate **hiring, promotional** and **retention** policies
- Assess **spans of control** and **job leveling**
- Establish **succession planning** processes
- Ensure the organization is dedicated to the **fair treatment** and **well-being** of the **entire workforce**
- Conduct **inclusion/effectiveness surveys** to benchmark top management team practices