



EASY, RELIABLE PAY RANGES FOR A WINNING COMPENSATION STRATEGY

Several states have adopted pay transparency laws, with even more actively considering them. It's also becoming a common expectation for job seekers to know the pay range of an open position before applying. Now more than ever, employers should be leveraging pay ranges as part of their overall compensation strategy.

Stay Compliant, Attract Talent, Retain Employees

Unfortunately, navigating pay ranges can be difficult and labor-intensive. That's where our experts at FrankAdvice can help. The FrankAdvice Pay Range Report service provides employers with reliable market data, presented in industry-specific pay ranges. These pay ranges will help employers create a compensation strategy that is compliant, competitive, and cultivates satisfied employees.

Pay Range Report Packages:

Includes initial consultation, presentation of findings, and the Pay Range Report document customized to your business and state/locality.

Silver: \$450/5 jobs, \$65 each additional

Gold: \$2,500 up to 50 jobs

Why Pay Ranges and Pay Transparency Matter

Utilizing pay ranges and investing in pay transparency practices can help businesses in several ways:

- ✓ By setting salary expectations during the hiring process, businesses can be more competitive when attracting talent.
- ✓ Ensures compliance with pay range disclosures mandated by state/local pay transparency laws and regulations.
- ✓ Offers an opportunity for employers to monitor, uncover, and address potential pay inequality within their business.
- ✓ May positively impact employee retention by supporting performance review practices.
- ✓ Helps build trust with employees, keeping them productive and committed.

For more information about the Pay Range Report service, contact your HR Consultant or email FrankAdvice@frankcrum.com