

Equal Pay Review (All Employees)

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' &"%+# \$!, !E!+. /01234/51. !

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, F, ! G388. !H90<908/!I . 5780=5/BJ=!&K39:!(9B!' /9/8D8. /-!

"

. +//&"O1(21(/"3&-4/(5-'6"-5",) = -'/'*"")5+DD) ('-&2"1&*"D() =) '-&2"/9+1:-'6")F")DD) ('+&-'6"F) ("1:." / =D:)6/5\$""

"

R@/"3&-4/(5-'6"/(,) 2&-5/5"1" +&*/(" @/"89+1:-'6"C, '#Q! QV" N) '@"W) = /&"1&*" = /&"@14/"' @/"(-2@'"")" /9+1:"D16"F) ("W) (X")F"/9+1:"41:+/V" @-5"1DD:-/5"")1:."/ =D:)6/5"/21(*:/55")F" F+::") ("D1('J' - = /5'1'+5V" , 15+1:") (" / =D) (1(6,) &' (1, ") (" : /&2'@")F"5/(4, /\$"

"

%&"1* *-'-)&"")' @/"1N)4/V" @/"3&-4/(5-'6"1:5)"/(,) 2&-5/5"-5"* + '6"" "D()4-*/"/9+1:"D16"F) ("W) (X")F"/9+1:" 41:+/"/21(*:/55")F"*-FF/(/ &, /5"-&"12/V" (1, /V"&1'-) &1:-'6V"/' @&-,") ("&1'-) &1:.) (-2-&V"(/:-2-) &V"5/U+1:")(-/ &'1'-) &V" = 1('1:V, -4:."D1(' &/ (5@-DV"D1(/&'1:5'1'+5") ("* -51N:-:'6\$"

"

R@/"3&-4/(5-'6"@15"-&D:1, /"1"D16"1&*"2(1* -&2"565' / = "W@-, @-5"+5/*") "155-5"-&*" / / (= -&-&2"/9+1:"D16" 1, () 55" @/"3&-4/(5-'6\$R@/"D16"1&*"2(1* -&2"565' / = -5"1DD:-/*") (1&5D1(/&':6V"N15/*") &") N/ /, '-4"/, (-' / (-1"") /&5+(/" @1"-"-5"F(/"F) = "+&:1WF+:"N-15\$""

"

1&*"- =D:/ = /&' / * "W-' @"1"4-/W")"/:- = -&1' -&2"+&:1WF+:"N-15V"1&*"1(/"565' / = 1'-, 1::6" =) &-') (/ * "1&*" (/4-/W/*\$""

"

V" @/"

3&-4/(5-'6"W::["

3&*/('1X"/9+1:"D16"/4-/W5"-&"1, ,) (*1&, /"W-' @" @/" ; +N:-, "</, ') ("89+1:-'6"T+'6"; <8T]F) ("1:." , +((/ &'5'1FF"1&*"5'1(' -&2"D16"F) ("&/W"5'1FFV O) &-') (" @/" - =D1, ")F"-5"D) :-, -/5"1&*"D) , / * + (/5"155) , -1' / * "W-' @"D16"1&*" (/ = +&/ (1'-) &1&*" '1X/"1DD()D(-1' / "1, '-) &"W@/(/" &/, /551(6V ;) 4-*/"2+ *1&, /"F) (" = 1&12/(5"-&4):4/*"-&*" /, -5-) &5"1N) + "(/, (+' = /&'V"D16V"N/&/F-'5"1&*" D() =) '-) &5\$

? /"-&' /&*" @() +2@" @/"1N)4/"1, '-) &"")"14)-*" +&F1-("*-5, (- = -&1'-) &"1&*"") (/W1(*"F1-(:'6" @/"5X-::5V" /UD/(-&, /"1&*"D) ' /&' -1:.)F"1:."5'1FF\$"

"

, f6 L M9/!5=!9. !&K39:!(9B!N8758OP!

"

R@/"D+(D)5"/)F"1&"89+1:; 16^/4-/W"-5"") (/4-/W"5'1'-5'-, 1:"*1'1"/:1'-&2"")"1&" _+ = 1&"^/5) + (/5"*1'1"-&") (* / (") "- * /&' -f6"1&6"2/&*/("D16"*-FF/(/ &, /5"1&*"") "D()4-*/"1"5/"")F" F- & * -&25" 1&*"(/,) = = /&*1'-) &5"N15/*") &"

, F>

, >FST"1, () 55""@/"3b"-&"_8%5\$I + ('@/(=) (/V"-&"<,)':1&*"@"/) 4/(1::"2/&*/("D16"21D"F) ("_8%5"W15"
W-*/(V"W-'@"1"=/1&&/21'-4/"F/=1:/"D16"21D")F"6RFVT"1&*"=/*-1&"D16"21D")F", XFUTF"%&" / (=5"
)F"N/&, @=1(X-&2V". O3"D/(F) (=5"5-2&F-, 1&':6"N/'/' ("-&"' / (=5")F"@/"D16"21D5"/D) ('/*"F) ("3b"
1&*"<,)''-5@"_8%5\$""

"

' &"%+# \$!6! !# [&N) \\!; +\$?+\$ * ' !

!

%9]:8!6F, !E!#7809::!H89. !9. 2!H8259. !(9B!*9A=!010!9::!8DA:1B88=!5. 4:325. <!&^843/578!_1902"

"

R@/" 1N:/"N/:) W"@15"N//&, 1:, +:1'/*"F("/=D:)6//5")&"M(1*/5! J! QV"1&*"-&"1*'-')&"= / =N/(5")F"@/"
8U/, +'4/"^) 1(*\$R@/" 1N:/"D()4-*/5"D16"21D"-&F)(=1'-)&"F() =""@/"D(/4-) +5"89+1:"; 16"^/4-/W5"-&"#Q! E"
1&*"#Q! #"F)(",) =D1(1'-4/"D+(D)5/5\$"

!

*0928!, !E!, R!Y+. 4:325. <!&_Z!

)4928D54!

`890!

%9]:8!6F6!E"#7809:;!H89. !9. 2!H8259. !(9B!*9A=I010!9:;!8DA:1B88=!8^4:325. <!&^843/578!_1902"

)4928D54! `890!	! *0928!, !E!, R!Y&^4:325. <!&_Z! !		
	;8D9:8! a"!YTZ!	H89. ! ;8D9:8! '9:90B!	H8259. ! ;8D9:8! '9:90B!
			H9:8!a"! YT

(1=5/51. !)4928D54! ;8D9:8! H9:8!
*0928! `0! "13. /! "13. /!

!

!

>F, "JC"&+=N/("F)N5/(41' -) &5", 1&"N/"=1*/"1N) + "" @/"*1'1"D(/5/&'/*"-&"1N:/">\$! "1N) 4/\$"

"

I-(5':6V"@/"@/1*,) +&'F) ("M(1*/5"# "P"-5"D(/*) =-&1&':6"F/=1:/D1('-, +:1(:6"1'"M(1*/"O"1&*M(1*/"P"V" +'" W-'@""@/"U, /D'-)&)"F"M(1*/"! Q"1&*8U/, +' -4/"`) 1(*.:/4/:\$""

"

</,)&*:6V"F/=1:/=" /1&"/=D:) 6//51:1(-/5"1(/"@-2@/(@"1&"=1:/="/=D:) 6//51:1(-/5"1'"M(1*/">V"HW"KV"L"1&* P\$C'"M(1*/">V""@/"F/=1:/"14/(12/"51:1(6"-5"@-2@/(V"N+""@/"21D"@15"(/*+, /*5-&, /"#Q! EVW@-, @,) +:.*"N/" *+/"")"1"(/*+, '-)&"&"F/=1:/"@/1*",) +&'\$"

"

R@-(*:6V"1'"M(1*/5"E"1&*O"V"@/(/"-5"D)5-'4/"D16"21D"F)("=1:/5V"1:'@) +2@&)&/"1(/"5'1'-5'-, 1::6"5-2&-F-, 1&'\$""

"

I-&1::6V"@/"=)5'"5-2&-F-, 1&"D16"21D"/U-5'5"1'"M(1*/"! QV"W@/(/"N)'@""@/"= /1&"1&*""@/"=/*-1&"D16"21D5"

R@/"=1L)(-'6")F"@/"1, 1*/=-, "/1, @-&2S(/5/1(, @D)5-'.)&5"5-'1'"M(1*/"0"1&*"M(1*/"P"V"W@/(/"'@/"
D()D)('-)&")F"=1:/5"-5"5-2&-F-, 1&':6"@-2@/("\$"C"M(1*/"L"V"@/(/"-5"1&"/4/&"D()D)('-)&")F"=1:/5"
1&*"1'"M(1*/"! Q"

%9]:8!>F@!E!*8. 280!*9A!) . 9:B=5=!]B!+. 2575239:!*0928! !(0108==51. 9:!' 807548=!&DA:1B88=!Y=9:9058=!9/!, =/
) 3<3=!/6R, C!9. 2!6R, UZ!

(1=5/51. !) 492!` 0!	;8D9:8!	H9:8!	%1/9:!	;8D9:8!	;8D9:8!	H9:8!	H9:8!	;8D9:8!	()`!
*0928!		"13. /!	"13. /!	"13. /!	H89. !; %&!	H8259. !	H89. !	H8259. !	9=!T!1Q!	*) (!
					'9:90B!	'9:90B!	'9:90B!	; %&! '9:90B!	H9:8!!	

%9]:8!>FC! !*8. 280!*9A!) . 9:B=5=! !; 3::!%5D8b(90!/!%5D8! !)::!&DA:1B88=IY=9:9058=I9/I, =/!) 3<3=/!6R, C!9. 2!
 6R, UZ!

(1=/ *0928!)492! `0!	;8D9:8! "13. /!	H9:8! "13. /!	%1/9: "13. /!	;8D9:8! H89. !; %&! '9:90B!	;8D9:8! H8259. ! ; %&! '9:90B!	H9:8! H89. !; %&! '9:90B!	H9:8! H8259. ! ; %&! '9:90B!	;8D9:8! 9=IT!10! H9:8!!	()`! *)(!	H&?+) \$! () `! *) (!!
6R, U!	, V6!	, @, !	>>>!	>VIX6>!	>VI!6@!	@RW, U@!	>SIRSC!	VVF, C!	RFXC!	E	

; 3:!
%5D8!!

%9]:8!>FX9! !(9B!*9A!) . 9:B=5=!]B!&/M. 545/B!!

%9]:8!>FV9! !(9B!*9A!) . 9:B=5=!]B!?5=9]5:5/B!E!a892!" 13. /!; 5<308=!010!9::!8DA:1B88=!!

?5=9]5:5/Bb\$1!?5=9]5:5/B! "1DA905=1. !Y) ::! *8. 280=Z!	a9=!?5=9]5:5/B!	N803=82b\$1/ d. 10. !	\$1/!?5=9]:82!	"1D]5. 82! N803=82b\$1/ d. 10. !e!\$1/ ?5=9]:82!
" 13. /!Y6R, UZ!	, V!	C>!	@, R!	

%9]:8!>F, R!E!

!P"

-5"5+DD) ('/*"F+('@/(^W@/&,")&5-*/(-&2"@/" =/1&"D16"21D"

#Q"

%9]:8!>F, , 4! !H8259. !(9B!*9A!) . 9:B=5=!]9=82!1. !' 8^39: !#058. /9/51. !!

' 8^39:! #058. /9/51. ! Y):!*8. 280=Z!	a8/801=8^39:!!	*9B!!	\8=]59. !!	_5=8^39:!!	%09. =<8. 280!!	! . c. 1O. b284:5. 82! /1!=A8450B!!	*_%!!	?84:5. 82!/1! ' A8450Bb\$1!/d. 1O. ! e!a8/801=8^39:! /1/9:!!	! ! *_%!9=!T!1Q! "1D]5. 82!?84:5. 82!/1! ' A8450Bb\$1!/d. 1O. !e! a8/801=8^39:!!	H&?) \$! () `!*) (!
) 7!; %&! ' 9:90B! Y8^4!&_ Z!6R, U!	>V!>6@!	>, !SR@!	>@!WCU!	>V!V@U!	R!	@U!W6@!	>@!WCU!	>V!>6@!	XXFV!	,, F, !
6R, C!	@R!W!R!X6!	>>WCS@!	@U!W@, @!	@R!W!R!X6!						

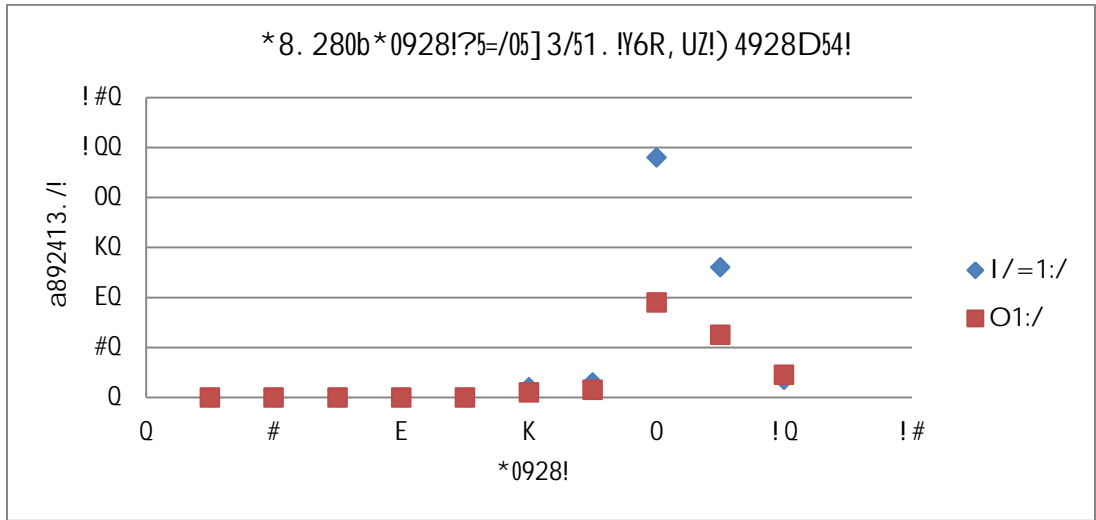
%9]:8!>F, 6! !(9B!*9A!) . 9:B=5=!]B!9AA15. /82!=9:9058=!9/!R, !) 3<3=!6R, C!9. 2!6R, U!
!

*0928!

)4928D54!`0!

H89.!(9B!*9A!

"



a105g1. /9:!' 8<08<9/51. -!

R@/"F)::)W-&2"1N:/"/'1-:5"2/&*/("@"1*,)+&'5"F)("D()F/55-) &1:"5/(4-, /5"*/D1(' =/&'5V"'@)5/"@-2@:-2@'/*
 1(/"@"5/"W-'@'5-2&-F-, 1&"2/&*/("*-FF/(/,& /5"lgH]\$"R@-5"1&1:65-5"*/=) &5'(1'/5"D)' /&'-.:"), , +D1'-) &1:"
 5/2(/21'-) &5"-55+/5"W-'@-&"P")+")F"#! "1(/15\$""

"

	;8D9:8!	H9:8!
) 441DD129/51. !e!\85=308! 807548=!	P"	!Q"
) 2D5==51. =!e!N84035/D8. /!	!!"	>"
" 1. 0808. 48=!e!&78. /=!	>"	Q"
&^843/578!' 3AA10/!	0"	Q"
&^/80. 9:!\595=1. !9. 2!' /328. /!' 807548=!	#"	!"
; 945:5/58=!' 807548=!	!"	!0"
; 5. 9. 48!	K"	E"
* 1780. 9. 48!9. 2!G39:5/B!&. M9. 48D8. /!	P"	#"
a3D9. !N8=13048=!	0"	!"
+ . 010D9/51. !' 807548=!	#"	!!"

\5]090B!' 807548=!	!P"	>"
H90c8/5. <!e!" 1DD3. 549/51. =!	!Q"	>"
H8259!' 807548=		

a105g1. /9:!' 8<08<9/51. -!

R@/(/"W15"&)" /4-*/&"D1''/(&"W@/&"(/4-/W-&2"@/7)N"):/5", 1((-/*")+'N6"@)5/"*/ , :1(-&2"1"*-51N:-'6V"
+/"')"@/5=1::"&+=N/(5")F"5'1FF"/, :1(-&2"1"*-51N:-'6\$"

&/M. 545/B!

GHI !b!' 41//5=M!a&+!_8. 4MD90c!

a105g1. /9:!' 8<08<9/51. -!

R@/(/"W15"&)/4-* /&"D1' /(&"W@/&("/4-/W-&2"@/7)N"():/5", 1((-/*")+'"N6"~ O8"5' 1FFV"

' &"%+# \$!C!!

? /"1(/" ,) = - ' / "*") "/ : - & 1' - & 2"D16"21D5"W@ / (/ " @ / " 21D" - 5" 5' 1' - 5' - , 1 : : 6" 5 - 2 & - F - , 1 & '\$ " ? / " @ 14 / " / 9 + 1 : ")) (" 2 (/ 1' / (" @ 1 & " Ha \$ % & " 5) " *) - & 2 " W / " @ 14 / " 1 *) D' / * " @ / " 8 + () D / 1 & " _ + = 1 & " ^ - 2 @ " 5 " G) = = - 5 5 -) & " \ 8 _ ^ G] - & ' / (D (/ ' 1' -) & " @ 1 " " 1 " D16"21D") F " Ha ") (" 2 (/ 1' / (" - 5 " ,) & 5 - * / (/ "*") " N / " 5 - 2 & - F - , 1 & '\$ ""

? / " @ 14 / " / 5' 1N : - 5 @ / * " & : 5 D 5 . 9 / 8 ! A 9 B ! < 9 A = ! O M 8 0 8 !
/ M 8 ! < ! "

C , ' -) & 5 ") " 1 , @ - / 4 / " @ - 5 " @ 1 " @ 14 / " N // & " - * / & " - F / * " 1 " " @ / * " 1' / ") F " @ - 5 " (/ D) (" - & , : + * / ["

G) & ' - & + / ") " 1 & 1 : 6 5 / " D 1 6 " 2 1 D " * 1' 1 ") & " 1 & 1 & & + 1 : " N 1 5 - 5 " 1 & * " (/ D) (" F - & * - & 2 5 ") " @ / " 3 & - 4 / (5 - ' 6 " < / & -) (" O 1 & 1 2 / = / & " R / 1 = " 1 & * ") " @ / " 3 & - 4 / (5 - ' 6 " G) + (" " @ () + 2 @ " @ / " 8 9 + 1 : - ' 6 " 1 & * " T - 4 / (5 - ' 6 " G) = = - ' ' / \$ ""

; () =) ' / " _ ^ - & - ' 1' - 4 / 5 " " V " T - 5 1 N : - ' 6 " G) & F - * / & ' " < , @ / = / " 1 & * " ; / (F) (= 1 & , / " 8 & @ 1 & , / = / & " ^ / 4 - / W 5 ") " 5 + D D) (" F / = 1 : / " , 1 (/ / (" * / 4 / :) D = / & '\$ "

< ,) D / " D : 1 & " 1 & * * * / 5 - 2 & " F + ' + (/ " , 1 (/ / (" W) (X 5 @) D 5 " F) (" 5' 1 F F \$ "

8 & 5 + (/ " @ / " ^ / W 1 (* " 1 & * " ^ / ,) 2 & - ' -) & " ;) : - , 6 " 1 & * " ; () , / * + (/ " 5 + D D) (" 5 " , 1 (/ / (") D D) (' + & - ' - / 5 \$ "

R (1 - & " = 1 & 1 2 / (5 ") " (1 - 5 / " 1 W 1 (/ & / 5 5 ") F " - 5 5 + / 5 " (/ : 1' - & 2 ") ") , , + D 1' -) & 1 : " 5 / 2 (/ 2 1' -) & " 1 & * " 2 / & * / (" D 1 6 " 2 1 D 5 " W @ - : 5 " ,) & ' - & + - & 2 ") " D () =) ' / " 8 J : / 1 (& - & 2 " 3 & ,) & 5 , -) + 5 " ` - 1 5 " (1 - & - & 2 ") " 1 : " = 1 & 1 2 / (5 " 1 & * " (/ , (+ - ' = / & " 1 & * " 5 / : / , ' -) & " D 1 & / : : - 5' 5 \$ "

C , ' - 4 / : 6 " 5 / / X ") D D) (' + & - ' - / 5 " F) (" - & , (/ 1 5 - & 2 " 5' 1 F F " * - 4 / (5 - ' 6 " @ () + 2 @ " (/ , (+ - ' = / & " 1 & * " 5 / : / , ' -) & " F) (" / U 1 = D : / " @ - 2 @ : - 2 @ ' - & 2 " F : / U - N : / " W) (X - & 2 " 1 " " @ / " D) - & ") F (/ , (+ - ' = / & " 1 " (/ 4 - / W - & 2 7) N " ' - : / 5 " 1 & * " 1 * 4 / (" W) (* - & 2 ") " 1 * * (/ 5 5 " D) ' / & ' - 1 : ") , , + D 1' -) & 1 : " 5' / (/) ' 6 D - & 2 \$ "

?) (X "