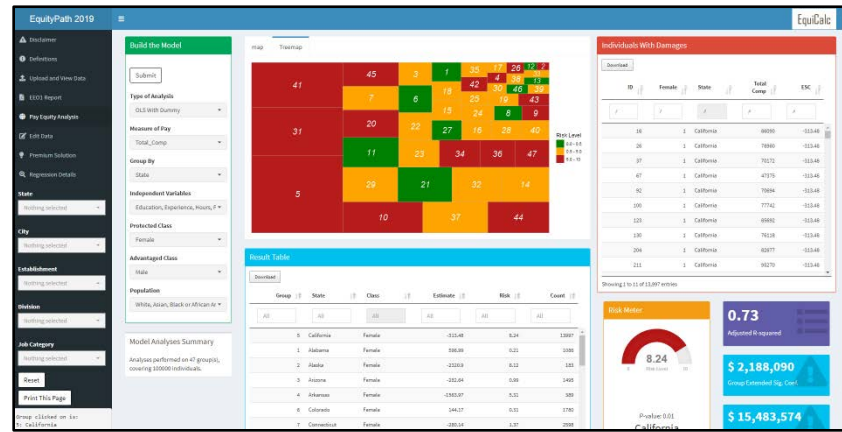


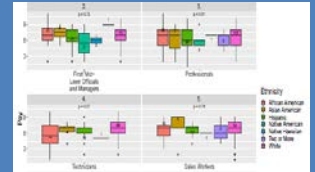
Improving Compliance and Efficiency

EquiCalc provides simple-to-use, powerful tools for HR and legal professionals. Our goal is to help clients assess their pay equity risks, determine the causes, and make the needed changes, quickly and efficiently. To do that we use clear graphics and friendly user interfaces that deliver insights from econometrics, as well as pay equity solutions from powerful optimization algorithms. Consulting support for pay equity analyses is provided by our consulting affiliate, Advanced Analytical Consulting Group, Inc. (AACG), which has decades of experience in corporate pay equity studies, pay equity litigation, for the Department of Labor (DoL) and private corporations, and in large-scale corporate data collection/database construction.



SOFTWARE THAT HELPS YOU GET DONE FASTER AND BETTER

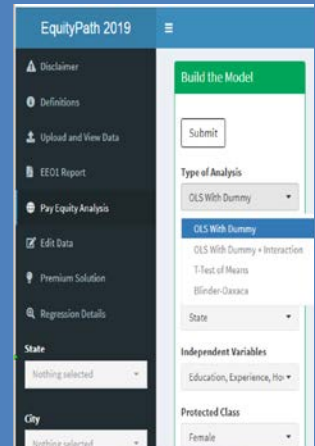
1. FIND THE POTENTIAL PROBLEMS



SUMMARIES OF T-TESTS AND REGRESSION RESULTS (indicator variables, fully interacted, Oaxaca)



CHOOSE THE TEST METHOD THAT IS RIGHT FOR YOUR DATA



EquiCalc’s Products and Services

Pay Equity Studies

Working with EquiCalc, AACG’s experts and PhD’s have performed pay equity studies for major corporations and for the DoL. We assist in the following areas:

- Data collection and database construction
- Compensation band and Job grouping creation and assessment
- Statistical/econometric testing of pay equity based on federal and state rules
- Pay adjustment to improve pay equity and minimize risks
- Pay review processes design
- Pay evaluation for highly compensated individuals

EquityTest: EEO-1 Component 2 Testing and Adjustments

The EEOC requires reporting of an expanded set of compensation, headcount and hours data by race/ethnicity and gender by September 30, 2019. EquityTest provides a comprehensive assessment of your company’s pay equity status across all race/ethnicity/gender combinations by job-grouping, as defined by the EEOC, based on the statistical tests the EEOC has listed in the Federal Register as reasonable screens for pay inequity.

Performing the tests in EquityTest prior to filing will allow you to identify employees who may be incorrectly classified and other data errors, or it may suggest that you should choose an alternative pay period on which to base your reporting.

EquityTest is simple to use. You upload your draft EEO-1 Component 2 report to your password protected secure drop box and within 24 hours you will receive a comprehensive report containing as many as 480 separate statistical tests by race/ethnicity/gender and job-category. Any tests indicating a statistically significant pay inequity are highlighted in an easy-to-read summary with clickable links that take you to more detailed information and graphics about the pay group and race/ethnicity/gender comparisons of concern.

EquityTest results can be obtained anonymously, with no corporate identifiers. You or your legal counsel can load draft EEO-1 data to obtain the detailed EquityTest report for each of the Establishments in your company and/or for your company as a whole.

EquityPath: Pay Equity Software is Easy to Use, Interactive, Powerful

EquityPath is a comprehensive, interactive tool that allows HR professionals and Counsel to access the full range of statistical testing and evaluation methods used in EEO-1 testing, as well as other federal and state pay equity testing of individual-level annual compensation. EquityPath is based on an interactive graphical user interface that gives users access to a range of statistical tests and powerful pay optimizations.

Users choose the tests, including t-tests, OLS-regressions with dummy variables for individual race/ethnicity/gender groups, fully interacted regressions, and Blinder-Oaxaca regressions. The user can test the explanatory power of different sets of explanatory variables, such as education, tenure, certifications, performance rating, production rate, quality rate, hours worked, and overtime, among others. All of these tests can be performed by user-chosen groups, such as State, Establishment, Corporate Division, Job-Groupings, Cohort, or any combination of the above. In EquityPath, the user can choose to perform pay equity tests on Total Compensation or Hourly Compensation, or the often used log transformations of them, and to download reports of results. It is as simple as a few clicks on the EquityPath dashboard.

EquityPath will identify locations exhibiting pay disparity in Establishments, Job-Categories, and race/ethnicity/gender groups after controlling for explanatory variables.

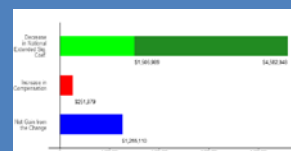
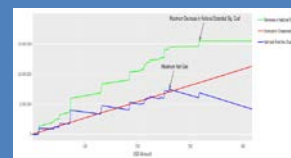
EquityPath helps the user find the individual employees that are most underpaid, controlling for the explanatory variables, and allows the user to interactively change compensation.

EquityPath has powerful pay optimization algorithms to find the pay adjustments that will eliminate statistically significant pay disparities quickly and minimize increases in the wage costs required to do it.

2. Find the sources of the problems down to the individual employee



3. Fix the problems by individual or assess suggested changes provided by EquityPath's powerful Optimization algorithms



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About EquiCalc, Inc. and AACG, Inc.

Founded by the former Global Director of Economics and Statistical Consulting Group of Deloitte's Financial Advisory Services in 2012, EquiCalc and AACG provide economic, statistical and computing consulting for business decisions and litigation. AACG staff have over 25 years of experience assisting business clients with strategic and operational consulting based on in-depth quantitative analysis of corporate data and the client's position in the market. AACG also provides expert testimony, support for academic experts, and advice and assistance in identifying the right expert from academic and business settings to clients in Canada, Latin America, the UAE, the U.K. and the U.S.