

# PeopleFluent Research Institute

## Quantitative Analysis to Ensure Fair Employment Practices and Mitigate Risk

As human resource functions continue to evolve and organizations recognize their strategic value, HR teams and organizations must deliver reliable data analytics and meaningful, actionable insights. PeopleFluent Research Institute (PRI) is a team of professional PhD consultants with the analytic skills and experience it takes to evaluate employment practices across the talent lifecycle.

We use the same statistical methods as regulatory authorities to evaluate pay equity, hiring decisions, termination rates, adverse impacts, and other employment practices.

With PRI, you gain a trusted partner to assess potential allegations of discrimination and provide in-depth analysis of your critical business decisions. We help your HR team break down internal silos between recruiting, hiring, performance, and compensation by demonstrating the impact each has on another and on organizational goals.

Our quantitative analysis ensures compliance with U.S. workforce regulations, uncovers opportunities to improve diversity programs, and provides risk mitigation.



### Key Benefits

- Reduces risks and defends HR practices using similar statistical methods as the OFCCP
- Anticipates legal liabilities before an OFCCP audit or EEO investigation
- Achieves compliance and diversity goals through advanced statistical analysis of recruiting, hiring, performance, and compensation practices
- Identifies potential discriminatory practices and avoids financial consequences

## Hiring Decision Analysis and Test Validation

Our experts can evaluate all steps in your hiring process to identify whether and where risks or adverse impacts exist. We can also evaluate the validity of employment tests used in your hiring or promotion process.

## Pay Equity Studies and Compensation Analysis

Our comprehensive pay equity studies can identify patterns of pay disparity that may persist on a company-wide basis. A compensation analysis examines the pay rates of protected classes compared to nonprotected classes using robust statistical models. We analyze differences in current pay rates based on claims filed under Title VII of the Civil Rights Act or the Equal Pay Act, and we can anticipate results of a possible OFCCP audit.

## Analysis of Performance Evaluations and Termination Decisions

Our team reviews performance evaluation data to determine whether a protected group receives a disproportionate number of lower ratings. And we analyze differences in termination rates to reveal possible adverse impact on employees by race, gender, or age.

## Support for OFCCP Audits and Employment Litigation

PRI consultants can provide expert consultation and/or testimony to defend your organization in employment discrimination lawsuits or wage-and-hour collective actions.

## Contact Us

Find out how PeopleFluent Research Institute can help ensure your organization complies with fair employment practices across the talent lifecycle.

**800-782-1818, Option 3 | [aapinfo@peoplefluent.com](mailto:aapinfo@peoplefluent.com)**

## About PeopleFluent

Designed exclusively for the enterprise, PeopleFluent is a leading provider of cloud-based talent management solutions. By embedding unique, pervasive video and employee collaboration capabilities into each of our solutions, PeopleFluent empowers organizations to engage employees and boost productivity.

PeopleFluent has worked with over 5,100 organizations in 214 countries and territories—including 80% of the Fortune 100—to transform talent strategies into tangible business results.

The Workforce Compliance and Diversity business unit of PeopleFluent provides a suite of solution offerings to proactively optimize organization's workforce while mitigating risk of compliance violations. Our Diversity & Inclusion solutions enable enterprises to establish, track, and communicate useful, measurable, and actionable goals, benchmarks and progress indicators that provide organizations the visibility needed to develop D&I programs into a strategic business driver. With over 1,000 enterprise clients, PeopleFluent is a trusted advisor to firms seeking to improve their Workforce Compliance and Diversity programs.

## Key Software

- CAAMS™ software for preparing and monitoring AAPs
- AAPanner® software for location-based affirmative action planning
- AAP Activity Tracking software to track, manage and store all information required for OFCCP audits
- Monitor® software for adverse impact analysis
- PayStat® software for compensation equity analysis

## Key Services

- AAP Preparation
- Data Integrity through scrubbing, verification, and review
- AAP Optimization focused on process change and alignment with business operations
- Pay Equity Studies
- AAP Training