

OFCCP PAY EQUITY REVISED DIRECTIVE

In August 2022, OFCCP published a revised and renamed Directive 2022-01, from Pay Equity Audits to “Advancing Pay Equity Through Compensation Analysis.” According to the revisions, contractors must be prepared to show demonstrative evidence of pay equity reviews during an audit. Additionally, as part of the new OFCCP portal requirement, contractors must certify to the government that they are compliant and this includes an annual pay equity analysis per the Executive Order. OutSolve offers contractors a solution to meet these now-clarified directives.



Annual Pay Equity Report

Annual pay equity analysis and responding to pay inequities have now moved from a best practice for federal contractors to an annual requirement. Under Executive Order 11246, contractors must perform an annual in-depth analysis of compensation systems to determine if there are gender, race, or ethnicity-based disparities. OutSolve is prepared to help contractors meet these pay equity requirements by providing annual reporting tailored to the new directive. The report is provided per Affirmative Action Plan, and offers visual metrics, analyses, and evidence an annual review was performed.



Analysis Includes:

- Job Group Analysis
- Job Title Analysis
- Opportunity Analysis
- Average Compensation
- Pay Gap Over Time
- Pay Gap Benchmarks

Contact Us

To find out how you can get started on an annual pay equity review for your company, or how you can add the report to your AAP services, please contact us at info@outsolve.com.

