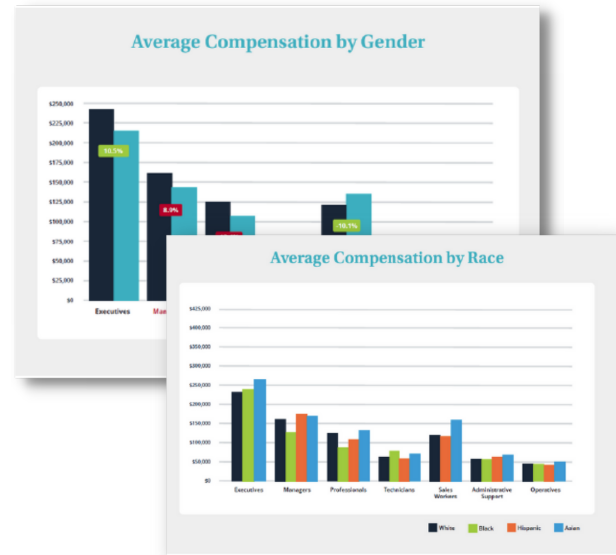


# Illinois Pay Data Reporting

*with Compensation Risk Analysis*



In March 2021, Illinois amended their Equal Pay Act (“EPA”) imposing new equal pay regulations on private employers in the State of Illinois that have 100 or more employees and that file an annual EEO-1 Report with the EEOC. On June 25, 2021, Illinois Governor J.B. Pritzker signed additional amendments to the EPA, further expanding pay reporting requirements and clarifying procedures to obtain an "equal pay registration certification."



## What is Required?

Covered Illinois employers must submit an application to obtain an equal pay registration certificate between March 24, 2022 and March 23, 2024, and must recertify every 2 years. Other mandates include:

- Submitting copies of the most recent EEO-1 report
- Providing pay records to include race, ethnicity, gender, total wages, start date, and county
- Certifying in a signed "equal pay compliance statement" that pay disparities are corrected to ensure compliance with the requirements and that average compensation for females and minority employees is not consistently below the average compensation for its male and non-minority employees within each of the major job categories in the EEO-1 report, among other attestations

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## Service Description

OutSolve's Illinois Pay Data Reporting services include preparing your report and going through the submission process on your behalf. Our reporting solutions enable you to achieve a higher degree of accuracy and a lower degree of potential risks. The Equal Pay Laws, as amended, impose fines for non-compliance, and more significantly, the law requires public-facing reporting of employee data to the Illinois Secretary of State, and pay data will not be shielded from the Freedom of Information Act. This will increase workplace transparency, and leave employers exposed. For that reason, OutSolve performs a pay equity risk analysis prior to report submission. The analyses will uncover potential pay problems and provide employers time to remedy pay concerns before certifying that the business is in compliance with the Equal Pay Act and other relevant laws.

## Scope of Work

### *Illinois Pay Data Report Submission with Compensation Risk Analysis*

- An OutSolve consultant will host a project planning meeting to review requirements, next steps, and deliverables
- OutSolve evaluates employee data sent by client, identifies errors or invalid data, and works with client to make corrections
- A review of the EEO-1 report(s) is performed against the employee roster for discrepancies and inconsistencies
- Customer sends data corrections and updates
- OutSolve updates the employee data file, conducts a final data check, and prepares the final data file for submission
- OutSolve prepares the Risk Analysis Report and provides final results and recommendations to client
- OutSolve completes the required online data upload and certification on client's behalf
- OutSolve sends the Certification Receipt from the Illinois Department of Labor to client

For more information about OutSolve's Illinois Pay Reporting Services, please contact us at [info@outsolve.com](mailto:info@outsolve.com) or 888.414.2410