

The Peopleclick® Research Institute

Authorities on Quantitative Analysis of Equal Employment
Opportunity, Affirmative Action and Diversity Issues

Today's organizations are under constant scrutiny for evidence of employment discrimination and often find themselves as defendants in legal actions or government audits. Your compliance and human resources professionals face challenges such as:

- Evaluating compensation practices for fairness
- Identifying evidence of adverse impact in the hiring process
- Assessing risks stemming from mergers, acquisitions, layoffs and other terminations
- Responding to Office of Federal Contract Compliance Programs (OFCCP) audits

What if you could obtain professional services that would help you manage risk, establish yourself as an employer concerned with diversity and equal employment opportunity, and anticipate legal liabilities? What if you could have a team of experienced employment consultants on your side immediately if the need arises? The Peopleclick Research Institute ("PRI") is the solution.

Reduce your vulnerability and risk.

Peopleclick®

Peopleclick Research Institute: led by a team of nationally re

The Peopleclick Research Institute is a team of professional human resource and industrial/organizational psychology PhD consultants who apply statistical models in innovative ways to help you analyze the impact of your human resources decisions and practices. PRI provides consulting services that enable you to:

Be proactive.

Your organization's compensation and fair employment practices are often closely scrutinized by both governmental and legal entities. PRI performs quantitative analyses of your compensation, hiring, promotion and termination practices so you can identify and address potential discrimination before it goes to court.

Minimize risk.

PRI works in a consultative fashion with you to mitigate risk by analyzing employment practices before they become liabilities. PRI will help you anticipate what the OFCCP might find in an audit, determine compensation inequities before others do and find potential adverse impact of layoffs before pink slips are issued.

PRI Services

Hiring Decision Analysis

PRI can conduct analyses to evaluate evidence of adverse impact in your hiring process. Starting with the overall selection decisions, PRI will group applicants into pools based on the similarity of their job-related qualifications. They will compare the race and gender composition of each pool to that of the individuals hired from each pool. PRI will identify all pools that contain a statistically significant imbalance of hires by race and gender, and will also note whether there is an overall imbalance across all job-related pools. If there is evidence of an overall adverse impact, PRI will work with you to determine if data are available to conduct an analysis of each step, such as tests or interviews, to see if the overall adverse impact can be isolated to one or a few steps in the hiring process.

Termination Analysis

For involuntary turnovers, PRI will analyze differences in dismissal rates among similarly-situated employees at risk of dismissal. This can be done proactively or retroactively. In the case of voluntary turnovers, PRI will analyze differences in exit rates among similarly-situated employees to see whether a disproportionate number of women or minorities are choosing to leave the organization. For mergers and acquisitions, PRI will compare those in similar jobs to determine whether there is any adverse impact on a protected group (age, race or gender) before layoffs are finalized, thereby minimizing litigation risk.

Compensation Analysis

PRI will analyze differences in current pay rates among employees performing the same jobs with similar levels of skill, effort and responsibility. In pay progression studies, PRI looks at differences in the rate at which employee pay progresses over time owing to merit pay increases, job promotions or job transfers. PRI also can examine other forms of compensation, including merit pay, bonuses and stock options, to evaluate differences in levels of compensation by race, gender or age.

Recognized EEO/AA consultants

Performance Evaluation Analysis

In many companies, performance ratings influence any number of employment decisions, including compensation, promotion and termination. PRI can analyze performance ratings by race, gender and age and identify any evidence that members of a protected group receive disproportionately low ratings. By including various job factors, such as job, department and rater, PRI can help pinpoint areas of vulnerability.

Test Validation

PRI can evaluate the validity of any or all employment tests used in the hiring process. Where there is evidence that members of a protected class disproportionately fail an employment test (i.e., adverse impact), an employer must be able to justify the use of the employment test by providing evidence that the test has been validated in accordance with the Uniform Guidelines on Employment Selection Procedures (USGESP, 1975).

Hiring Process Review

For organizations who want a step-by-step view of their hiring process, PRI will examine your recruiting and applicant-to-hire process. PRI will conduct a thorough review of your documented policies and procedures, examine potential adverse impact in your hiring or recruiting practices, determine if your Business Qualifications descriptions and search logs conform to Definition of an Internet Applicant regulations, and review your data collection, data retention and applicant tracking system policies for internal policy and procedure gaps.

OFCCP Audit Readiness

Many organizations want to be prepared in the event of an OFCCP audit. PRI can perform the same statistical analyses the OFCCP would perform when analyzing differences in pay among employees classified in the same job groups. PRI can also analyze differences in pay among employees performing jobs deemed to be similar to one another.

OFCCP Audit and Legal Defense

PRI works with organizations undergoing OFCCP audits by using statistical analyses to anticipate what the OFCCP may find, and then counter OFCCP findings of adverse impact. PRI also assists employers and plaintiffs in statistical aspects of employment discrimination lawsuits. PRI consultants can help put forth their case-in-chief, quantify damages, and rebut findings of opposing statisticians while working collaboratively with attorneys and HR professionals.

PRI has nearly 30 years of experience providing consulting and statistical analyses for internal HR practice audits, OFCCP audits and employment discrimination lawsuits.

Solving Complex Problems in a Wide Variety of Industries

PRI's expertise in the use of data and advanced statistical techniques in employment discrimination litigation has motivated clients to engage them for assistance with a wide variety of matters, including:

- We helped a major telecommunications company successfully respond to an OFCCP Notice of Violations alleging race discrimination in hiring. PRI reconstructed the actual decision-making process, examining applicant flow data and revising the applicant-to-hire studies. Based on the properly formatted studies, the company settled with the OFCCP for less than \$500,000, rather than for the \$2 million in back pay originally requested.
- Served as experts for defendants in a race discrimination lawsuit. We analyzed the data and showed that a comparison of the racial composition of the workforce resembled that of the relevant labor market, refuting claims of hiring discrimination. A jury trial resulted in a victory for the large security service provider defendants.
- Provide annual compensation studies for multiple companies across multiple industries to evaluate differences in pay by race, gender or age. We identify the job-related factors that influence pay and incorporate these factors into the studies, as well as identify statistical disparities in pay and ways clients can address areas of concern.
- The successful settlement and damage calculation for a municipality in a compensation lawsuit with both union contracts and federal FLSA obligations for police and firefighters.

Call now to schedule an appointment with a PRI consultant.

Peopleclick

Your People. Your Success. Our Focus.

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