

Simplify work life.
Achieve more.



Likelønn

Zalaris - Company Overview



Zalaris

We are an international company

OUR LOCATIONS AND DISTRIBUTION



OUR 2019 REVENUE (€)

78,891,000

KEY NUMBERS PART 2

1,5 m +
employees served
monthly across all HR
solutions

300,000 +
employees served
monthly through payroll
services

348
clients

We have competent, local service centres



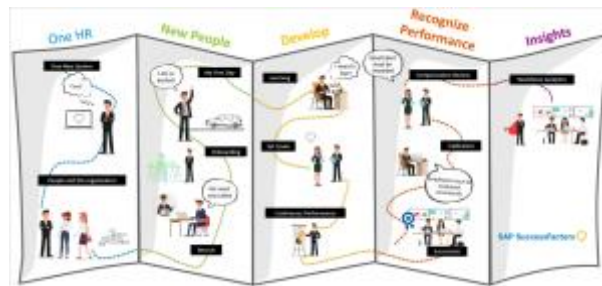
KEY NUMBERS 1007 |

- 30** Local service centres
- 169** Certified Consultants
- 12** Languages spoken

19 years of uninterrupted growth



Our Cloud Solutions



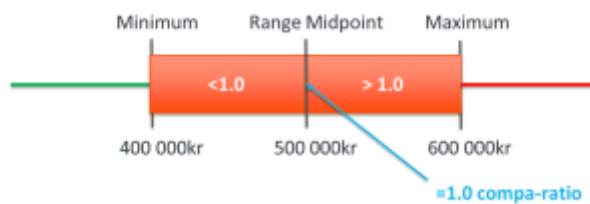
1 - Employee Lifecycle

How to deal with and take control of equal pay in a company?



Equal pay

What is equal pay? **The equal pay principle** for employees in the same enterprise shall be paid equally for the same work or for work of equal value, regardless of their gender. A concrete comparison of positions must be made to determine whether the work is of equal value. The principle is statutory in Section 5 of the Equality Act



- Compa-ratio is calculated as the employee's current salary divided by the current market rate as defined by the company's competitive pay policy.
- Compa-Ratios are position specific. Each position has a salary range that includes a minimum, a midpoint, and a maximum.
- A typical range of 80 percent to 120 percent is set around a midpoint target for a given pay grade.
- New or inexperienced employees are typically paid closer to 80 percent of the midpoint, whereas the most outstanding or longest-tenured employees are paid more, up to the 120 percent end of the pay range.

How to manage Equal Pay with SuccessFactors?



3 main requirements:

- Pay Grade
- Legal Entity (Currency)
- Location/Location Group

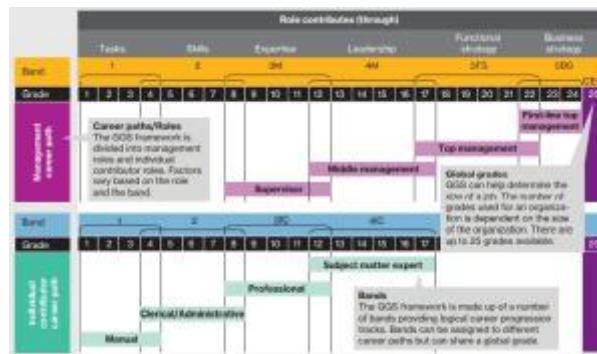
3 pay range points:

- Low
- Medium
- High



Pay Grade

Pay Grades comes in different concepts, as example Hay, TowerWatson, .. Pay Range table for multiple legal entities, locations and paygrades ...



2 - Example from TowerWatson

Legal Entity	Location Group	PayGrade	Low	Mid	High
ABC	Oslo	19	800000	1000000	1200000
ABC	Oslo	18	720000	900000	1080000
ABC	Oslo	17	640000	800000	960000
ABC	Oslo	16	560000	700000	840000
ABC	Oslo	15	480000	600000	720000
ABC	Oslo	14	440000	550000	660000
ABC	Bergen	19	720000	900000	1080000
ABC	Bergen	18	640000	800000	960000
ABC	Bergen	17	560000	700000	840000
ABC	Bergen	16	480000	600000	720000
ABC	Bergen	15	440000	550000	660000
ABC	Bergen	14	400000	500000	600000
DEF	Copenhagen	19	480000	600000	720000
DEF	Copenhagen	18	440000	550000	660000
DEF	Copenhagen	17	400000	500000	600000
DEF	Copenhagen	16	360000	450000	540000
DEF	Copenhagen	15	320000	400000	480000
DEF	Copenhagen	14	280000	350000	420000

3 - Example table with pay range



Summary



Take advantage of the Compa-Ratio functionality in SAP SuccessFactors Employee Central, to get control of your compensation and equal pay.

Reduce risk of leaving.

Become market competitive with right compensation.

Control and monitor equal pay by:

- Gender
- Age
- Seniority
- Location
- Cross Country
- Years in position
- Competency
- Experience

[#TeamZalaris](#)

"We simplify HR and payroll administration, and empower you with useful information so that you can invest more in people" Thank you, Kirsti Tagge Cloud Sales Nordic kirsti.tagge@zalaris.com +47 98223354



4 - Hans-Petter Mellerud - CEO and Founder