

Sheppard Mullin and Syndio Recognized in *Financial Times* 2019 North America Innovative Lawyer Report

Joint Project to Combat Employee Pay Disparities Highlighted

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Sheppard, Mullin, Richter & Hampton LLP is pleased to announce that the firm and Syndio, a leading HR analytics platform with a mission to eradicate pay disparities, were recognized by the *Financial Times* in the 2019 North America Innovative Lawyer report for their work to develop an efficient and cost-effective solution for conducting pay equity audits.

“The issue of pay disparities in the workplace has percolated to the top of corporate America’s list and we have many clients who wanted their pay audits done well and done quickly,” said Jon Stoler, Practice Group Leader of Sheppard Mullin’s Labor and Employment practice. “‘Equal pay for equal work’ is a readily accessible concept, but one that is, unfortunately, rarely realized. Federal, state and city legislative efforts, as well as the resulting litigation, highlight a continued concern about compensation disparities based upon gender, race and other protected characteristics.”

Sheppard Mullin’s Pay Equity Audit Team partners with Syndio to expedite compensation reviews and provide real-time access to updated results, while reducing costs for clients. Through Syndio’s PayEQ platform, the team can identify underlying causes for disparities with data science tools and visualizations in minutes instead of months, and the phased approach to conducting audits allows the team to provide clients with a predictable cost structure before substantive work is performed.

Commenting on the recognition, Syndio CEO Maria Colacurcio said, “We are proud to be included in the *Financial Times* Innovative Lawyer Awards along with one of our law firm partners, Sheppard Mullin. The old way of ‘one and done’ pay equity analyses are not moving the needle to close the pay gap. To make progress, we must invest in innovation that helps companies analyze pay throughout the year, in real time, using vetted methodology as their business evolves. Our groundbreaking software helps analyze and resolve pay gaps due to gender or race while leveraging the expertise of a legal team committed to finding and fixing problems. This leads to higher retention rates, more engaged employees, a stronger workplace culture and, ultimately, more profitability.”

Attorneys

Jonathan Stoler

Practice Areas

Labor and Employment