

Quintiles, a Best Practice in Equal Pay



And the Winner is...



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Gender Equality Ambassador 2015
wo.Men@work award



Our vision of world leader in helping healthcare industry ...

Our Enterprise Vision and Strategy



➤ Fundamental values and underlying principles in our Company

Equality between men and women



Equal Employment Opportunity

Work ethics

Work-life balance

Talent management

Diversity

Pay Equity

The Woman's cause



ZERO DISCRIMINATION

Equal Employment Opportunity

- Employment decisions on the basis of qualifications and merit
- Workplace free from harassment
 - › Anti-Discrimination Policy



Purpose: This policy explains prohibited conduct, as well as how employees can report and move to resolve issues arising from such conduct, and what Quintiles will do to investigate such actions. The purpose of this policy is to ensure employees maintain a certain degree of professionalism that will help Quintiles maintain a safe and effective work environment.

Policy: Quintiles is committed to maintaining a work environment that is free of discrimination, including harassment. Accordingly, the Company prohibits sexual, racial and other harassment and will not tolerate any form of harassment, including sexual harassment, in violation of this policy against any employee by anyone, including co-workers, supervisors, executives, officers, directors, vendors, clients, or agents ...

Everyone at the Company shares the responsibility for maintaining a workplace free from prohibited harassment and all employees are expected to avoid any behavior or conduct that could reasonably be interpreted

Prohibited Conduct

The conduct prohibited by this policy consists of unwelcome conduct, whether verbal, physical, or visual that is based upon a person's status, such as sex, color, race, ancestry, religion, national origin, age, disability, medical condition, marital status, veteran status, citizenship status, sexual orientation, or other group status. ed as prohibited harassment.

Ethics & ethical commitment

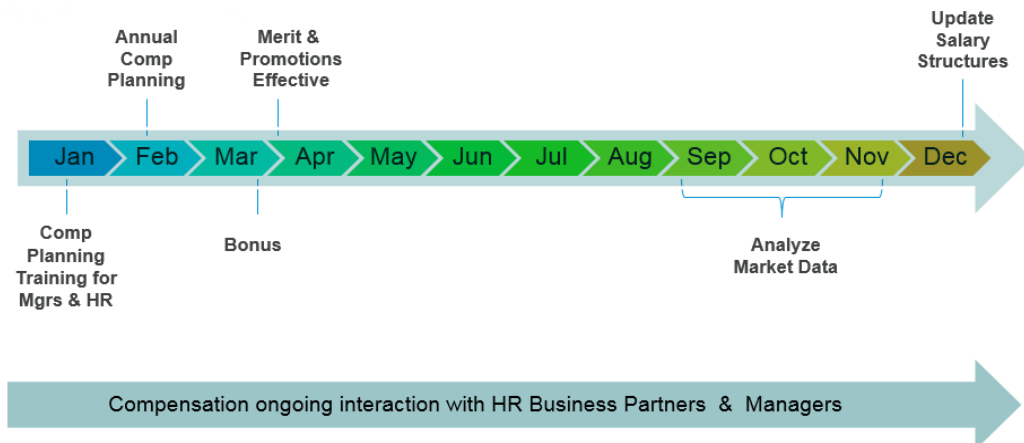
- Integrity

- › Business
- › Towards employees

Compensation Philosophy

Pay For Performance

Annual compensation cycle



Salary Structures



› Market Survey Data

(job matching; analysis; salary structures)

Salary Surveys



General Survey Information

- Conducted by third-party firms such as Radford, Mercer, Towers Watson, HR Survey Solutions and Alan Jones
- Quintiles participates in and obtains results from over 300 surveys globally
- Continuously assess our current sources and consider additional sources to improve our salary structures

Which Industries do we Benchmark Against?

- We participate in surveys that include data from organizations with whom we compete for staff
- Many surveys are specific to Pharma/Biotech/CRO/Life Sciences organizations
- We utilize general industry data (span all industries) when analyzing business support functions (i.e. Finance, IT, HR)

Salary Structures vs. Salary Ranges

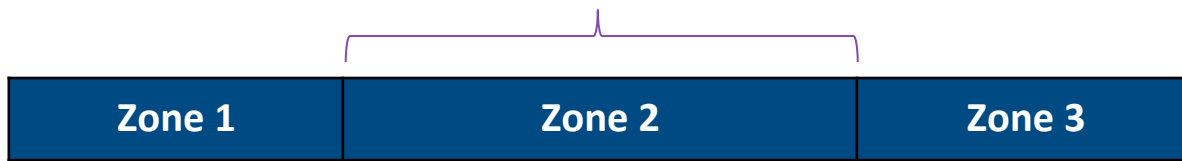
- **Salary Structure** – Job families with similar market value are assigned to a salary structure; also known as “Salary Plan”
- **Grade** – Each Salary Structure is comprised of grades; each grade has a range of pay that has been established to be paid for the jobs in that grade
- **Salary Range** – Salary ranges are developed based upon the composite market values for the jobs in each grade

Salary Structure C				
Grade	Salary Structure B			
Grade	Salary Structure A			
	Grade	Range Minimum	Range Maximum	
33	33	\$89,700	\$148,100	← Salary Ranges
32	32	\$74,800	\$123,500	
31	31	\$62,300	\$102,800	
30	30	\$54,200	\$89,500	
29	29	\$48,000	\$76,800	

Salary Structures vs. Salary Ranges

Salary ranges are divided into thirds, which make up our **three zones**

Represents the “competitive market”



62,300

Minimum salary **recommended**
for all jobs assigned to this grade

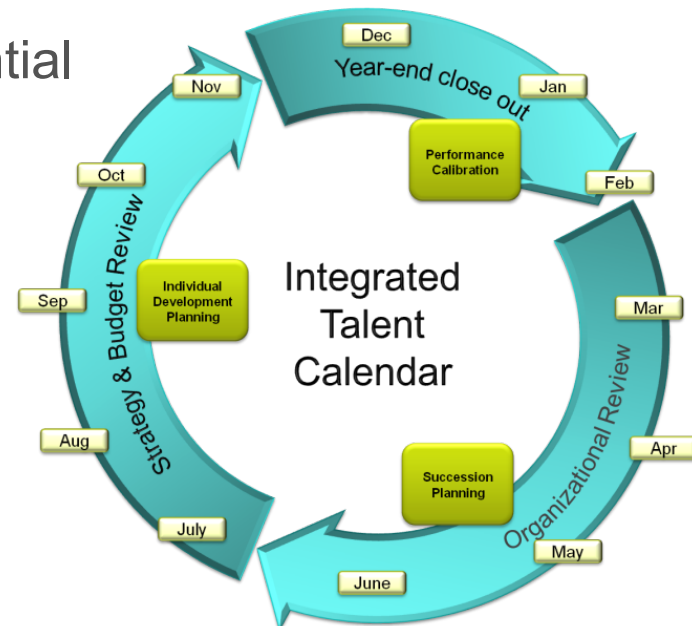
102,800

Maximum salary **recommended**
for all jobs assigned to this grade

Job Cod	Descr	Sal Plat	Grade	Job Family Descr	Q Subfamily	Currency	Salary Range (local currency)				
							Minimum	Zone 2 Lower	Midpoint	Zone 3 Lower	Maximum
12345	Supv, Site Mgmt	8	30	Clinical Research	Site Management	EUR	37.000	44.814	48.720	52.628	60.440
12346	Sr Site Supv	8	31	Clinical Research	Site Management	EUR	43.000	52.014	56.520	61.027	70.040

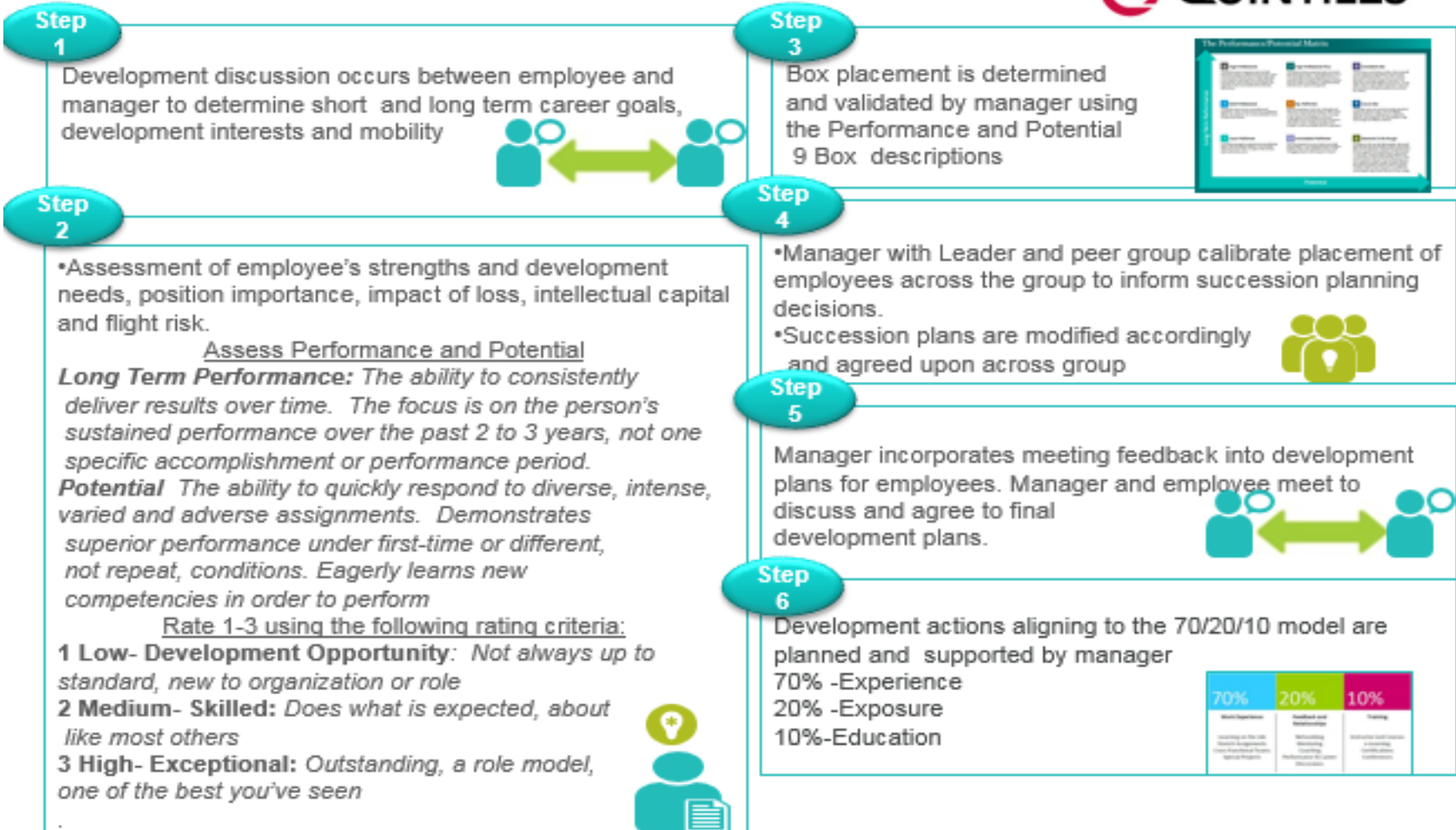
Career Development – Talent Management

- › Talent is KEY
 - › Individual Career Development
 - › Trainings
-
- Focus on Talent :
 - › Annual Performance
 - › Long Term Performance and Potential



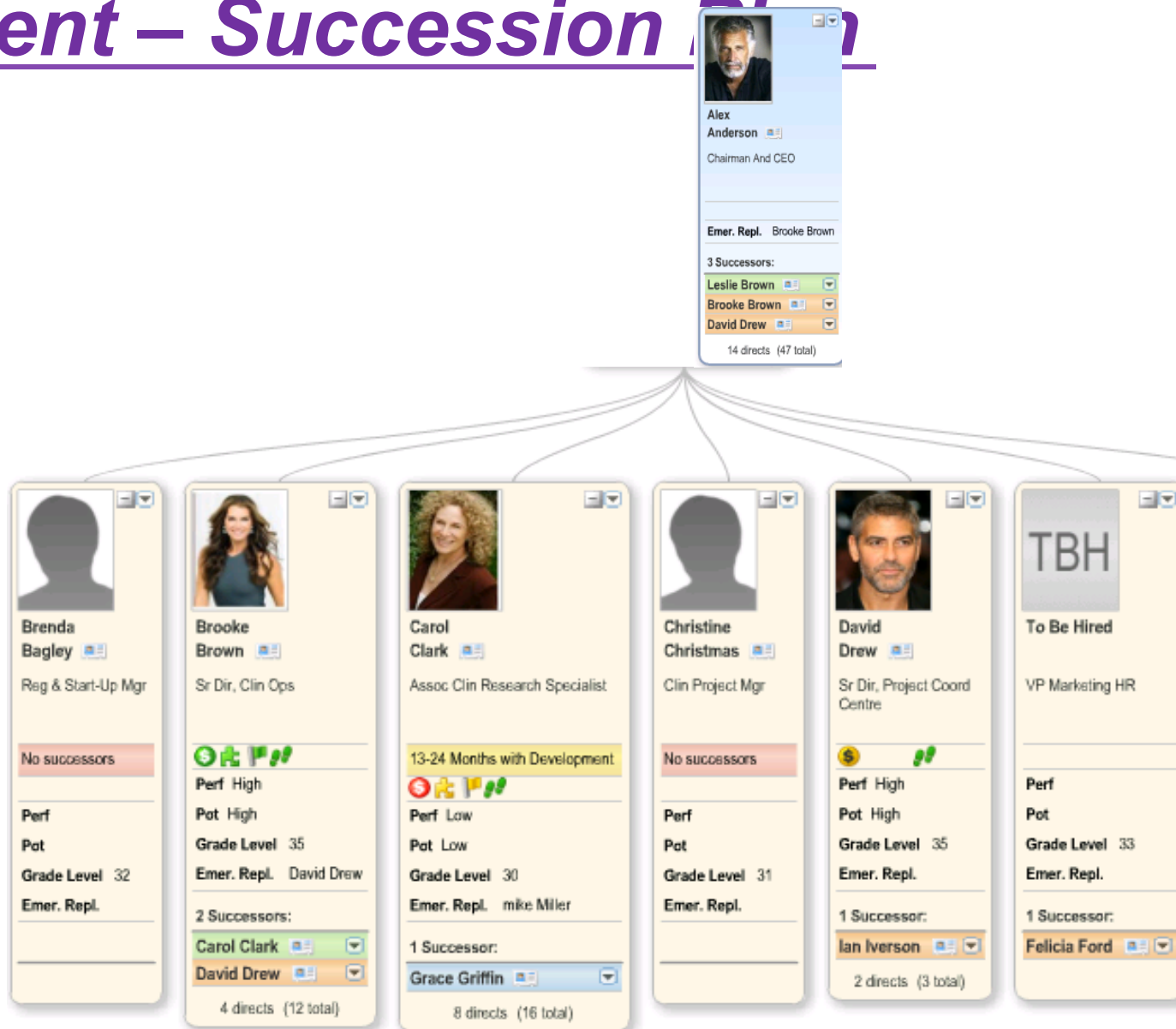
Career Development – Talent

Talent Assessment and Review

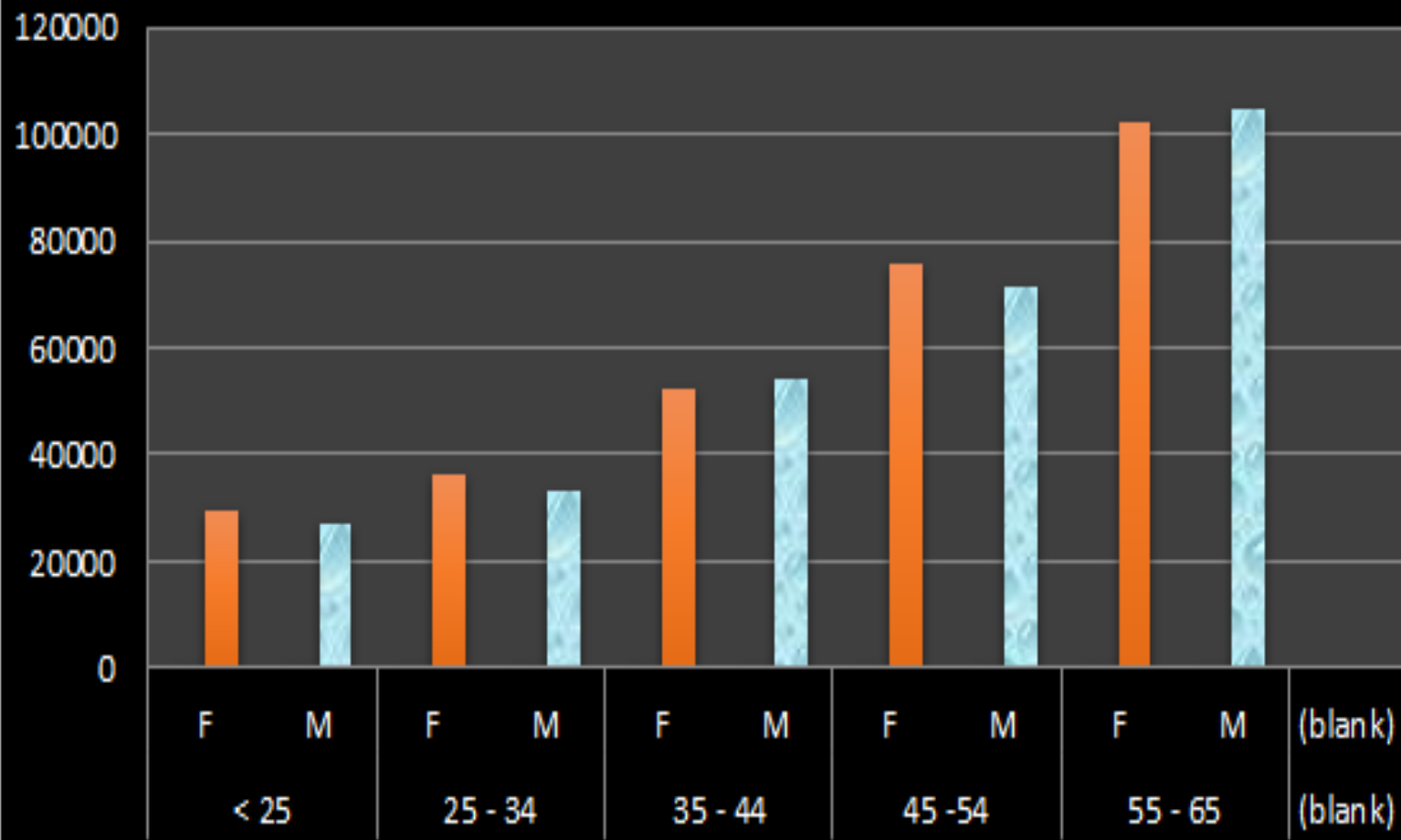


70%	20%	10%
70% - Experience Working on the job Quality Experience Work Experience from Special Projects	20% - Exposure Rotational Assignments Crossing Departmental Boundaries Mentorship	10% - Education Advanced Education Advanced Certifications Advanced Degrees

Talent – Succession Plan



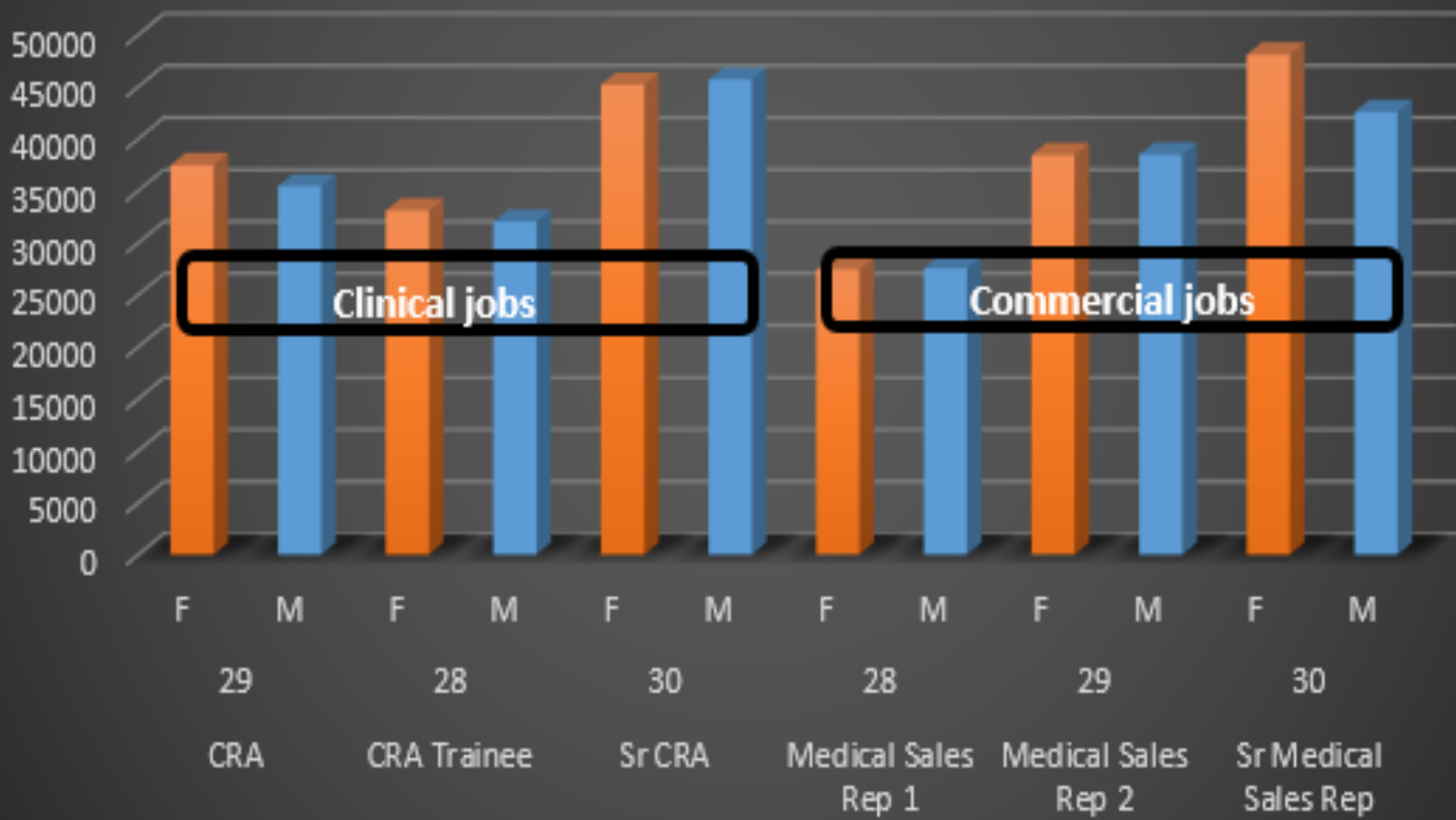
Average salary by Age



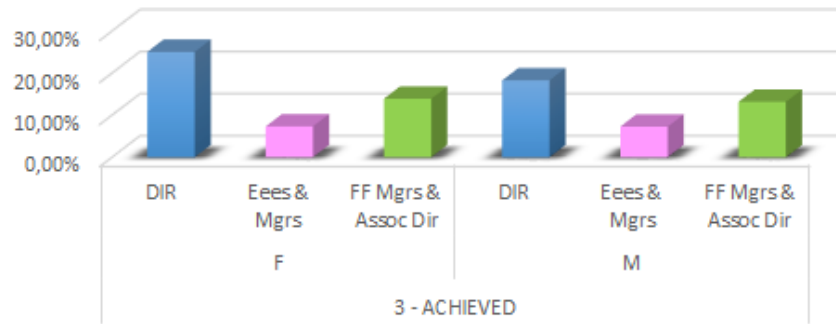
Promotions 2014 (until 09/2014)

	# Promotions	% Promotions	Average % increase
Male population	23	25%	6,13%
	# Promotions	% Promotions	Average % increase
Female population	59	25%	5,73%

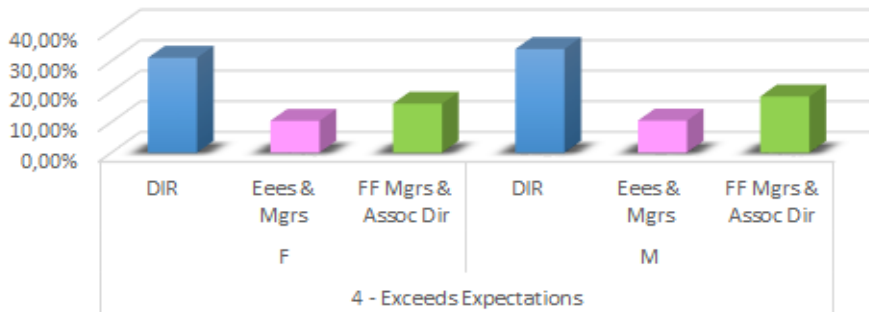
MOST POPULATED FUNCTIONS : AVERAGE SALARY



Rating 3 : Average % bonus 2013



Rating 4 : Average % bonus 2013



Rating 5 : Average % bonus 2013

