

UK Gender Pay Gap Data

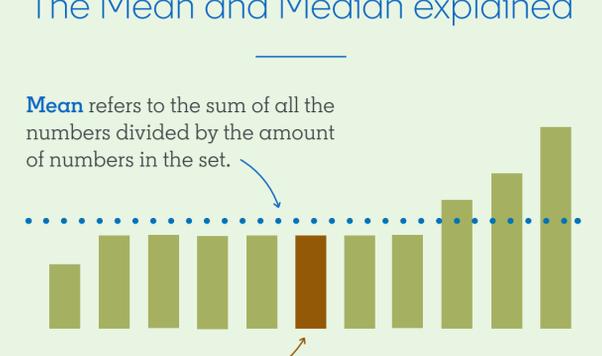
April 2019

“We are absolutely committed to making LinkedIn a balanced organisation and ensuring equal opportunities for women and men across the company. While we have seen some progress on our Mean Gender Pay Gap, which went down by 4% between April 2018 and April 2019, we know there is considerable work still to be done. Our focus now is to apply the lessons of what has worked so we can continue to get closer to parity across all levels of the business.”

Josh Graff, LinkedIn UK Country Manager

Gender Pay vs Equal Pay

The Gender Pay Gap is not the same as Equal Pay. At LinkedIn we regularly review and evaluate our pay practices to ensure all our employees are paid fairly regardless of their gender.



Gender Pay Gap

Gender Pay Gap is the difference between what male and female employees are paid at all levels. This is measured by calculating the average earnings of male and female employees.

Equal Pay

Measures whether male and female employees are being paid equally for similar work and experience.

The Mean and Median explained

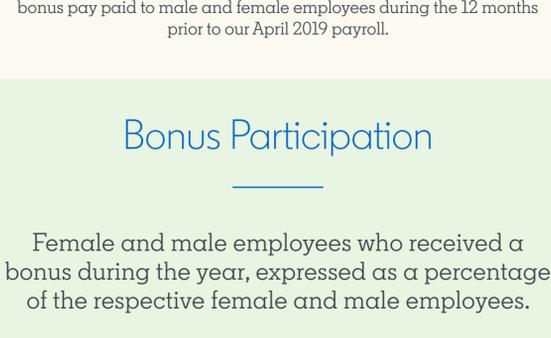
Mean refers to the sum of all the numbers divided by the amount of numbers in the set.



The **median** is the middle point, in which half the numbers are above the median and half are below.

Pay & Bonus

LinkedIn UK Gender Pay Gap



***Mean Gender Pay Gap:** The difference between the mean hourly pay for male and female employees in our April 2019 payroll.

****Median Gender Pay Gap:** The difference between the median hourly pay for male and female employees in our April 2019 payroll.

LinkedIn UK Gender Bonus Gap



+Mean Gender Bonus Gap: The difference between the mean bonus pay paid to male and female employees during the 12 months prior to our April 2019 payroll.

++Median Gender Bonus Gap: The difference between the median bonus pay paid to male and female employees during the 12 months prior to our April 2019 payroll.

Bonus Participation

Female and male employees who received a bonus during the year, expressed as a percentage of the respective female and male employees.



Salary Quartiles

How our workforce is organised into evenly-sized quartiles based on ranking employees from highest to lowest by hourly rate of pay.

What's Behind the Numbers

We've invested in training for our hiring managers to ensure gender is equally represented in our hiring processes whilst continuing to ensure the right person is hired for the role.

We're a relatively small company in the UK and a few new people joining, or a few departures could change the results each year.

We have more men than women in senior sales roles. The average female bonus/commission figures increased more than the average male figures which has resulted in the bonus gap reducing.

We hired more women in early-in-career, non-sales roles, than left. Which means that this part of our workforce had a stronger female majority and has led to some widening of the Median Gender Pay Gap.

What we are doing to close the Gender Pay Gap

“We are very clear that we want a balanced workforce at all levels of the company. This is not only the right thing to do, we know that having diverse teams will deliver better results for our business. We also know this will not be achieved overnight and will be a multi-year effort. To achieve balance, we are focused on tackling the barriers facing under-represented groups within our workforce and enabling hiring managers to attract, develop and retain strong diverse talent that accurately reflects our talent pool in the UK. We have made good progress in growing our female representation in leadership roles, we want to continue this momentum and do more to help women grow their careers within our sales organization.”

Fiona Curry, HR Director, LinkedIn UK

A gender pay aware recruitment process

Our Gender Pay Aware Recruitment Process means that we aim to include an equal number of female candidates in the shortlist for every job, have women interviewers present on the panel for every job, refine our pay bands to reduce the impact of negotiations on starting salaries, and we no longer ask for prior salaries during the recruitment process.

Women in Leadership programme

Our Women in Leadership programme is a management training course for women of high potential. It aims to address some of the issues that surround and prevent women getting to more senior level roles, in the last year we've expanded this programme to allow more women to benefit from it.

Providing the right benefits

Our benefits are designed to support all our employees as individuals, whatever stage of life they may be at. Over the last few years we have introduced: increased maternity/paternity leave and pay, reimbursement towards childcare, eldercare and wellness, improved survivor benefit and bereavement leave, financial health seminars, fertility assistance and improved adoption assistance. These benefits are vital to ensuring our employees can have balance and thrive in their work and personal lives.

Women at LinkedIn

One of our dedicated Employee Resource Groups, Women at LinkedIn, supports female employees who want to grow their careers by providing helpful workshops and celebrating women through a range of internal and external events.

Supporting new parents

With a growing demographic of parents at LinkedIn, we are working on providing mums who have recently returned from maternity leave with the best experience coming back into the workplace, enabling them to continue to grow their careers at LinkedIn and supporting them in achieving the right work life balance.

I confirm that LinkedIn has produced its Gender Pay Gap calculations in accordance with the requirements of The Equality Act 2010 (Gender Pay Gap Information) Regulations 2017 and that the calculations are accurate at the time of publishing.

Josh Graff, LinkedIn UK Country Manager