Gender Pay Gap Report

2021

PARK PLACE
TECHNOLOGIES

Introduction

Park Place Technologies is a global data center and networking optimization firm, with headquarters in Cleveland Ohio.

Park Place Technologies employs over 250 staff in the UK and is proud to be an equitable workplace. We have been recognised in the UK as being officially Great Place to Work-Certified™ by the internationally recognised HR, people and workplace culture consultancy, Great Place to Work, and have also obtained the UK's Best Workplaces 2021 and UK's Best Workplaces in Tech 2021 awards. These awards were primarily based on feedback from our employees, 96% of whom said they felt they were treated fairly regardless of their gender.

Park Place Technologies remains committed to creating an inclusive culture and takes an active role in promoting STEM to young women and girls who make up the next generation of potential leaders in the field, and invigorating changing perceptions which will work towards correcting the diversity imbalance through diversifying and evolving our ideals and recruitment practices.

This is the beginning of our journey with the UK gender pay gap reporting. This has been instrumental in helping us identify various ways in which we can proactively take action to positively address our gender pay gap.
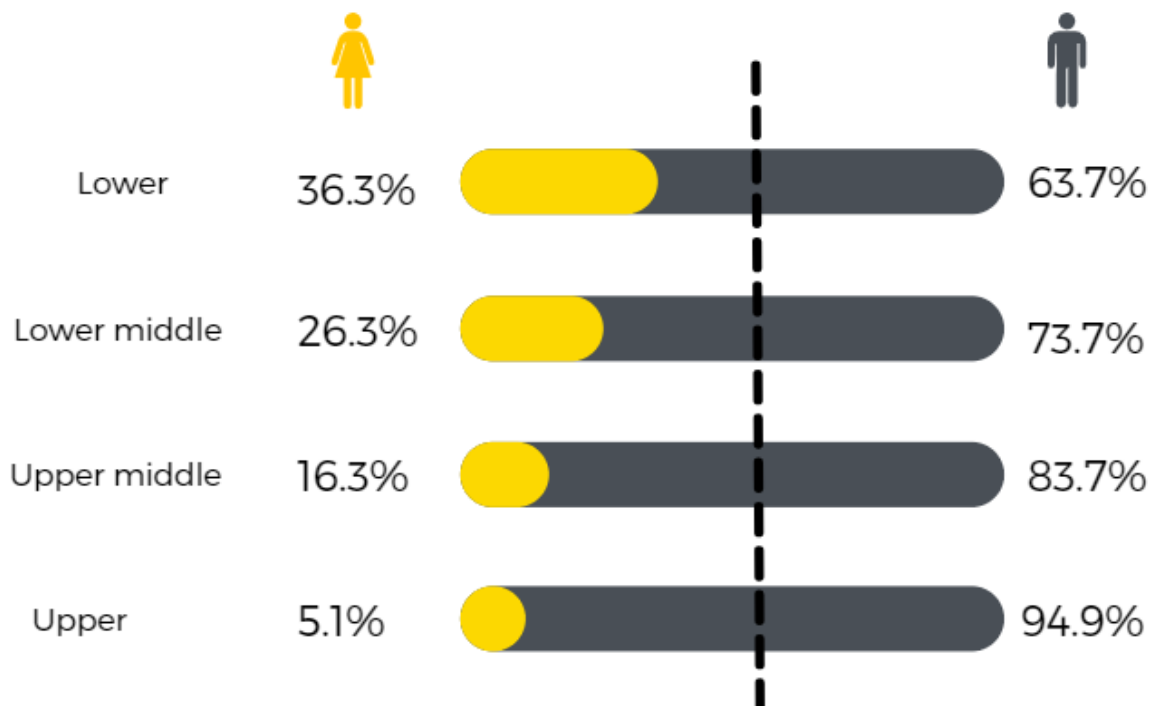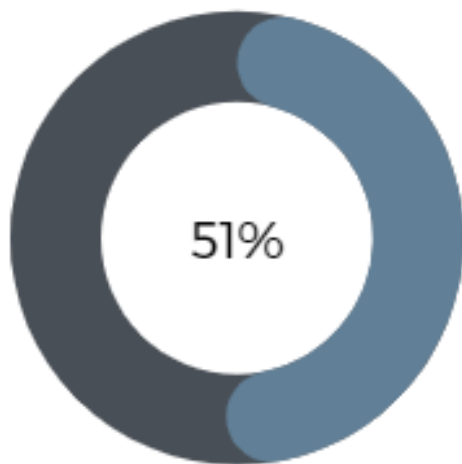
Hourly Pay Gap

2021 PPT UK Hourly pay gap

Mean	Median
38.9%	29.0%

Hourly Pay Quartiles

Proportion of PPT UK males and females in each pay quartile

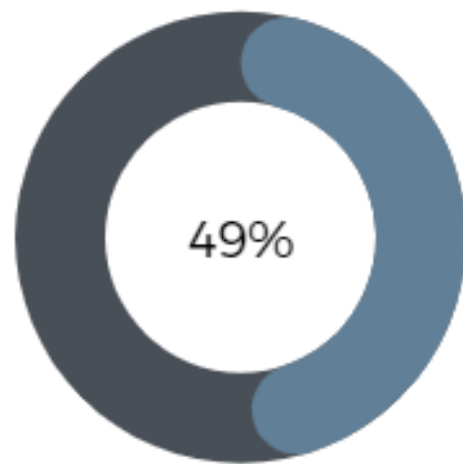|	Female	Male
Lower	36.3%	63.7%
Lower middle	26.3%	73.7%
Upper middle	16.3%	83.7%
Upper	5.1%	94.9%

Bonus Payments

2021 PPT UK Bonus pay gap

Mean

Median

51%

49%

Percentage of PPT UK men who receive a bonus

93%
of men
received bonus

Percentage of PPT UK women who receive a bonus

80%
of women
received bonus

Understanding the figures

Park Place Technologies has completed more than 20 acquisitions since 2016; employees from our largest acquisition transferred to Park Place Technologies days before the "snapshot date". Accordingly a significant proportion of salaries of our transferred employees is inherited from acquired companies. In the next section we will go into a little bit of detail about how we are trying to address the gap in relation to this.

We recognise that our senior leaders in the UK are predominately male, and accordingly the majority of employees in our top quartile is men. This is not uncommon for the IT as a male-dominated industry (according to the Chartered Institute for IT, women are very poorly represented amongst directors in the IT sector (just 14% of which in 2020 were female). In the next section we will go into a little bit of detail about how we plan to address this.

Aside from our leadership team, the majority of our UK top quartile are in Sales roles, where the largest part of their compensation is based on commission. In the past couple of years, we have been hiring the majority of our Sales workforce at graduate level and are striving for inclusive recruitment practices to achieve a better gender balance. We are accordingly aiming to see an increase in the number of females in the upper quartile attributed to the Sales high earners.

What is Park Place doing to address this?

Recruitment
We recognize the value in having a gender balance across the organisation, including within our sales team. Therefore, we are making increased efforts to recruit females into our Sales Development programme. We aim to have at least half of each group to be females. We have altered our entry-level Sales job descriptions to better appeal to all genders. We also have female leaders in our UK Sales Development organization that work directly with all of our entry-level Salespeople. We utilize our internal recruiting as well as outside sources, when necessary, in order to maximize our pool of candidates. The thought process is that if we are able to bring more females in at the outset, we can then develop them into high-performing salespeople and therefore high earners.

All managers and team members with recruiting responsibilities are given unconscious bias training which includes gender bias.

Career Progression

Park Place Technologies has created a detailed career pathing for every function within the business, along with detailed job profiles for every role to ensure our employees are aware of the career opportunities available to them. We are also encouraging our leaders and managers to ensure that development and career progression options are discussed with all employees during their one-to-one meetings as well as during the goal planning and performance appraisal discussions. This helps to encourage and enable more females to progress their careers within the company and step up into leadership roles.

We are also working on rolling out a Leadership Development Programme to equip first-time managers with the skills necessary to become effective leaders to progress into more senior leadership roles. As a result of these efforts, we are expecting to see more females in senior leadership roles.

Policies

We have been working on enhancing various benefits that can be attractive to female talent including the enhancement of our UK Maternity Policy. We have found this particularly successful in retaining our female talent.

Mentoring future generations:

8.8% of women aged 16-24 years old were not in education, employment or training (NEET) between October and December 2021 (data from the Office of National Statistics).

We have partnered with a successful charity whose objective is to mentor young people to equip them with the knowledge and guidance they need to make informed decisions and access high-quality post-16 education or training, encouraging more young women to pursue education.

Directly addressing pay disparity

At Park Place pay is based on role, level, individual performance and experience. We are taking active steps to bridge the gap in the salaries of female and male employees through an annual salary audit alongside the annual merit process.

Declaration

"Our gender pay gap calculations are accurate and meet the methodology set out in The Equality Act 2010 (Gender Pay Gap Information) Regulations 2017."

- Darlene Engoglia
Senior Director Global Human Resources