

**CHAHRM Survey Question 20.11**

Question	How are you preparing for the Equal Pay/Equal Work Act 1/1/21?	Are you conducting training with leaders, emp, both?	Are you moving towards full transparency for pay ranges internally or plan to only release for positions posted?
<b>Hospital</b>	<b>Answer</b>		
Centura	We have been preparing for EPFEW since November of 2019. In preparation we have been reviewing all associate resumes and years of applicable experience, education and skills. We have also complete various regression tests to validate our pay rates and look for outliers or inequities.	We are conducting e-learning with all leaders. There is not an intention to train employees.	We will post the same ranges for internal and external postings. We do not have our ranges internally available for all associates to reference for every job.
<b>Vail Health</b>	We have been reevaluating our pay ranges with market to ensure positions are equitable. For those that might be misaligned, preparing reasoning behind it to show the "why".	We are conducting Zoom training with leadership.	We will release for all positions posted, internal and external.