

# THE GENDER PAY GAP

## HOW WE MEASURE UP

In common with all UK companies with more than 250 employees, TI Media is required to report on its gender pay gap annually. This is the difference in average hourly earnings between all men and all women working for an organisation regardless of their roles. It is different from equal pay, which looks at men and women in the same or similar roles.

TI Media

11%\*

UK Average

18%\*

At 11%, TI Media's median pay gap is less than the UK national average of 18%, but we want to improve and are taking further steps to do so. April 2018\*

## HOW WE'RE TACKLING THE GENDER PAY GAP

### What We've Already Done

- 1** We have agreed a **partnership** that allows all TI Media vacancies to be posted on mummyjobs.co.uk, daddyjobs.co.uk and flexisbest.co.uk job boards, which are specifically targeted at working parents.
- 2** We now **advertise all vacancies** to internal applicants and provide feedback to drive transparency.
- 3** Our **flexible working policy** been amended to promote TI Media's position as being open to all requests for flexible working.
- 4** We've successfully rolled out **management development training** for potential, middle and senior managers, resulting in **120 people** attending either half-day, full-day or two-day programmes.

### What We Plan To Do

- 1** We plan to **train** hiring managers to be aware of subconscious judgments and their impact on **decision-making**.
- 2** We'll review the way we **position ourselves** to the external market, emphasising our commitment to supporting an inclusive workplace.
- 3** We'll continue to offer coaching, **mentoring, career advice and workshops** to young people from differing cultural and educational backgrounds. We aim to help develop the next more diverse creative generation and feed our own talent pipeline.
- 4** We'll establish ways to track and report how our **new initiatives** are progressing.

# TI MEDIA'S GENDER PAY GAP FOR APRIL 2018

TI Media's median gender pay gap for April 2018 is...

**11%**

**Workforce structure** has an influence on the gender pay gap. At TI Media, in a similar way to many organisations, we have more men than women in our highest-paying roles.

TI Media's median gender bonus gap for April 2018 is...

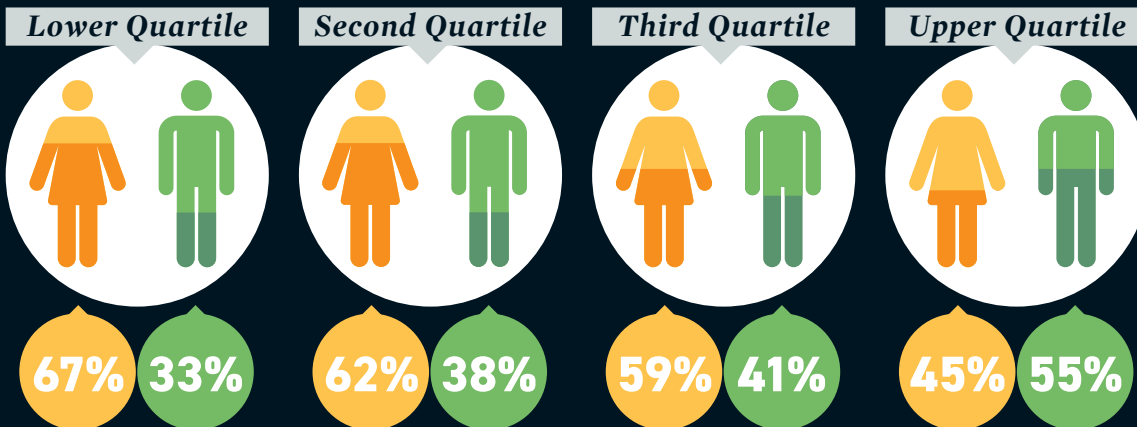
**43%**

More men than women in our upper pay quartile receiving a bonus influences our gender bonus gap. Additionally, when our US parent company sold the UK entity in March 2018, all awards under its equity program vested – including those of UK participants. This is a factor in our median bonus gap increasing but is an anomaly for this reporting year only.

The proportion by gender paid a bonus:

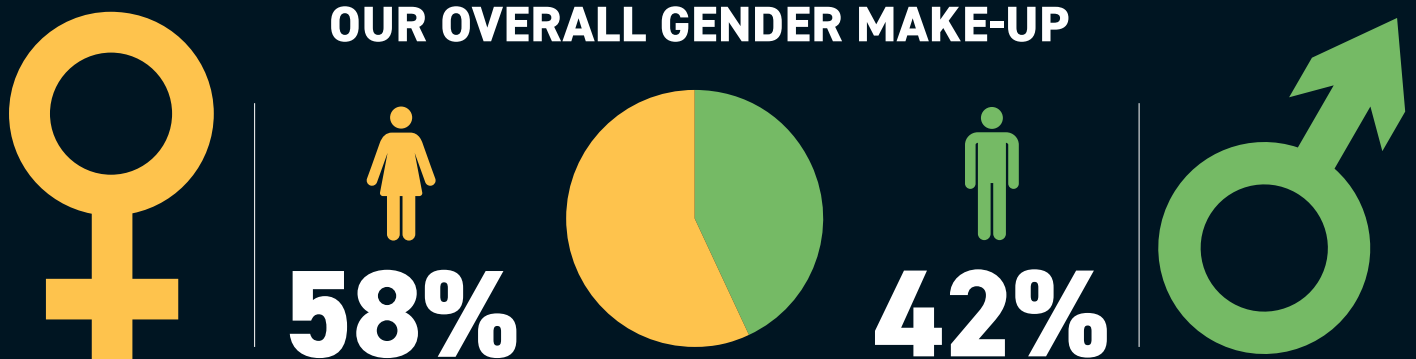


## PROPORTION OF MALES AND FEMALES IN EACH PAY QUARTILE\*



\*The hourly pay rate of our employees has been ordered from lowest to highest and then divided into four equal-sized groups, to create pay quartiles. Then we have analysed the gender split in each quartile.

## OUR OVERALL GENDER MAKE-UP



For further information, contact [anyquestions@ti-media.com](mailto:anyquestions@ti-media.com)

To see our 2018 gender pay gap statement, go to [www.ti-media.com](http://www.ti-media.com)