We believe that everybody should have the same opportunities, regardless of gender. If they do not, we need to fix it.

Our companies have grown from the historically male-dominated infrastructure technology sector, inevitably leading to more males in the upper pay echelons. We know, however, that we pay near comparable rates for comparable work to both genders within the actual sector, invariably leading to more males in the upper pay echelons. We know, however, that the pay gap can be attributed to the fact that out of the top 20-30 earners, only three are female. This is a reflection of how many men versus women we have in the overall population and the senior restructuring that occurred in the merging of CenturyLink and Level 3. We are currently working to improve these ratios through policy updates, programs to promote diversity and education and research.

Our focus will continue to be on the hiring and progression of talent at all levels, however, this presents its own complexities. In fact, taking on a larger percentage of women as new recruits at entry-level salaries will drive female quartile results and push the pay gap up temporarily. Yet, we take the long-term view that encouraging more women into technology is the right thing to do in order to create the more balanced and diverse employee base we strive towards.

How we seek to close the gender pay gap

Continue our joint commitment to level the internal playing field.

To demonstrate that we have a relatively good balance between male and female employees, we have the same opportunities, regardless of gender. If they do not, we need to fix it.

Develop new initiatives and strengthen our resolve further.

UK Gender Pay Gap Report 2018

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Career Progression Framework

Enabling a robust career progression framework to retain talent across the business and promote career pathways continuing to review and benchmark our family friendly and flexible Working practices.

Initiatives in place to enhance gender diversity by attracting more female talent into technology partnerships with new candidate providers that specialize in working with parents returning to work, ensuring opportunities for females to progress internally.

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