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 quartiles, which is an encouraging statistic. This year, we have seen a small increase in male to female ratio, due in part to 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.

All employees have equal rights to a bonus element to encourage retention and delivery of an excellent customer experience. Both Male and Female employees have the same opportunities, regardless of gender.

Our focus will continue to be on the hiring and promotion of talent at all levels, however, this will now require female quartile results and pushes the pay gap up temporarily. Yet, we take the long-term view that empowering more women into technology is the right thing to do in order to create the more balanced and equal employee-base we strive towards.

The changes are a reflection of the senior restructuring that occurred last year.

Our compensation philosophy is designed to provide opportunities for career advancement to ensure equity for everyone. We believe that everybody should have the same opportunities, regardless of gender.

Believing that women and men are equally talented, we are committed to promoting diversity and inclusion in all our entities. Fostering a talented, diverse team of employees working together towards a common goal is crucial to enhancing the customer and employee experience, and is creating the world’s best enterprise network.

We believe that everybody should have the same opportunities, regardless of gender. CenturyLink believes that women and men are equally talented, and that’s why our mission is to work towards equal opportunity in our entities. Fostering a talented, diverse team of employees working together towards a common goal is crucial to enhancing the customer and employee experience, and is creating the world’s best enterprise network.

The changes are a reflection of the senior restructuring that occurred last year.