

# 2017 Gender Pay Report

**Link Asset Services has 10 employing companies in the UK employing more than 2,000 employees. Of these companies, two employ 250 or more relevant employees as at 5 April 2017. The data for these two entities is set out below.**

## Pay and Bonus Gap

The tables below show our mean and median hourly gender pay gap for our companies with over 250 employees based on hourly rates of pay as at the snapshot date (i.e. 5 April 2017). It also captures the mean and median difference, where there is one, between bonuses paid to men and women in the year up to 5 April 2017.

### Link Market Services Limited:

	Mean	Median
Hourly Pay	29.19%	33.48%
Bonus	48.29%	91.71%

### Link Fund Administrators Limited:

	Mean	Median
Hourly Pay	19.45%	21.62%
Bonus	N/A	N/A

### Proportion of employees receiving a bonus

	Mean	Median
Link Market Services Limited	22.70%	27.54%
Link Fund Administrators Limited	0.00%	1.94%

### Proportion of employees in each pay quartile

#### Link Market Services Limited:

Pay Quartile	Male	Female
Upper	67.14%	32.86%
Upper Middle	60.56%	39.44%
Lower Middle	40.09%	59.91%
Lower	29.11%	70.89%

#### Link Fund Administrators Limited:

Pay Quartile	Male	Female
Upper	72.22%	27.78%
Upper Middle	56.18%	43.82%
Lower Middle	55.06%	44.94%
Lower	57.78%	42.22%

#### Key:

**Mean and Median** – The gender pay gap shows the difference between the mean (average) and median (mid-point) pay and bonus earnings of male and female employees, expressed as a percentage of male employee's earnings.

**Proportion of males and females receiving a bonus** – The proportion of male and female employees who were paid any amount of bonus pay.

#### Proportion of males and females in each pay quartile band

– The proportion of male and female employees in four quartile hourly rate pay bands ranked from lowest hourly rate to the highest hourly rate. It is done by dividing the workforce into four equal parts.

## Part of Link Group