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## 3 Pointers for Thoughtful Equal Pay Audits

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Tracey Diamond, a partner in Troutman Pepper Locke's Labor + Employment Practice Group, was quoted in the October 5, 2025 *Law360* article, "[3 Pointers for Thoughtful Equal Pay Audits](#)."

Usually the analysis starts by looking at job titles and specific departments and then digging deeper into what the employee actually does, said Tracey Diamond, a partner with management-side firm Troutman Pepper Locke LLP.

Interviewing managers is a good way to understand how a department is run and who does what, Diamond said.

"Managers might have a better sense of the global structure than an individual employee," she said. "Someone may have the same job title, but they may be actually very different in terms of the job duties that they're conducting."

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Depending on how far back the disparity existed, a company could consider providing some form of back compensation, Diamond said.

"The employer may just want to make the change on a going forward basis," she said. "Or the employer might decide that there's different tiers that have legitimate business reasons [for the disparities] and it just needs to be more clearly articulated."

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