GoDaddy Releases Annual Gender Diversity & Salary Data
Wednesday, October 12, 2016 12:30:00 PM (GMT)

SCOTTSDALE, Ariz., Oct. 12, 2016 /PRNewswire/ -- GoDaddy Inc. (NYSE: GDDY), the world's largest cloud platform dedicated to small, independent ventures, today published its diversity and salary parity data. The data shows that GoDaddy is paying men and women at near parity across the company, when comparing men and women in like roles.

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This was the second consecutive year GoDaddy audited internal salary data, analyzing like-for-like roles, comparing how men and women were placed in the salary band for comparable roles. GoDaddy sets its salary bands by role and level, and ranks well in how it compensates its employee against industry averages.

The new salary data shows women, in technical ranks, and overall, make a penny more than men, but men in more senior leadership roles make about two cents more on the dollar than their female counterparts. Below are the breakouts in various categories across the company with year-over-year data:

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GoDaddy Gender Diversity

The latest data shows GoDaddy has slightly increased the number of women in technology ranks. Women in the company's leadership category held at twenty-five-percent, the senior leader category has lagged, as compared to last year.

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A closer look at the engineering ranks, shows a year-over-year improvement with women in entry-level jobs, however women in more senior engineering posts are lacking.

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"Making meaningful change in addressing gender inequality across our industry will take time, focus and continued transparency," said GoDaddy CEO Blake Irving. "While we see improvement with women in the early stages of their careers, there's more work to do when it comes to mentoring, promoting and hiring more women into our senior ranks."

Collectively Working on Solutions

GoDaddy is approaching the challenge to eliminate gender gaps with a diversified approach that includes partnerships with like-minded organizations. This past summer, GoDaddy helped create Employers for Pay Equity, a consortium of business leaders working to eliminate the gender pay gap, and was one of the originating signatories of the White House Equal Pay Pledge.

"While we are seeing solid numbers in our diversity hiring, particularly from our new college graduate program, we want more diversity in our senior engineering levels. This year we have focused on career development of Level One and Two diverse engineers, and are working with strategic organizations such as Path Forward, Hackbright and Ada to attract more senior technologists," said Chief People Officer Auguste Goldman, who has a technical background, having once served as GoDaddy CIO. "Some of our numbers are up, others are down, and we believe being transparent and focusing on diversity with relentless consistency will make a difference over time."

<u>Other efforts to improve diversity and inclusion at GoDaddy include</u>:

- Piloting a new promotion process prompting managers to proactively review strong performing Level 1 technical employees after their first year
- Partnering with PathForward, a program aimed at attracting more senior technologists returning to the workforce
- Partnering with Stanford's Clayman Institute to remove bias from hiring & promotion practices
- Signing the White House Tech Inclusion Pledge
- Incorporating male advocates into GoDaddy Women in Technology (GDWiT)
- Publishing employee ethnic diversity data

GoDaddy is expanding recruiting networks and driving a diverse recruiting slate in all roles. For a third consecutive year, GoDaddy is a platinum sponsor for the Grace Hopper Celebration of Women in Computing in Houston later this month. GoDaddy has female technologists scheduled to serve on various panels, focused primarily on aspects of career development, and four leaders, including CEO Blake Irving, scheduled to take part in the Tech Executive Forum. This year, GoDaddy's theme is "Break Through," which will be branded on the company's convention floor recruiting station.

GoDaddy powers the world's largest cloud platform dedicated to small, independent ventures. The website and domain name provider is now serving more than 14 million paying customers in 56 markets, 29 languages and 44 currencies around the world. GoDaddy employs approximately 5,000 people and is headquartered in Scottsdale, Ariz., with facilities across other locations, including California, Washington State, Massachusetts and Iowa in the U.S., as well as Asia, Brazil, India, Canada, Mexico, U.K., Australia and The Netherlands, internationally.

To find out about career opportunities, visit www.GoDaddy.com/Careers.

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About GoDaddy
GoDaddy powers the world's largest cloud platform dedicated to small, independent ventures. With more than 14 million customers worldwide and more than 63 million domain names under management, GoDaddy is the place people come to name their idea, build a professional website, attract customers and manage their work. Our mission is to give our customers the tools, insights and the people to transform their ideas and personal initiative into success. To learn more about the company, visit www.GoDaddy.com.

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Countries: United States
Industries: Computer Electronics, Hardware & Software, Multimedia, Internet & Wireless Technology
Languages: English
Primary Identifiers: GDDY-US
Related Identifiers: GDDY-US