

UK Gender Pay Gap Data

April 2018

“LinkedIn’s Mean Gender Pay Gap did not change significantly between April 2017 and April 2018. However, we did see some widening of our Median Gender Pay Gap and our Mean Gender Bonus Gap.

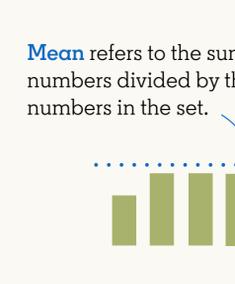
This is not where we want to be. We remain committed to doing better and creating a more balanced organisation at all levels, with equal opportunities for the women and men at our company.

The results of our multi-year efforts are starting to show in 2019. Our overall gender split is 51% women and 49% men.”

Josh Graff, LinkedIn UK Country Manager

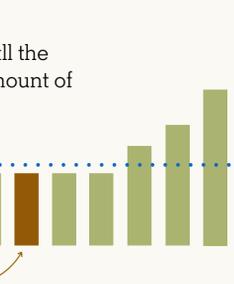
Gender Pay vs Equal Pay

The Gender Pay Gap is not the same as Equal Pay. At LinkedIn we regularly review and evaluate our pay practices to ensure all our employees are paid fairly regardless of their gender.



Gender Pay Gap

Gender Pay Gap is the difference between what male and female employees are paid at all levels. This is measured by calculating the average earnings of male and female employees.



Equal Pay

Measures whether male and female employees are being paid equally for similar work and experience.

The Mean and Median Explained

Mean refers to the sum of all the numbers divided by the amount of numbers in the set.



The **median** is the middle point, in which half the numbers are above the median and half are below.

Pay & Bonus

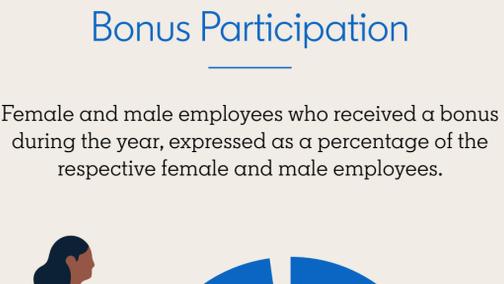


* **Mean Gender Pay Gap:**

The difference between the mean hourly pay for male and female employees in our April 2018 payroll.

** **Median Gender Pay Gap:**

The difference between the median hourly pay for male and female employees in our April 2018 payroll.



† **Mean Gender Bonus Gap:**

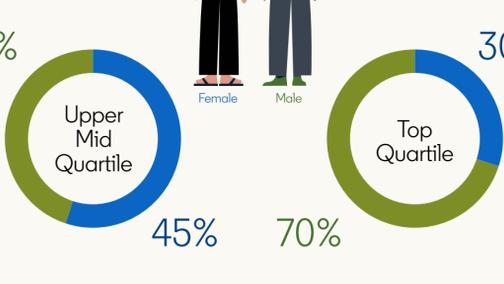
The difference between the mean bonus pay paid to male and female employees during the 12 months prior to our April 2018 payroll.

†† **Median Gender Bonus Gap:**

The difference between the median bonus pay paid to male and female employees during the 12 months prior to our April 2018 payroll.

Bonus Participation

Female and male employees who received a bonus during the year, expressed as a percentage of the respective female and male employees.



Female: 98%

Male: 100%

Female: 98%