

COMPENSATION CONVERSATIONS | WEBINAR SERIES

Establishing Transparent and Equitable Pay Practices

EP 02



Dave Carhart
VP of Lattice Advisory
Services, Lattice



Liz Kofman-Burns
Co-founder, Peoplism



Gianna Driver
Chief Human Resources
Officer, Exabeam



Welcome!

- We'd love to answer your questions! Please submit your questions on the Q&A tab.
- If you would like to see a demo of Lattice press the "Get Demo" button on the top right of your screen.
- There are some great resources in the "Docs" tab.
- This session is being recorded and you'll receive the recording via email after the event.
- You will receive your SHRM and HRCI credits via email after the event.



Introductions



Dave Carhart

VP of Lattice Advisory Services
Lattice



Liz Kofman-Burns

Co-founder
Peoplism

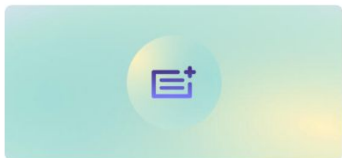


Gianna Driver

Chief Human Resources Officer
Exabeam



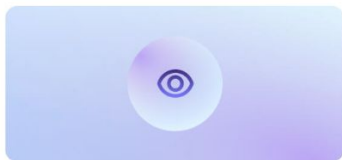
ON DEMAND



Building a Purpose-Driven Compensation Philosophy

Watch Now

UPCOMING

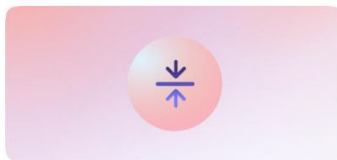


US: Feb 16 | EUR: Feb 23

Establishing Transparent and Equitable Pay Practices

Register

UPCOMING



MARCH

Aligning Your Performance and Compensation Strategies

Register

UPCOMING



APRIL

Designing Your Compensation Strategy through Benchmarking and Surveys

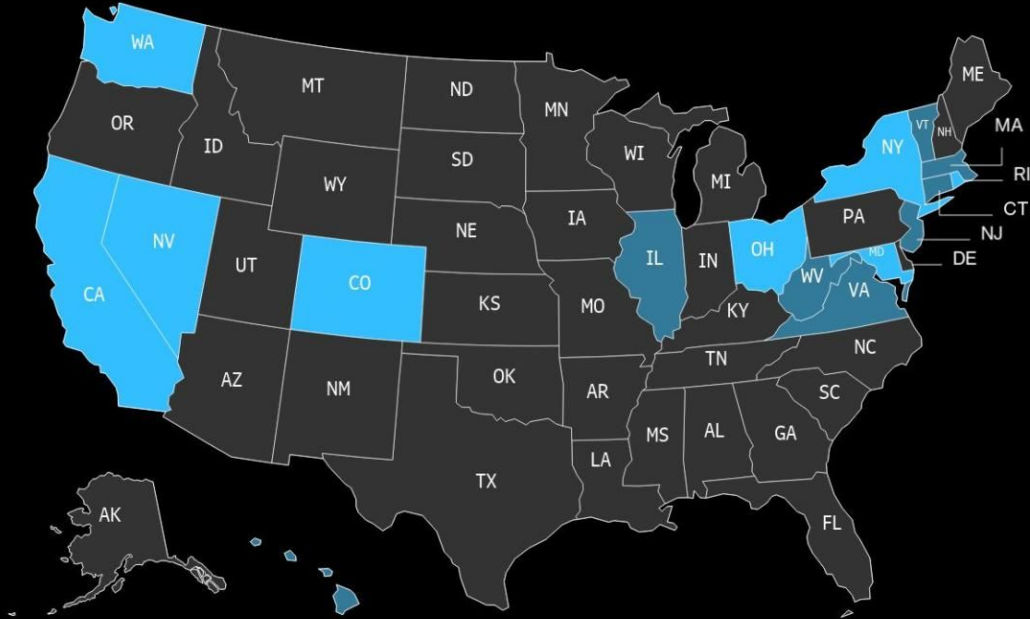
Register



Pay-Transparency Laws, Proposals Multiply in US

Several states have introduced measures to disclose salary ranges

■ No proposals ■ Proposals made ■ Law enacted or passed



Source: Syndio

*Note: The Illinois proposal is for Chicago only. Ohio measures are for Cincinnati and Toledo

Bloomberg

Source: [Salary-Range Requirements in Job Ads Spread Quickly Across US](#)



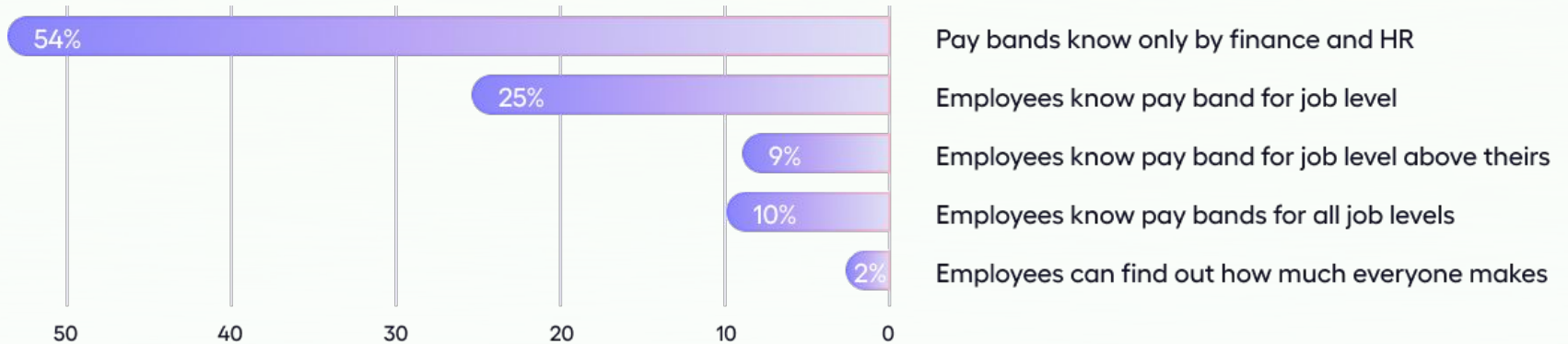
Compensation transparency spectrum



Pay Transparency - Expectation vs. Reality

- In over half of companies, only HR teams and finance know pay bands.
- Only a quarter of employees know their own pay band.

‘Who has access to pay bands at your organization?’

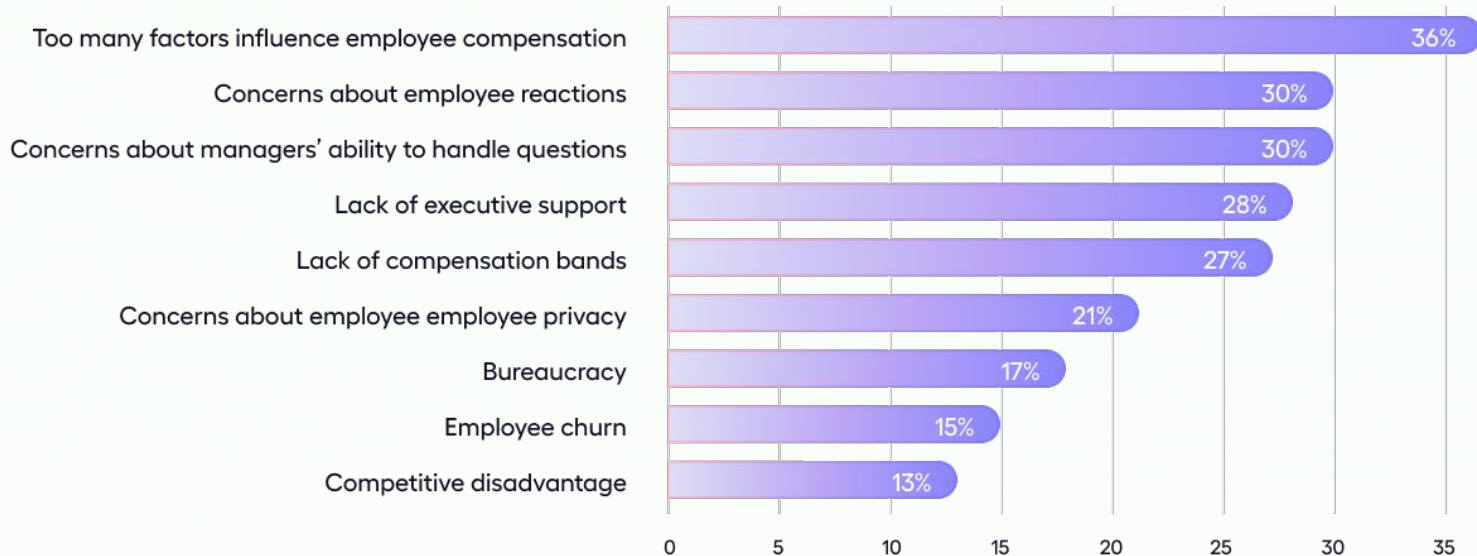


Conflicting views from employees on pay equity



Challenges with pay transparency

‘What’s holding you back from making pay more transparent?’



Q&A



Thank You!

