

UPCOMING • WEBINAR

Building Your Compensation Strategy to Adapt to Uncertainty and Change



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10AM PT – 11AM PT

What we'll cover

- 01 Welcome, introductions, and opening poll
- 02 The Macro Environment
- 03 The Employee Compensation Reality
- 04 Your Comp Strategy
- 05 Comp Strategy in the Changing Environment
- 06 Preview of Lattice Compensation



Compensation Strategy in Times of Uncertainty and Change

The Macro Environment

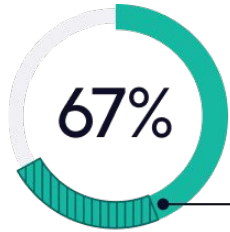


Lattice Proprietary Research

The Employee Compensation Reality

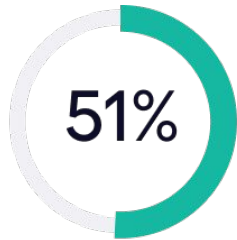


Employees want pay transparency.



of employees agree their organizations **should be more transparent** with pay policies.

35% of these **strongly agree**.



of employees say their organizations **should share how much** everyone at the organization is paid.

GENERATIONAL BREAKDOWN

“Employers should be more transparent with their pay practices.”



Gender disparities in employee experience with compensation.

“I have a clear understanding of how my compensation is decided.” (% agreed)



Men were also **more likely than women** to report that they were satisfied with the level of pay transparent at their organization.



Perception of bias and employer inaction

31%

of employees say that their company is **inadequately addressing** the bias in compensation review processes.

61%

of employees say they **don't know if (or don't believe that)** their companies are using software to measure pay equity.

GENERATIONAL BREAKDOWN

“Gender, age, and racial biases influence compensation at my company.”

GEN Z (16-24)



% agreed

55%

MILLENNIALS (25-44)



58%

GEN X (45-54)



42%

BOOMER (55+)



31%



What should employers consider when evaluating compensation? (% response)

While how much the generations prioritized various factors in compensation reviews varied, **work performance** was the top factor they expected their salary to be tied closely to across the board.

BOOMER (55+)



GEN Z (16-24)



Expectation of comp adjustment frequency

30%

of employees expect **compensation increases every 3-6 months** if they are meeting or exceeding expectations in their current role.

58%

of employees surveyed expect compensation increases **more frequently than once a year**.

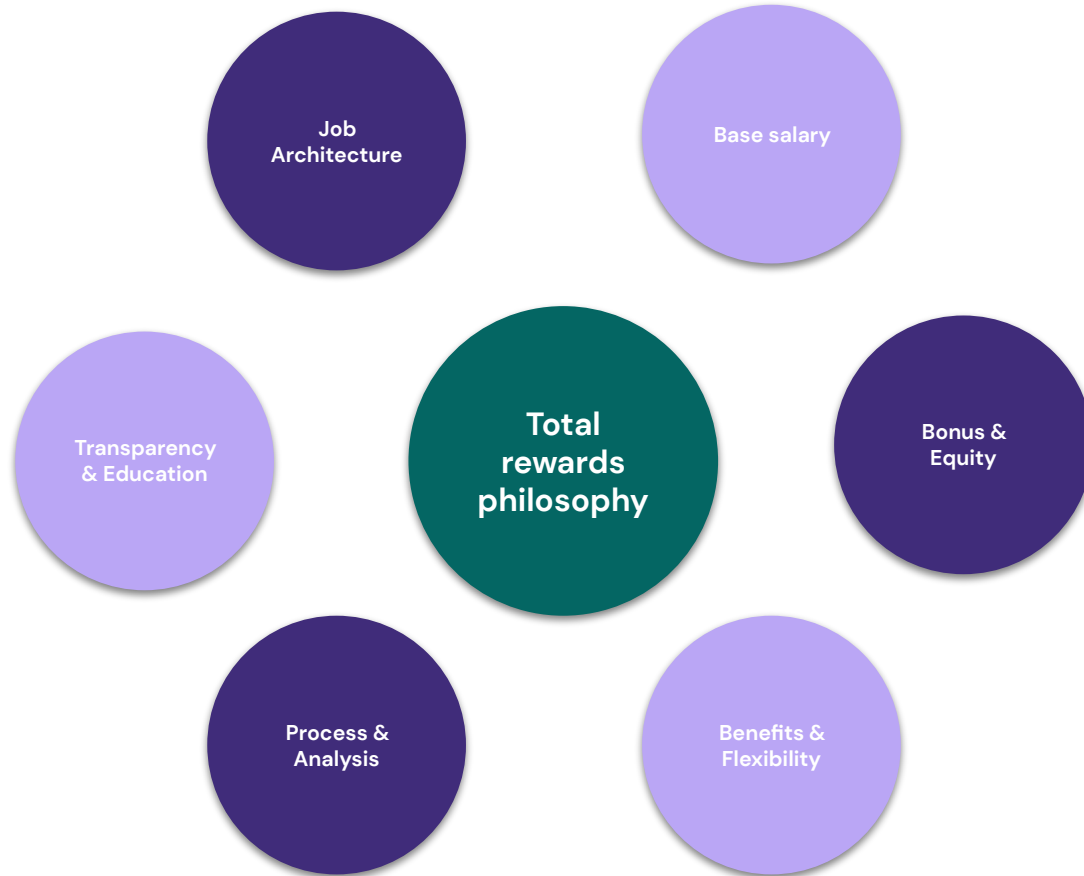


Compensation Strategy in Times of Uncertainty and Change

Your Compensation Strategy



Compensation Strategy



Q&A

Comp Strategy in the Changing Environment



Compensation Strategy in Times of Uncertainty and Change

Preview of Lattice Compensation



Thank you!

