

COMPENSATION CONVERSATIONS | WEBINAR SERIES

Building a Purpose-Driven Compensation Philosophy

EP 01



Dave Carhart
VP of Lattice Advisory
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Melissa Theiss
Head of People Operations,
Column



Welcome!

- Thank you for joining us!
- 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



Melissa Theiss

Head of People Operations
Column



Tell us in the chat...

**What is the current state of
your compensation
philosophy?**



Total Rewards Mission Statement



Column's total rewards mission is to design and deliver equitable compensation packages that attract and retain wildly talented Columnists around the globe.

Total rewards includes base and incentive compensation as well as global, statutory, and supplemental benefits appropriate to the role and country of residence. Total rewards also includes investments in wellbeing, development, and recognition through our global perks and other people programs (performance reviews, engagement surveys, one-on-one checkins).



Total Rewards Design Principles

- We want to attract and retain wildly talented, mission-oriented technologists who plan to be with us through multiple stages of the path to an initial public offering (IPO).
- We want to cultivate a diverse community of interesting and interested people from around the globe. The accomplishments, stories, and commitment of current Columnists should attract future Columnists.
- We believe that potential is evenly distributed, but that opportunity is not. To that end, we want to make career opportunities at Column accessible to and equitable for people from underrepresented and disadvantaged backgrounds.
- As a public benefit company, we are committed to transparency in governance. We also trust people to use good judgment and make good decisions about what makes the most sense for themselves and their loved ones when given the information to do so.
- We want people to be focused on serving our mission, not gaming our compensation system. At the core, we want people who build Column to benefit from Column's success.
- We know that our total rewards practices impact your lives. We will never stop learning about the market, our business, your needs, and how best to achieve our total rewards goals in a thoughtful, data-driven, and human manner.



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Linking performance and compensation

90%



We're investing in linking compensation and performance.

Most companies have been investing in linking the two and 48% report that they invested considerable effort

83%



Compensation and performance should be linked.

Most HR professionals believe that compensation should be linked to performance

72%

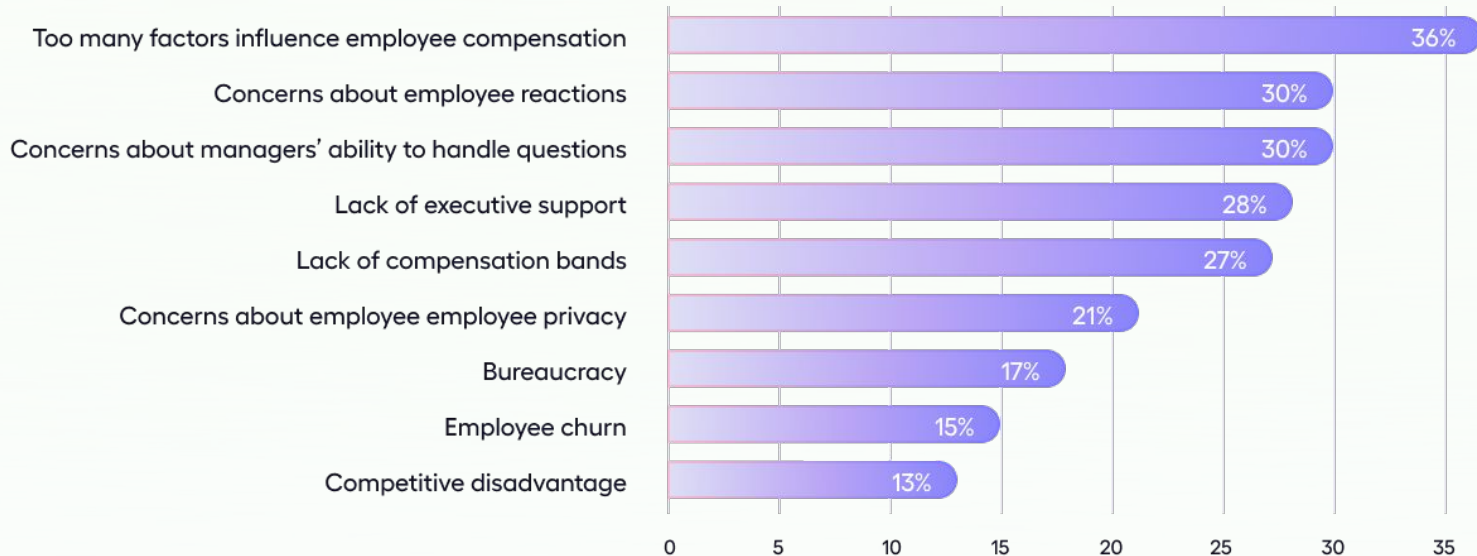


Our approach needs improvement.

Despite their efforts, most companies acknowledge they could improve their ability to link the two, and 27% admit they need to do a lot more

Challenges with pay transparency

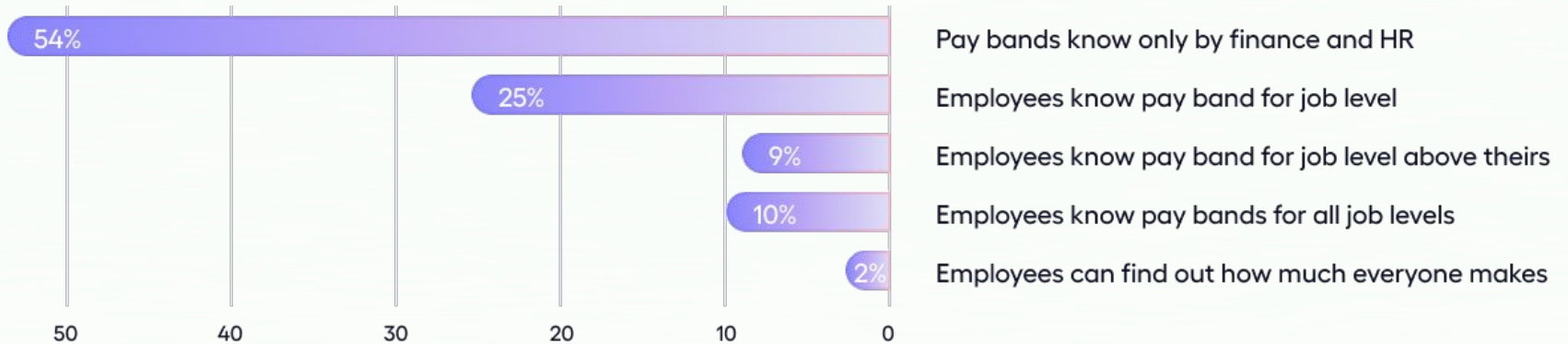
‘What’s holding you back from making pay more transparent?’



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?’



HR teams focusing on achieving pay equity



We need to improve pay equity.

Despite their efforts, most companies (85%) acknowledge they could do more to improve equity and 39% admit they need to do a lot more.



We're investing in pay transparency.

Most companies (59%) have been investing in transparency efforts and 21% report that they invested considerable effort.



We're investing in pay equity.

Most companies (78%) have been investing in equity efforts and 30% report that they invested considerable effort.

Conflicting views from employees on pay equity



Employee understanding of compensation is mixed

“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.

Q&A

