Building Your Compensation Strategy to Adapt to Uncertainty and Change







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3:00 PM BST

Welcome!

- → Thank you for joining us!
- → We'd love to answer your questions! Please submit your questions on the Q&A tab.
- → Poll questions will be asked throughout.
- → 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.



What we'll cover

- 01 Welcome, introductions, and opening poll
- **O2** The Macro Environment
- **03** The Employee Compensation Reality
- 04 Comp Philosophy in the Changing Environment
- 05 Q&A





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POLL

What changes are you planning to your comp strategy for the rest of the year based on market turbulence in recent months?



Compensation Strategy in Times of Uncertainty and Change

The Macro Environment



Current economic pressures are making comp top of mind for HR teams

- Slower hiring pace + reduced budgets, but candidates' expectations are still high
- No signals yet for how bad the slowdown is
- A crisis around equity value is looming

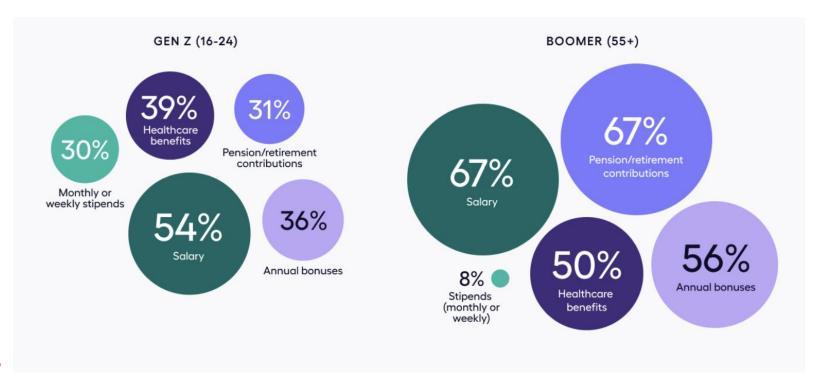


Lattice Proprietary Research

The Employee Compensation Reality



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





Cost of living is top of mind

Most important factors employees want considered in pay evaluations:







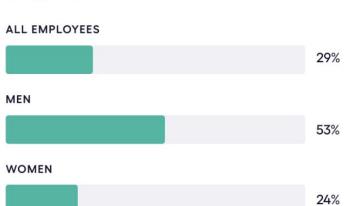


Despite over half of employees looking for cost adjustment to be considered in salary adjustments, **just 26% of employees said it was currently included** in their organization's compensation evaluation process.



Expectations for comp adjustments

"Assuming good performance, I expect a raise every 3-6 months." (% agreed)





Assuming good performance, 47% of UK employees would **need a pay rise of at least 4-5%** to feel their work was being valued adequately.

This holds true across generations; from Gen Z to employees 55+, 43% or more felt the same.



Employees want pay transparency.



"My employer should share how much everyone at my company is paid."

GEN Z (16-24)	% agreed
	55%
MILLENNIALS (25-44)	59%
GEN X (45-54)	50%
BOOMER (55+)	50%



Employees believe there is bias in compensation reviews

51%

of employees agree that **there** is **bias** around gender, age, race or other factors in performance and compensation reviews.



of employees say their companies are not doing enough to address bias.



Panel Discussion

Comp Philosophy in the Changing Environment



Q&A



Thank you!



About the Research (Source)

This research was conducted by Censuswide on behalf of Lattice, surveying over 1,000 UK-based employees and freelance workers (excluding sole traders) at medium to large businesses in February of 2022. Censuswide abides by and employ members of the Market Research Society, which is based on the ESOMAR principles.

