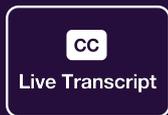




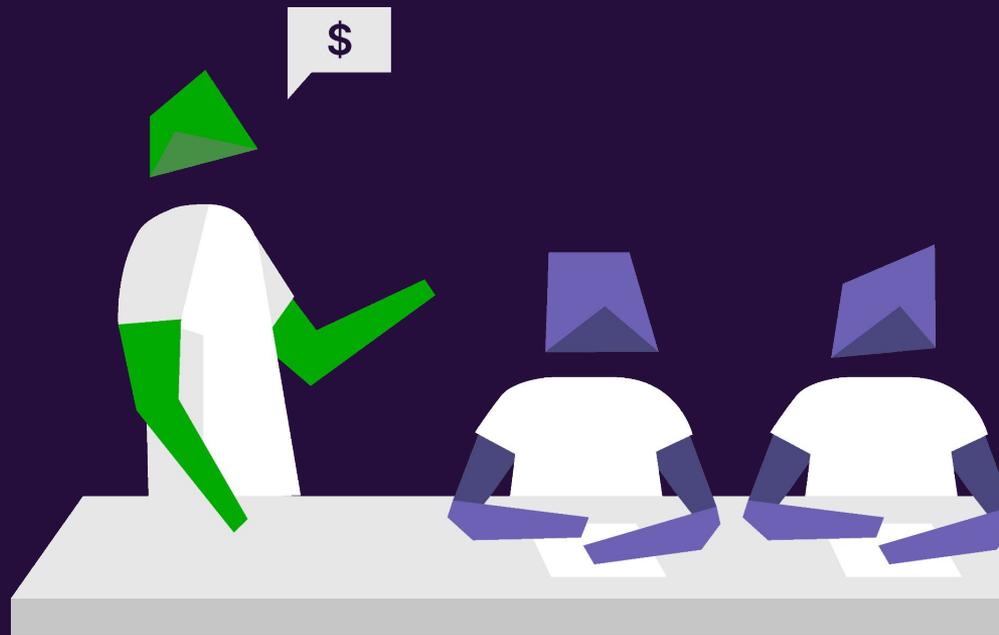
How to Train Your Managers to Discuss Pay Transparency

We will begin shortly.

This webinar is being recorded and will be shared with all registrants.



We have live transcript enabled for this webinar.
If you would like to use this feature, please turn
on this setting in your Zoom toolbar now.



Agenda

01 Intro & housekeeping

02 Today's transparency landscape

03 Panelist Q&A



Speakers



Ann Oleson

Director of Global
Compensation



Stacey Rapacki

VP of Compensation
Strategy



Nancy Romanyshyn

Senior Director of Total
Rewards Strategy & Solutions





Our mission is to build expert-backed technology that helps companies measure, achieve, and sustain workplace equity.



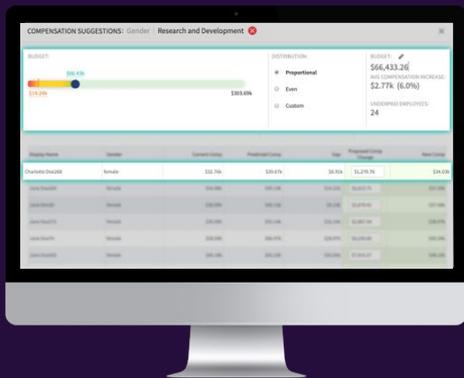
Workplace Equity Platform

Enterprise platform to analyze, resolve, and prevent disparities in pay and opportunities



Expert Support and Consulting

Legal best practices, statistics, reporting, and communications guidance and support



270+ industry leaders trust Syndio

including 30% of Fortune's Most Admired Companies



“It isn't the level of pay that creates employee engagement — it's the *fairness* of pay.”

Josh Bersin

The Josh Bersin Company



Employees are “compensation analysts” now

 **Kimberly Nguyen**
@knguyenpoetry

My company just listed on LinkedIn a job posting for what I'm currently doing (so we're hiring another UX writer) and now thanks to salary transparency laws, I see that they intend to pay this person \$32k-\$90k more than they currently pay me, so I applied.

4:22 PM · Mar 7, 2023 · 3.2M Views

4,163 Retweets 314 Quote Tweets 75.5K Likes



Sample of websites providing pay information:

Levels.fyi

Reprvue.com

Glassdoor.com

Teambind.com

ProsperConsultingLLC.com/free-pay-data

Uber
Senior Software Engineer

Levels.fyi TOTAL ESTIMATE
\$388,387

Get negotiation help

Salary	Stock (1/yr)	Bonus
\$187,299	\$168,826	\$32,262

View Data Points Add Your Salary

Get Paid, Not Played
We've negotiated thousands of offers and regularly increase offers by \$30k+ (sometimes \$300k+). Get salary negotiation help or your resume reviewed by recruiters who do it daily.

The total compensation signifies one year of income. More details

REPVUE COMPANIES SALES JOBS SALARIES EMPLOYERS ADD A RATING

Rank	Sales Organization	Role	Segment	Base	OTE	Top Peps
1	Yext	Sales / AE Roles	Enterprise	\$149.2k	\$340.0k	\$905.0k
2	Clari	Sales / AE Roles	Enterprise	\$151.3k	\$332.5k	\$737.5k
3	Confluent	Sales / AE Roles	Enterprise	\$166.0k	\$331.0k	\$886.0k
4	Auth0 (Okta)	Sales / AE Roles	Enterprise	\$171.3k	\$323.8k	\$1135.0k
5	Blue Prism (SS&C)	Sales / AE Roles	Enterprise	\$157.0k	\$312.0k	\$694.0k



| From “what’s required” to “what’s desired”

What’s **required**

Specific jurisdictions

Base pay

Part of range

Candidates and/or
employees, when asked

What’s **desired**

Global

Total compensation

Full range

Everyone

Where are you on your journey?



Good communication has concrete benefits



Boost investor perception



Build a positive brand reputation



Recruit and retain talent

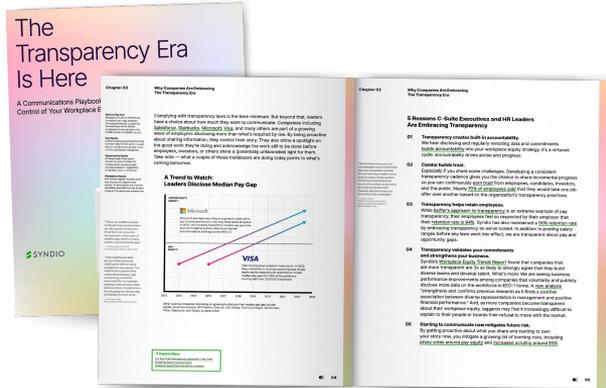


Improve perception of pay gap and diversity in leadership



Maximize tenure, performance, and productivity





Workplace Equity Communications Lookbook

SYNDIO.COM/COMMSLOOKBOOK



Workplace Equity Communications Playbook

SYNDIO.COM/COMMSPLAYBOOK

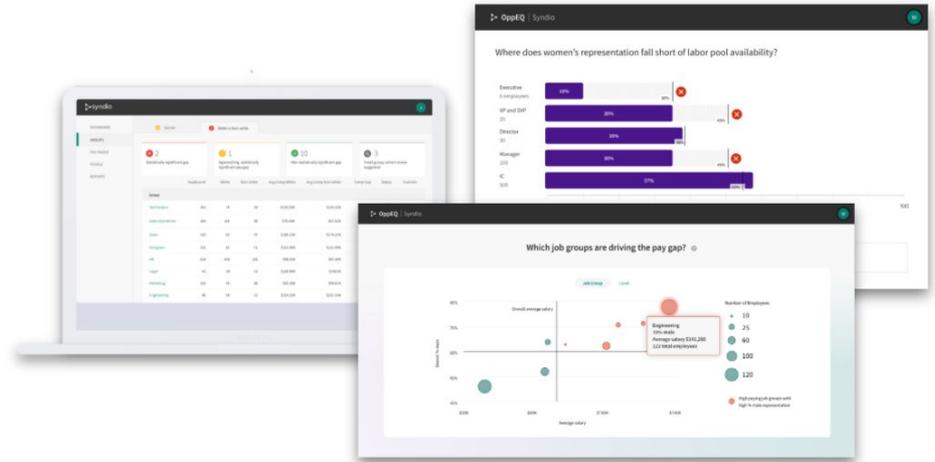


Panel Q&A



Syndio gives you the tools to measure and analyze all facets of workplace equity, so you can communicate with confidence.

- Analyze equity in pay, promotions, performance assessments, and more
- Build a data-driven strategy for reducing median pay gaps
- Set competitive, equitable, and explainable salary ranges
- Communicate about diversity, pay, and opportunity equity with data you can trust

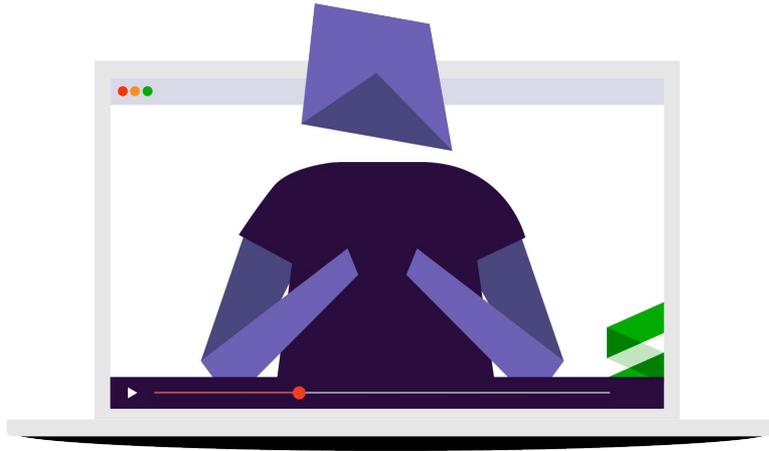


Request a 1:1 demo

SYNDIO.COM/DEMO



**Not ready for a 1:1 demo?
Join our next live demo webinar!**



How Syndio Helps You Achieve Workplace Equity

Tuesday, June 6

Register

SYNDIO.COM/LIVEDEMO





Thank you

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