



Paying for Tenure: Does Your Organization Reward Loyalty the Way You Think?

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



Dan Kuang

Director, People
Analytics Equality



Chris Martin

Research Manager



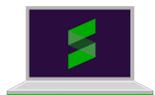
Katie Bardaro

Chief Revenue Officer





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



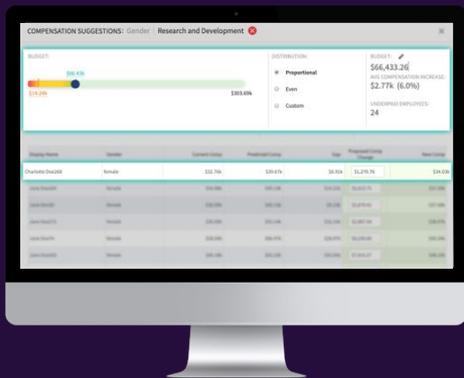
Workplace Equity Platform

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



Workers have high hopes for pay hikes next year. Perhaps too high



[Source](#)

REPORT | JULY 28, 2022



Majority of U.S. Workers Changing Jobs Are Seeing Real Wage Gains

Roughly one-in-five workers say they are very or somewhat likely to look for a new job in the next six months, but only about a third of these workers think it would be easy to find one

BY RAKESH KOCHHAR, KIM PARKER AND RUTH IGIELNIK

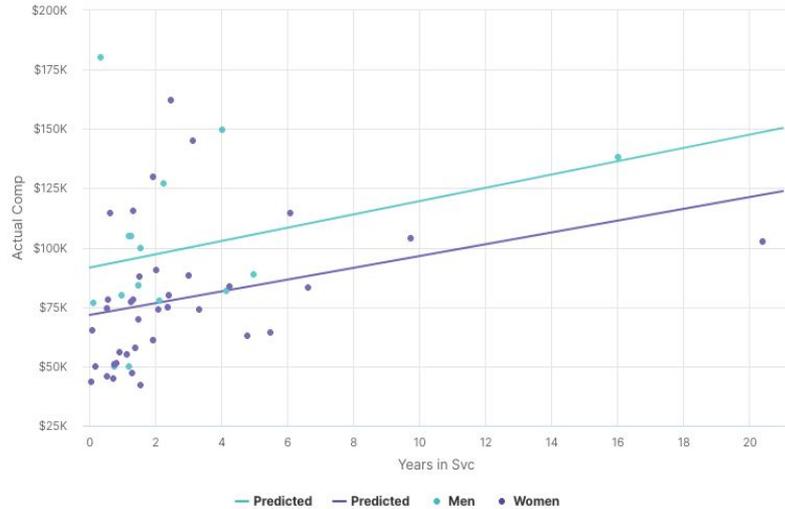


[Source](#)

Competitive labor markets combined with tight budgets can upend pay-for-tenure programs

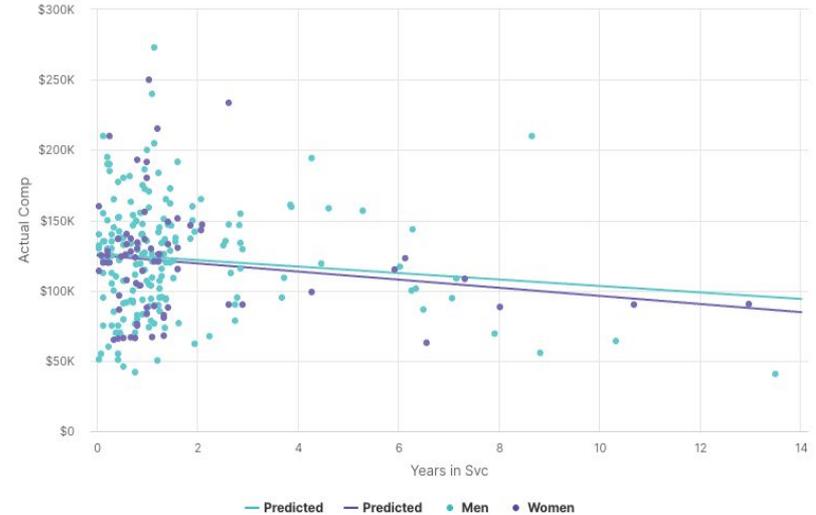
Gender People Development

COMPENSATION VS. Control: Years in Svc

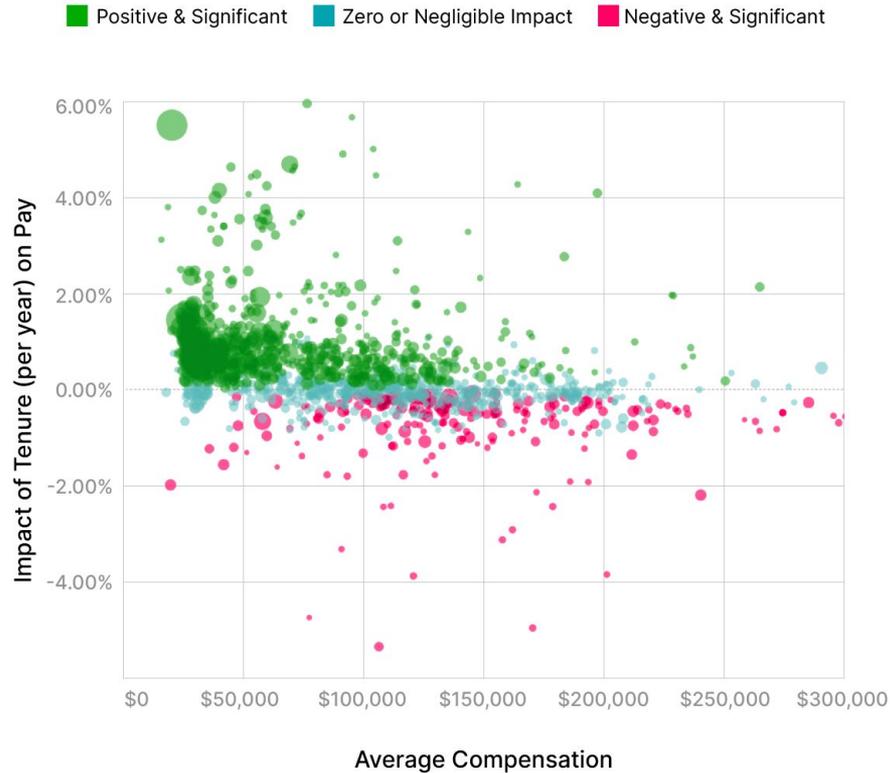


Gender Information Technology

COMPENSATION VS. Control: Years in Svc



Tenured employees are more likely to earn less in higher paying job groups



Impact of tenure by compensation bucket

Average Compensation	% Negative & Significant	% Zero or Negligible Impact	% Positive & Significant
<\$75k	3%	20%	77%
\$75k-\$125k	13%	51%	36%
>\$125k	31%	52%	17%

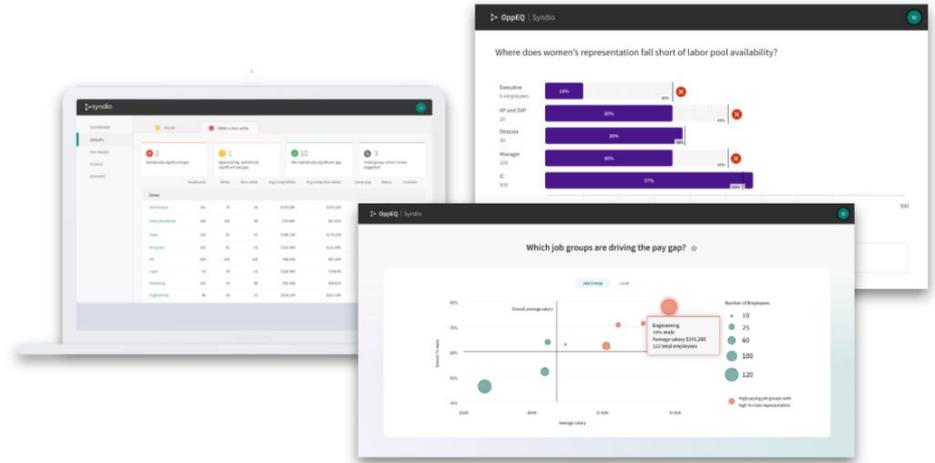


Panel Q&A



Syndio gives you the tools to measure and analyze all facets of workplace equity.

- 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

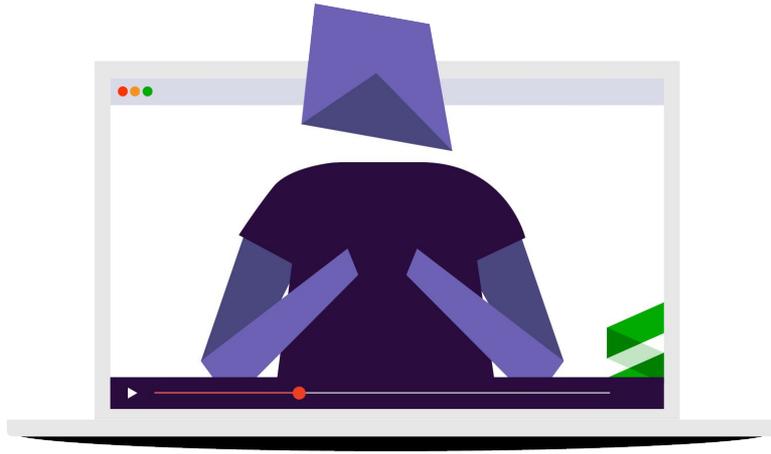


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SYNDIO.COM/DEMO



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Join our next live demo webinar!**



**How Syndio Helps You
Achieve Workplace Equity**

Tuesday, July 11

Register

SYNDIO.COM/LIVEDEMO





Thank you

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