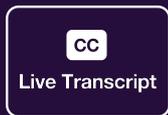


How to Retain Top Talent in the Current Economy



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 Threats to retention in 2023
- 03 Q&A



Speakers



Julia Pollak

Chief Economist



ZipRecruiter



Maria Colacurcio

CEO



SYNDIO



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



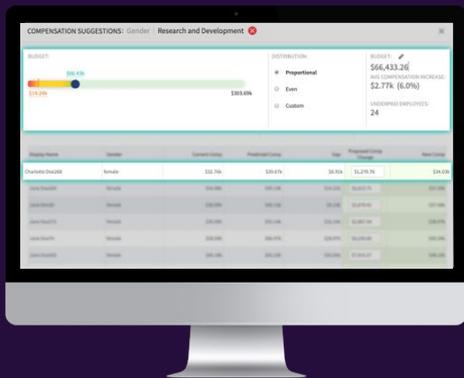
Workplace Equity Platform

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



250+ industry leaders trust Syndio

including 30% of Fortune's Most Admired Companies

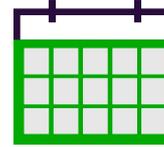


Threats to retention in 2023: Competition for top talent



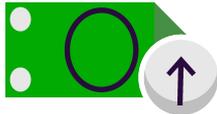
Unemployment rate at
lowest level since May 1969

[CNBC](#), 2023



11 weeks to fill a vacant role,
up from 7 weeks in 2021

[HR Dive](#), 2023



Two-thirds of job switchers
who got raise boosted
pay by **11% or more**

[ZipRecruiter](#), 2023



1 in 4 new hires say that
their previous employer
asked them to stay and
countered their outside offer

[ZipRecruiter](#), 2023



Threats to retention in 2023: Lack of trust with employers

The recent waves of **layoffs have made workers lose trust** in the stability and security of full-time employment, regardless of company size.

66%

Small (1-100 employees)
244 respondents

64%

Midsize (101-1000 employees)
122 respondents

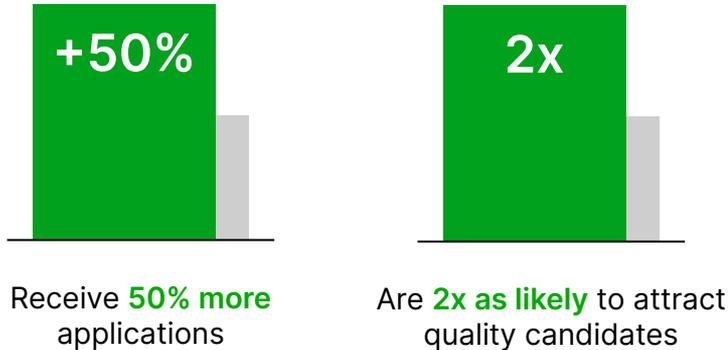
60%

Large (1001-5000+ employees)
89 respondents



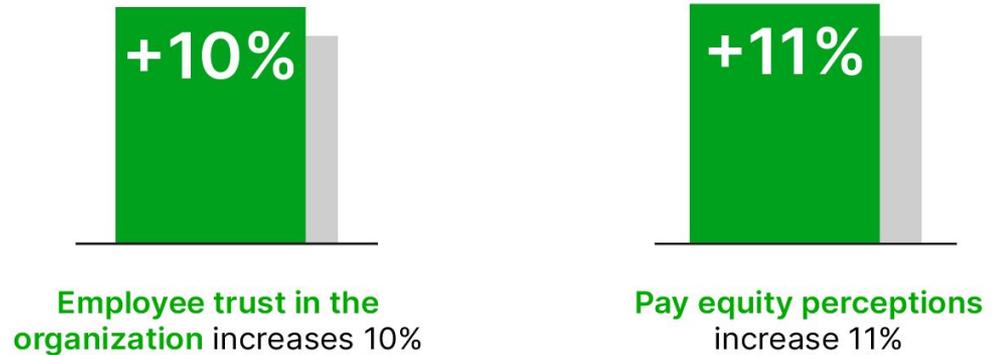
Transparency builds trust with prospective hires *and* existing employees

On average, job postings that include salary data:



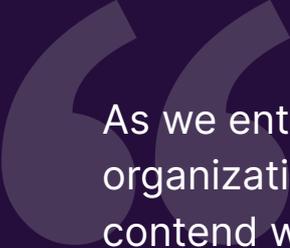
[ZipRecruiter](#), 2023

When organizations educate employees about how pay is determined:



[Gartner](#), 2022





As we enter a phase where a potential economic slowdown means organizations face hiring slowdowns and freezes — but still have to contend with the talent shortage in their existing workforce — **organizations are going to have to rethink their approach to talent.**”

Emily Rose McRae

Senior Director

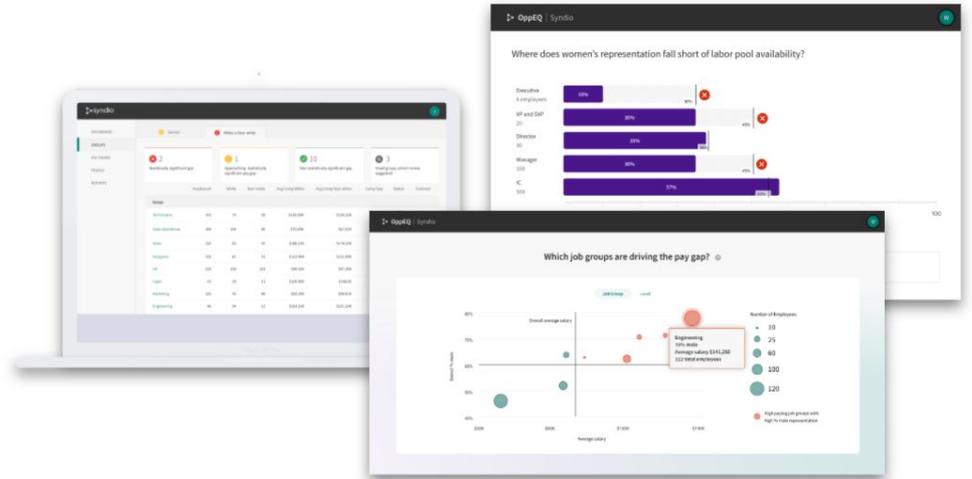
Gartner HR Practice

Q&A



Syndio gives you the tools to attract & retain top talent through workplace equity

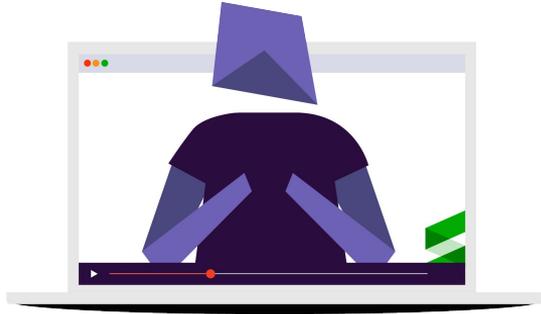
- Analyze equity in pay, promotions, performance assessments, and more
- Build a data-driven strategy for reducing median pay gaps
- Set competitive, equitable, and explainable salary ranges
- Communicate about diversity, pay, and opportunity equity with confidence



[SYNDIO.COM/DEMO](https://syndio.com/demo)



Don't miss our upcoming
webinar and podcast!



What's Coming from the 2023 Proxy Season in Workplace Equity?

Tuesday, March 14

Watch for an invite in your inbox!



Check out
The Shift podcast!

SYNDIO.COM/PODCAST



Thank you

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