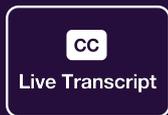




The Fight for Talent: How Workplace Equity Can Help You Win

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 How important is workplace equity to talent acquisition?
- 03 How industry leaders are addressing workplace equity to win the fight for talent
- 04 Q&A



Speakers



Katie Bardaro

Chief Revenue Officer
at Syndio



Connie Kielty

VP, Compensation at
QBE North America



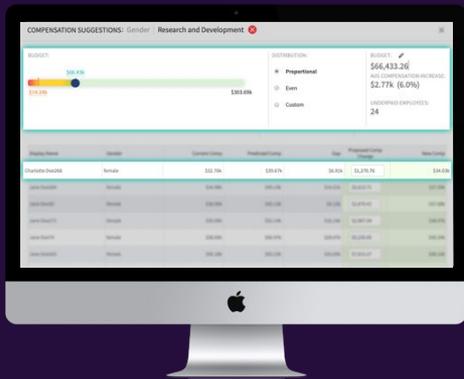
Jennifer Shenker

Head of People Insights &
Social Impact at Asana





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

200+ industry leaders trust Syndio
including 30% of Fortune's Most Admired Companies



NORDSTROM



The Fight for Talent is On



The Top In-Demand Jobs in the U.S.

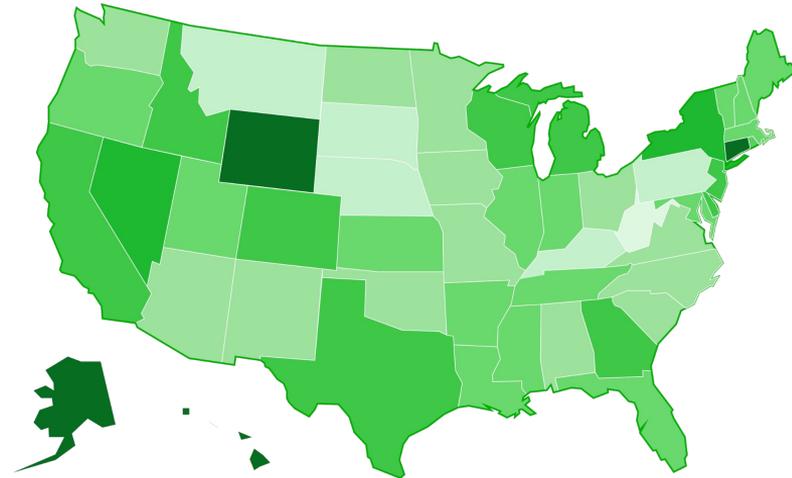
Top Occupations

Name	Postings	Month over month change	Change from last year
Registered Nurses	871,629	-0.7%	34%
Heavy and Tractor-Trailer Truck Drivers	793,738	-0.2%	-39%
Software Developers and Software Quality Assurance Analysts and Testers	531,198	-4%	52%
Retail Salespersons	408,497	1%	12%
First-Line Supervisors of Retail Sales Workers	401,451	-5%	14%
Customer Service Representatives	379,228	4%	49%
Computer Occupations, All Other	294,585	-2%	60%
Stockers and Order Fillers	270,972	1%	22%
Marketing Managers	235,012	-4%	63%
Light Truck Drivers	216,351	2%	8%

15,826,364 postings

0% month over month

33% from last year

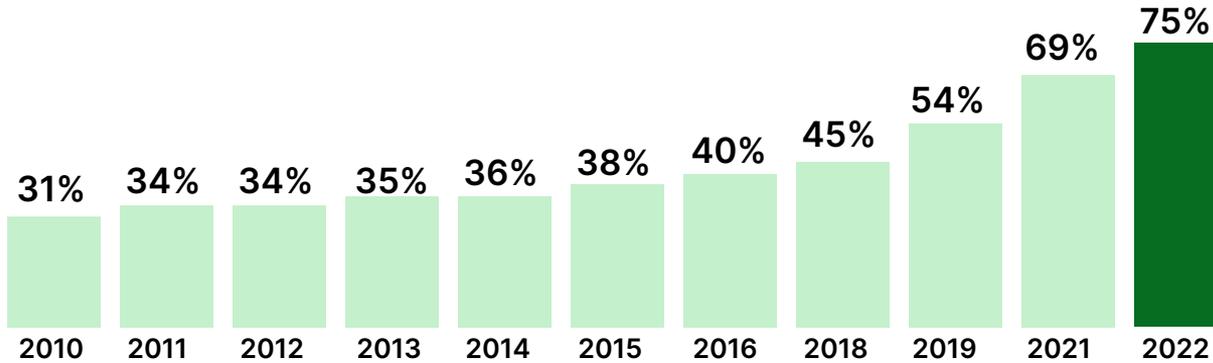


<https://www.economicmodeling.com/job-posting-dashboard/> December 8, 2021



Global Talent Shortages Reach 16-Year-High

Three in four employers globally report difficulty finding the talent they need in 2022, strengthening +6 percentage points year over year and double the difficulty in 2010 (31%).



Global Talent Shortages (2010–2022)



Employees have been quitting in record numbers



Wages for deskless
workers up 7% to 10%



Workforce has become the
paramount challenge
for CEOs



58%

of employees (and 70% of Gen Z employees) would consider leaving their current job if they had an opportunity with more pay transparency

Employees who work in a high fairness environment have

26%

higher performance

27%

lower chance of quitting



We've had candidates say 'I was deciding between you and another firm and when I heard about your stance on pay equity I decided to join you.'

Athar Siddiquee

VP of Total Rewards

Micron



Why is Pay Equity Important?

- ✓ Diversity and inclusion is embedded in QBE's DNA, our culture and strategic initiatives.
- ✓ QBE is internally and externally transparent regarding our focus on pay equity.
- ✓ Our customers and potential employees are asking what we are doing in this area and with movements like Black Lives Matter (BLM) and #MeToo making international headlines makes our actions even more important.
- ✓ Explosion of new pay equity laws globally. More legislation every day beyond gender to include race/ethnicity and other protected characteristics continue to crop up to ensure fair pay for more workers.
- ✓ More companies are voluntarily reporting their pay equity and ethnicity data. In addition, some countries are required to publish gender reporting (UK, France, Australia).

#DoTheRightThing

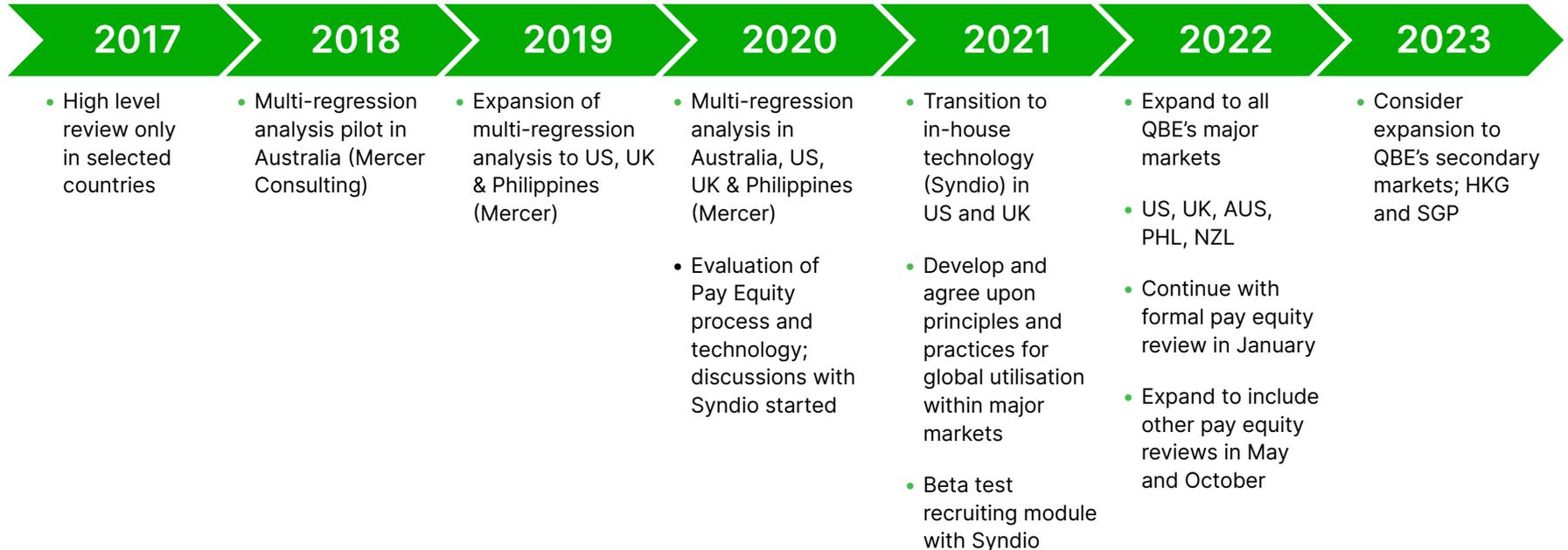
#OwnItNow

#ValueAllViews



Pay Equity Journey at QBE

Since 2016, we have assessed the pay equity gap based on the key drivers of pay. The following documents our approach over the past few years:



Pay Equity Journey at Asana

Asana's pay equity journey has focused on continuous improvement and ensuring transparency and employee understanding of results.

Foundation Work (2016-19)

- Defined pay ranges for all jobs
- Consistent frameworks, tools and calibration processes
- Offer best practices
- Monitoring key stats
- Bias training
- Preliminary pay equity audit with outside partner

Repeatable Process (2020-22)

- Multivariate regression analysis w/ Syndio embedded in the pay cycle (2x/year)
- Pre-testing of exception requests for equity impact
- Dedicated budget for remediation
- Regular board reporting
- Frequent learning talks for employees with transparency on results

Beyond Pay (2022+)

- Validating job matches an SSGs (particularly in light of org changes)
- More sophisticated analysis of career equity
- Tying outcomes to our broader Diversity, Inclusion & Belonging strategy



Top of Mind for Asana Today re: our Pay Equity Efforts

- ✓ Validating our methodology in response to declines in software industry stock market multiples
- ✓ Ensuring our pay equity approach and communication strategy align with our plans to address new transparency laws
- ✓ Forecasting the impact of our early pipeline / apprenticeship programs on our raw pay gap, and ensuring these programs deliver real equity gains over time
- ✓ Monitoring equity across the employee lifecycle
- ✓ Dealing with global complexity, including limits around collecting / processing data
- ✓ Recalibrating representation goals and efforts in light of a moderation of our headcount growth



Now let's hear what companies are doing



Q&A





Thank you

To learn more about Syndio, visit us at syndio.com

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