



Building Trust: Pay & Opportunity Transparency

WorldatWork®
Total Rewards Association

TOTAL REWARDS
Summit Series: Atlanta
March 18



Building Trust: Pay & Opportunity Transparency

March 18, 2024



Delighted to be with you today!

**Strong businesses
are built on
foundations of
workplace equity.**

Over 300 leading companies, including 30% of Fortune's Most Admired Companies and over 25% of the JUST 100, choose Syndio to help them attract, retain and engage workforces with pay and opportunity equity.



Nancy Romanyshyn
Senior Director, Total
Rewards Strategy



Abbey Garwin
Regional Vice President, Sales,
US East Region & Europe



Sam Scudellari
Senior Account Executive



How do you know you can trust me? **I have to prove it.**

Honest



Accountable



Consistent



Shared Values



Do employees, investors,
customers **trust your company?**



Employees, investors and customers **want proof**

Companies have to “prove it” – and that leads to **good results for the business.**

Employers receive **50% more** applications with job postings that include salary data and attract better, more qualified applicants¹



When employees perceive pay as unfair, they:

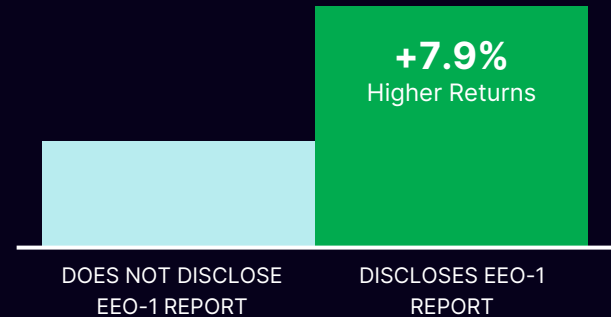
- Have 15% less intent to stay
- Are 13% less engaged



When educated on pay practices, employees:

- Have **10% more trust**
- Have **11% greater perception of pay equity**

Company Returns Related to EEO-1 Report Disclosure



Companies disclosing their EEO-1 reports saw higher returns than those that didn't, **outperforming by 7.9%** over the trailing one-year period ending in 2022.²

¹ [Companies that include salary ranges in job listings are reaping the benefits - Marketplace.org](#)

² [JUST Capital, "Companies Disclosing Their EEO-1 Reports Saw Higher 2022 Returns," March 2023.](#)



How do you prove it?

TRANSPARENCY

**Do what
we say**

ACCOUNTABILITY

**Say what
we do**

ACTION

**Ensure pay and
advancement are fair
and consistent**

**Communicate pay
and workplace
opportunity with
confidence**

**Align HR efforts to the
outcomes that drive
the business**



How do you prove it?

TRANSPARENCY

Do what we say

SYNDIO PLATFORM

PayEQ®

OppEQ®

FPW Certified

ACCOUNTABILITY

Say what we do

SYNDIO PLATFORM

Pay Finder™

Global Pay Reports

FPW Certified

SYNDIO WORKPLACE EQUITY PLATFORM

PayEQ®

Achieve pay equity

Rapidly analyze and resolve pay disparities with a robust, flexible pay equity solution designed for global compliance.

OppEQ®

Improve diversity & representation

Measure fairness in hiring, promotions, and retention, benchmark against available talent, and make progress on diversity goals.

Pay Finder™

Ensure ongoing fair pay

Ensure salaries are competitive and equitable with real-time pay insights for every new hire, promotion and transfer.

Global Pay Reports

Support in 28 jurisdictions

Request global reporting with one click. Receive data instructions, step-by-step guidance, final calculations, communications advice, and more.



Fair Pay Workplace Certified

Fair Pay Workplace establishes and upholds a set of Rules & Standards of pay equity, backed by sound methodologies and accepted best practices.



Case Study: Elevance Health



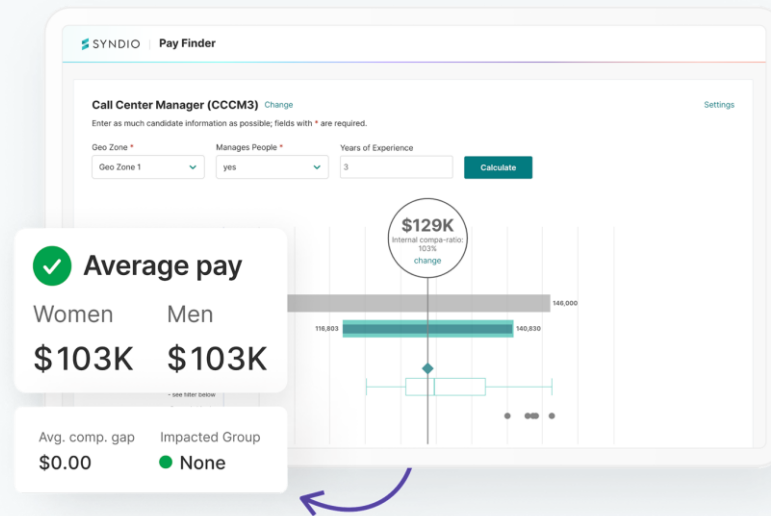
How do we make sure offers are both externally competitive and internally fair?

Read the full case study:



Embedded pay equity analysis in offer creation process and succeeded in:

- Creating equitable offers
- Scaling education and change
- Lowering remediation costs
- Decreasing time to fill
- Increasing offer acceptance



Case Study: Sellen Construction



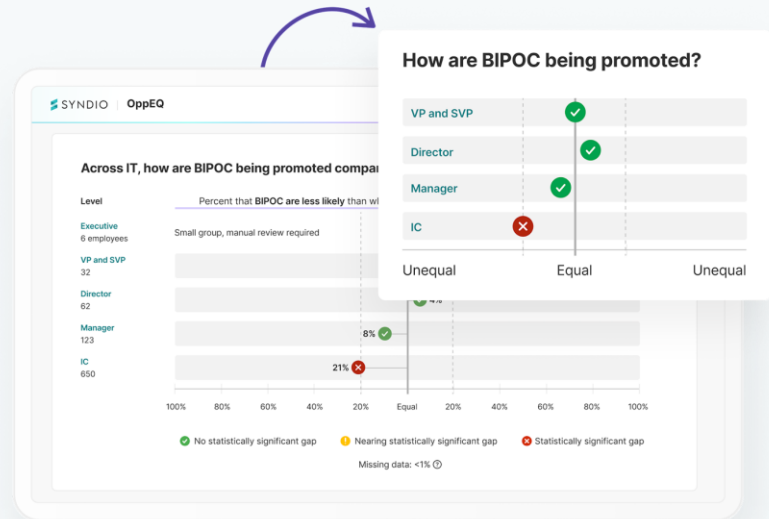
How do we make sure we're advancing all of our employees fairly?

Read the full case study:



Brought deeper analysis and rigor to analyzing career paths and succeeded in:

- Using benchmarks reflecting both internal and external available talent
- Uncovering and addressing barriers to advancement
- Optimizing budgets
- Increasing representation at higher levels



We're not done yet!

TRANSPARENCY

**Do what
we say**

ACCOUNTABILITY

**Say what
we do**

RESULTS

**Customers are using
robust analyses and
software to:**

Assess fairness and
consistency of pay and
career advancement

Understand drivers of pay
to build confidence in what
you say and report

Surface, interpret and make
changes to your programs
with robust diagnostics

LET'S CONNECT

**Join us at
our booth!**





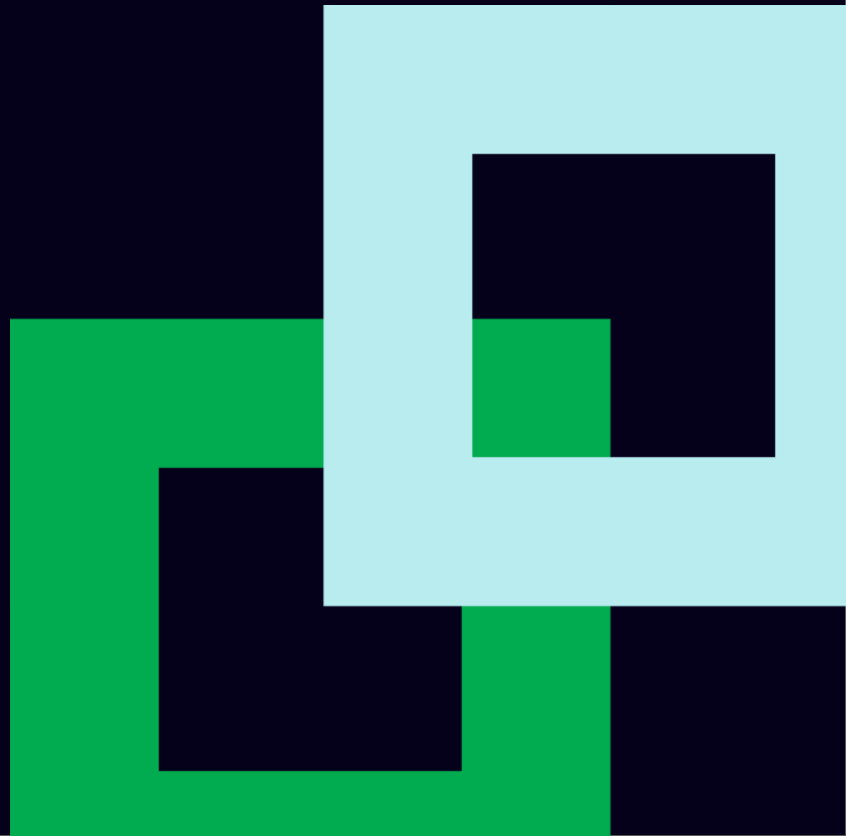
Questions?

Thank you.





About Syndio



Syndio Workplace Equity Analytics Platform

PayEQ®

Achieve pay equity

Rapidly analyze and resolve pay disparities with a robust, flexible pay equity solution designed for global compliance.

OppEQ®

Improve diversity & representation

Measure fairness in hiring, promotions, and retention, benchmark against available talent, and make progress on diversity goals.

Pay Finder™

Ensure ongoing fair pay

Ensure salaries are competitive and equitable with real-time pay insights for every new hire, promotion and transfer.

Global Pay Reports

Support in 28 jurisdictions

Request global reporting with one click. Receive data instructions, step-by-step guidance, final calculations, communications advice, and more.

Technology Built & Supported by Experts

Partner with a team that represent the top minds in workplace equity, global compliance, and data scientists



Fair Pay Workplace Certified

Fair Pay Workplace establishes and upholds a set of Rules & Standards of pay equity, backed by sound methodologies and accepted best practices.



Our Customers

PROUD PARTNERS



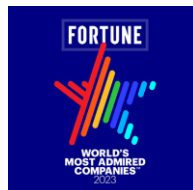
LSEG

FEATURED CUSTOMERS



NORDSTROM

RECOGNITION



30%+

of Fortune's Most Admired Companies



25%

of Just 100 List

A TRUSTED PARTNER

“After two years of using Syndio, we have no more statistical pay gaps based on race, gender, or age. Syndio has helped us achieve this outcome.”

SENIOR DIRECTOR, TOTAL REWARDS



7%

of Bloomberg's Equity Index



We have
100+

Customers on Forbes' Global 2000 List





Thank you for attending



Please take a few minutes to
provide feedback for this
session on your event app.

WorldatWork[®]
Total Rewards Association

