

## Day one

Oct 19  
2022

\*all times are PDT

# Conference Agenda

**Please explore  
our products,  
community, and  
sponsors in the  
Expo Hall.**

*Located throughout the  
platform and on the side  
navigation.*

### International Pre-event Panel

**How to manage rewards on a  
multi-national, global basis**

7:15-7:55am PDT

### Morning Keynotes

**Welcome Address with  
Payscale CEO Alex Hart**

8:00-8:05am

**Dr. Marci Rossell | From The Great  
Resignation to recession: Planning  
for turbulent economic times**

8:05-8:50am

**5 minute break**

8:50-8:55am

**Payscale's Game Plan: How Payscale is  
mapping the future of fair pay**

8:55-9:45am

### Product Breakout Sessions

**Portfolio:** During this session, you will learn how  
the various offerings from Payscale can help you  
solve some of the biggest problems facing HR and  
compensation professionals today.

9:50-10:40am

**Benchmark, Insight, & Insight Lab:** You will walk away  
with a clear understanding of how compensation data  
continues to improve, plus additional ways that you  
can create and support your compensation strategy  
with Payscale.

9:50-10:40am

**Payfactors:** If you're a current Payfactors customer,  
join this session to hear the Payscale Product team  
round up all the latest product enhancements, and get  
a sneak peek of new features to come.

9:50-10:40am

**MarketPay:** If you're a current MarketPay customer,  
join as we explore the upcoming roadmap and show  
you what we're working on behind the scenes!

9:50-10:40am

**Lunch / Call of the wild - Zoo break at 10:55am**

10:40-11:10am

### Afternoon Keynote

**A Fair P(I)ay Conversation with ACFC Lead  
Investor Alexis Ohanian, ACFC President & CEO  
Julie Uhrman, and ACFC Forward Tyler Lussi**

11:10-12:10pm



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## Breakout Sessions

### Game Plan for Strategic Compensation Management

Comp Challenges: Compensation Strategy, Pay Structures, and Job Management

12:15-12:35pm	<b>Beginner / All</b> <b>The Compensation Maturity Journey</b>			
5 min break				
12:40-1:00pm	<b>Beginner / All</b> <b>Panel: Strategic HR and retaining a seat at the table beyond the COVID-19 crisis</b>	<b>Beginner / All</b> <b>Tactics for getting the job description right and collaborating effectively with people managers</b>	<b>Intermediate / Advanced</b> <b>How to build an effective job architecture</b>	<b>Sponsor</b> <b>JDXpert Job Descriptions: A Great Resignation Savior</b>  <b>jdxpert</b>
5 min break				
1:05:1:25pm		<b>Beginner / All</b> <b>HR for One: How to navigate the biases of a privately owned family practice and manage compensation when you are the only person</b>	<b>Intermediate / Advanced</b> <b>How to grow in your career as a compensation professional</b>	
5 min break				
1:30-1:50pm	<b>Beginner / All</b> <b>The industrial re-distribution of labor and how to retain workers during widespread labor migration</b>	<b>Beginner / All</b> <b>Designing a compensation strategy for early stage hypergrowth organizations</b>	<b>Intermediate / Advanced</b> <b>When do you move employees up in the pay range? A look at best practices for rewarding competency and tenure</b>	<b>Sponsor</b> <b>Empsight Shift differentials and premium pay: A new look at traditional tools for engaging talent in a tight labor market</b>  <b>EMPSIGHT</b> <small>compensation surveys &amp; consulting</small>
1:50-2:10pm	Wellness Break: Gazzercise with Megan Gazzo			

## Breakout Sessions

### Stay On Target: Responding to Talent Market Curve Balls with Data

Comp Challenges: Salary Data & Market Pricing, Pay Trends & Hot Topics, Variable & Complex Comp

2:10-2:30pm	<b>Beginner / All</b> <b>Panel: Reimagining pay to compete for talent: What worked in 2021 and what needs to change about pay post-pandemic</b>	<b>Beginner / All</b> <b>Attracting and retaining diverse new graduates — what the next generation from across the globe expects from the hiring process</b>	<b>Intermediate / Advanced</b> <b>Global Comp 101: How to expand into international markets and manage pay for employees that are globally distributed</b>	<b>Intermediate / Advanced</b> <b>Creating a courageous compensation function: Insights from the 25th Annual HR Systems Survey by Sapient Insights Group</b>
5 min break				
2:35-2:55pm		<b>Beginner / All</b> <b>Measuring CEO to average worker pay: Why it matters and what you can do about it</b>	<b>Intermediate / Advanced</b> <b>What happened to pay in 2021 and how to build a multi-source data library to track market rates and price fast-moving jobs</b>	

## Levels

### Beginner / All:

Session content is intended for a general audience of HR leaders and comp professionals who are just getting the ball rolling, aces on their victory lap, and everyone in between.

### Intermediate /

**Advanced:** Session content is intended for heavyweight comp professionals and will take a deeper dive into subject material.

## Join us for a live, virtual peer networking event

3:00pm

# Day two

Oct 20  
2022

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## International Pre-event Panel

**Digital transformation to ensure competitive pay**

7:15-7:55am PDT

**5 minute break**

7:55-8:00am

## Morning Keynotes

**HR heavyweight huddle | Moderated by Susanna Vogel from HR Brew. Featuring Paul Wolfe, author of *Human Beings First*, David Buckmaster, author of *Fair Pay*, and Ruth Thomas from Payscale**

8:00-9:00am

**Ringside with Payscale CFO James Redfern, CMO Adrianna Burrows, and VP of People Lexi Clarke: How fair & competitive pay is key to a growth mindset**

9:00-10:00am

**Wellness Break: Midday stretch break with Chelsea Spicer Killingsworth: Reset, Recharge, and Reconnect**

10:00-10:20am

## Breakout Sessions

### No Red Flags: Enabling Fair Pay

*Comp Challenges: Pay Equity*

10:20-10:40am	<b>Beginner / All</b> <b>The state of legislation on pay transparency, pay equity, and fair pay practices: What's new, what's changed, and what it means</b>		<b>Intermediate / Advanced</b> <b>A history of inequality and how ESG is impacting compensation management</b>	<b>Intermediate / Advanced</b> <b>Panel: The role of technology in supporting ever-evolving compensation planning challenges</b>
		5 min break		
10:40-11:00am		<b>Beginner / All</b> <b>Pay equity from the inside out: How to make pay equity central to your operations and culture no matter the size of your organization</b>	<b>Intermediate / Advanced</b> <b>Understanding pay compression and how to identify and resolve issues to pay fairly, equitably, and transparently</b>	

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## Lunch / Call of the wild - Zoo break at 11:15am

11:00-11:30am


## Kim Scott | Radical Candor: About Pay and Equity

11:30-12:30pm

### Breakout Sessions

## Full Court Press: The Expanded Role of Compensation

Comp Challenges: Compensation Planning, Pay Analysis, Collaboration & Impact, Pay Communications

12:30-12:50pm	<b>Beginner / All</b> <b>Panel: Navigating rapid pay changes and resulting pay compression when limited by real-life budget constraints</b>	<b>Beginner / All</b> <b>What's the ROI? Getting executive buy-in to invest in compensation management software</b>	<b>Intermediate / Advanced</b> <b>Beyond the gender pay gap: What's next for pay equity?</b>	<b>Sponsor</b> <i>Deloitte</i> <b>Attracting and retaining frontline talent</b> <b>Deloitte.</b>
		5 min break		
12:55-1:15pm		<b>Beginner / All</b> <b>How to know if turnover is due to your compensation: Stay true to your comp philosophy and system of rewards</b>		
		5 min break		
1:20-1:40pm	<b>Beginner / All</b> <b>Pay analysis for beginners: Essential reporting you need to demonstrate the impact of compensation at your organization</b>	<b>Beginner / All</b> <b>Managing modern compensation for the nonprofit sector: What is the same, what is different, and what matters for TA&amp;R in the current market</b>	<b>Intermediate / Advanced</b> <b>Understanding employee-reported data and when using it can be a big help in pricing jobs, making market adjustments, and rewarding skills</b>	
		5 min break		
1:45-2:05pm	<b>Beginner / All</b> <b>Panel: The impact of remote work on pay strategies, benefits, and workplace culture</b>	<b>Beginner / All</b> <b>How to create strong compensation partnerships between managers and HR</b>	<b>Intermediate / Advanced</b> <b>Payscale's story: Making company-wide pay adjustments following a double merger/acquisition and international expansion</b>	<b>Sponsor</b> <i>Payformance Partners</i> <b>Be the company they flock to: Innovative solutions to The Great Reshuffle, fair pay, and pay transparency</b>  <b>PAYFORMANCE PARTNERS</b> <small>Your Compensation Consulting Partner of Choice</small>
		5 min break		
2:10-2:30pm		<b>Beginner / All</b> <b>The power of an intentional work culture and how to build one that consistently affirms and rewards the behaviors you value</b>	<b>Intermediate / Advanced</b> <b>Agile compensation: An introduction to how modern compensation management aided by technology can help you pay fairly faster than the standard annual review cycle</b>	
		5 min break		
2:35-2:55pm	<b>Beginner / All</b> <b>Salary Negotiation from the perspective of candidates and their career coaches: The visibility of salary data has changed. Here's what you need to know when it comes to what employees and candidates expect</b>	<b>Beginner / All</b> <b>Why you should use employee total rewards statements and best practices for how to customize and communicate them</b>	<b>Intermediate / Advanced</b> <b>Making the transition to pay transparency: The legal perspective on how to share pay ranges, and what to prepare for pay communications</b>	

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## Entertainment | The virtual magic of Gary Ferrar

3:00pm