



Total Rewards Webinar

Rethinking Total Rewards in the Midst of the Great Resignation

September 21st, 2022



Alpine Rewards

Newfront



Meet the Presenters



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Today's Topics

1. Current Market
2. What is Total Rewards?
3. How to Shape Total Rewards
4. Resetting Total Rewards
5. Playbook – Call to Action

Current Market



**Great
Resignation**

**Market
Competitiveness**

**Layoffs and
Select Hirings**

**Quiet
Quitting**

**Focus on
Mental Health**



What is Total Rewards? Defining and Refining Total Rewards



Compensation



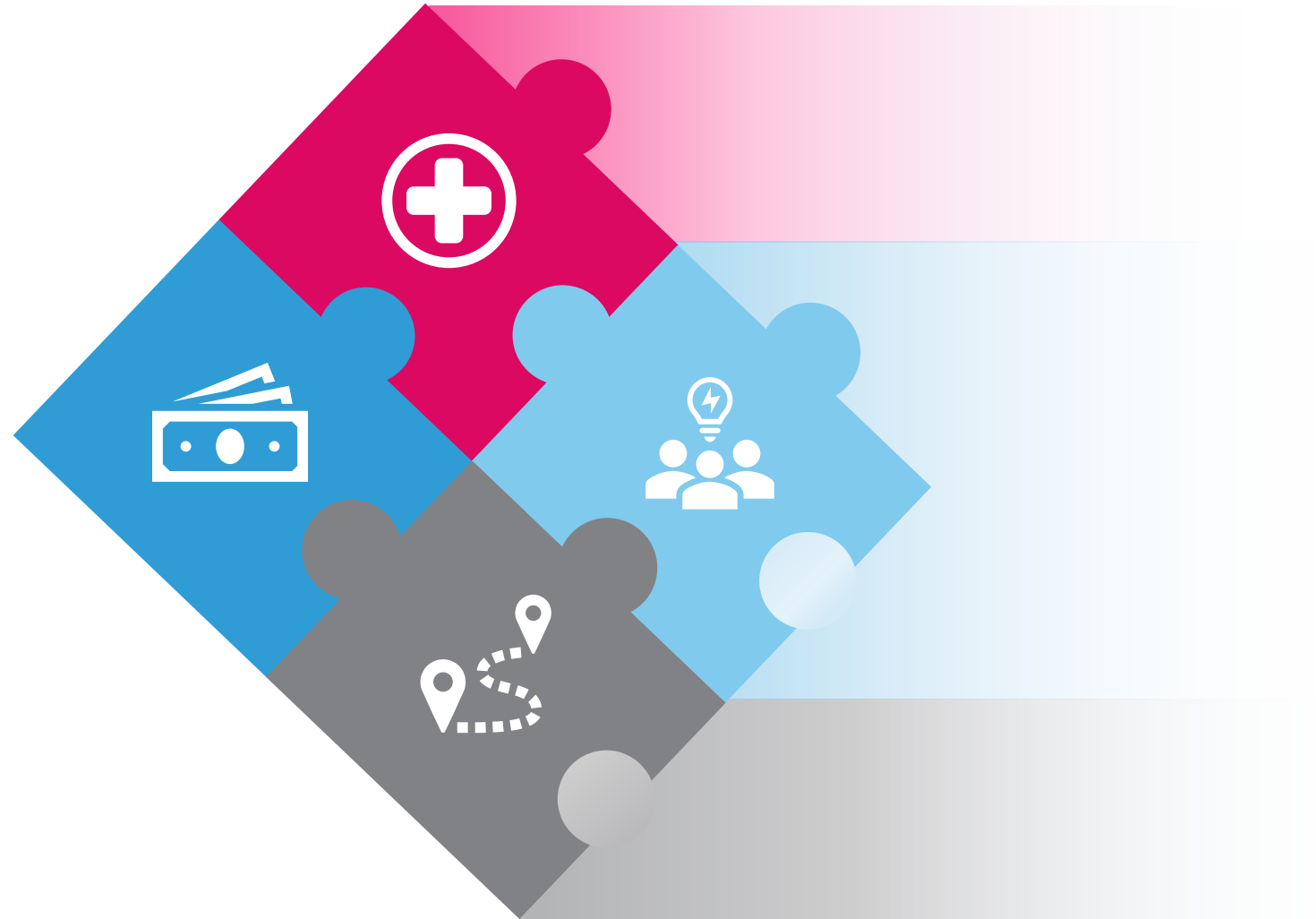
Benefits Portfolio



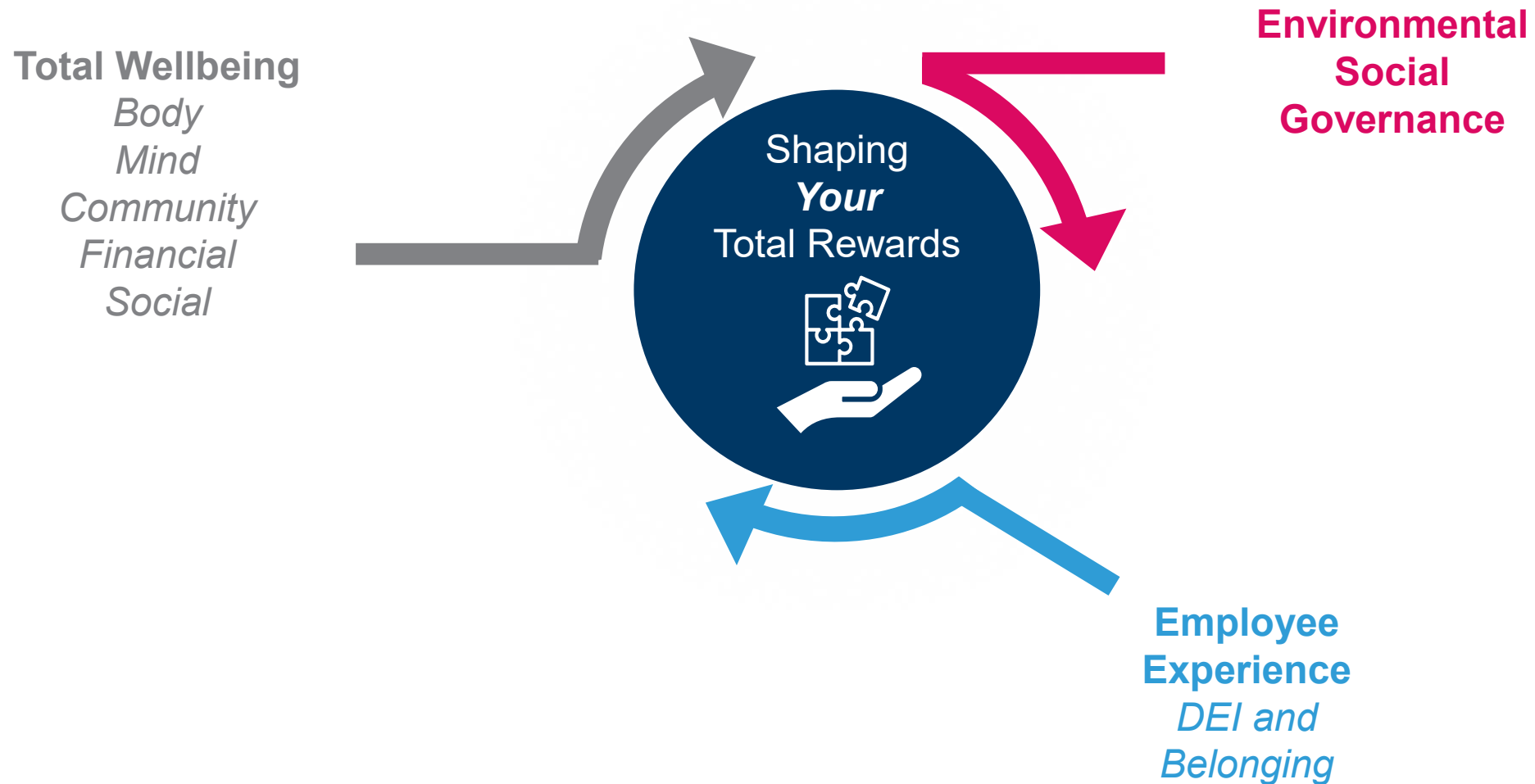
Culture



Location



What should you be thinking of when shaping your Total Rewards?



Resetting Total Rewards

Is there flexibility to endure external change?

Have you rethought your employees experience?

Is there organizational mobility?

Does your program design support the "new normal"?

Does your total rewards **strategy** align with the new normal?

Playbook – Call to Action

Review Business and Talent Strategy

Does your rewards philosophy match the business strategy to get and keep the talent you need?

Design Reward Plans Around Employee Needs

What do your employees really value?
How recently have you questioned this?

Review Job Architecture

Do we have the right roles in our catalogue?
Does it align with our business model?

Challenge the Status Quo

Every situation is uniquely your own, challenge what is best for your company and how to best communicate your total rewards strategy

Q&A



Upcoming Total Rewards Webinars

- **Session 4: IPO Planning**
 - Wednesday, September 28, 2022 – 10am PST
- **Session 5: Building a Modern-Day Job Architecture with a Remote Workforce**
 - Wednesday, October 19, 2022 – 10am PST
- **Session 6: Prepping for 2023 Comp Planning**
 - Wednesday, November 2, 2022 – 10am PST

Thank You!



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