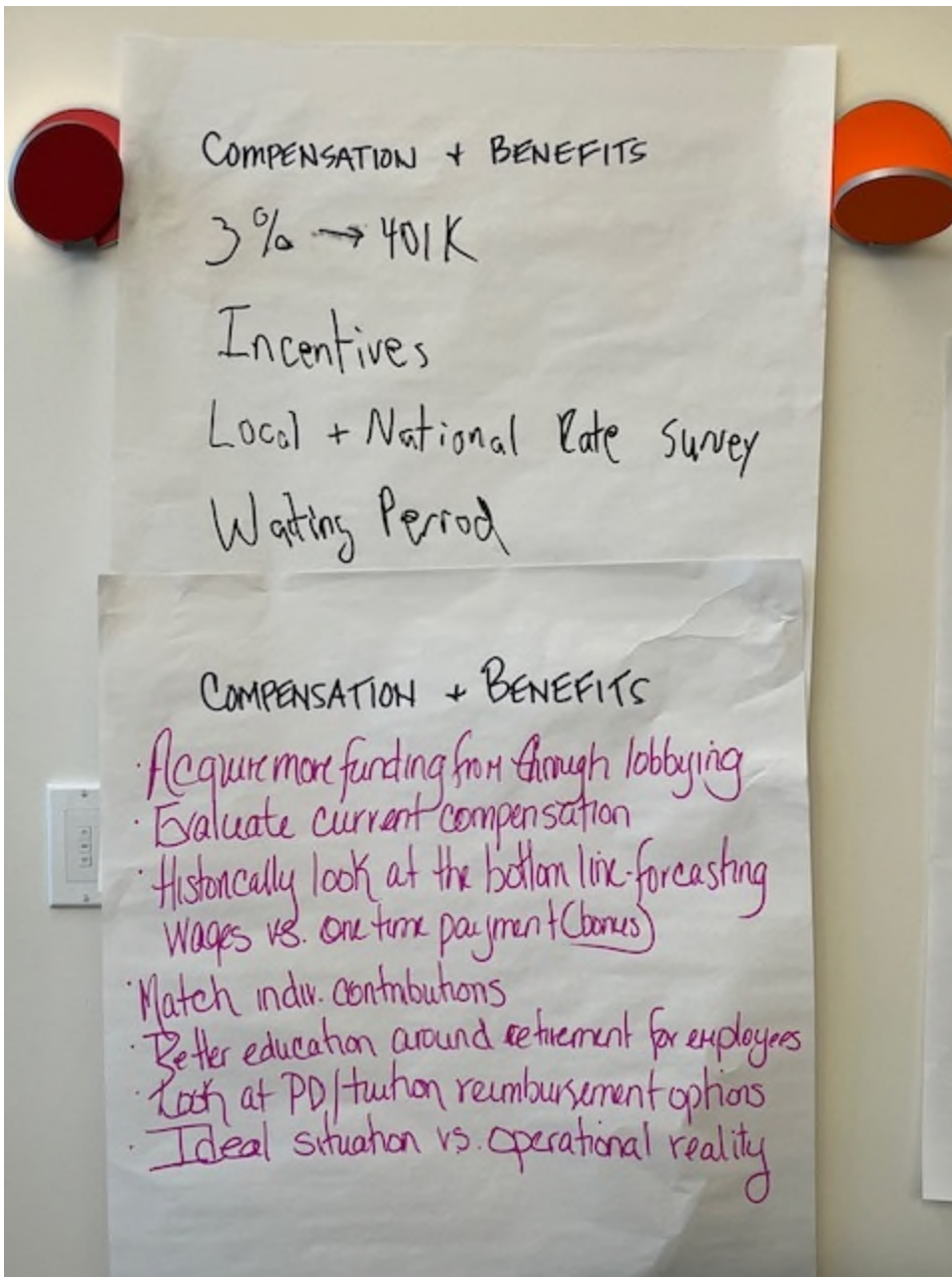


Monica Kelly

From: Lyn Freundlich <friendlybrit01@gmail.com>
Sent: Thursday, March 6, 2025 1:43 PM
To: Monica Kelly; Meher Shulman
Subject: <EXTERNAL>Comp and benefits 1 of 2



COMPENSATION + BENEFITS

- pay above minimum wage
- re-evaluate everyone's pay compensation analysis
- research best practices
- including part time staff in health ins
- giving PTO upon hire
- contribute to 401K without employee ~~providing~~ contributing

COMPENSATION + BENEFITS

- learn about thriving wages - how?
 - evaluate date to enhance benefits
 - consider per employee avg. \$ of benefits
compare to ind. to evaluate equity in
investment.
- conversations about equity
- annual raise w/out performance limitations.
time w/ organization

COMPENSATION + BENEFITS

transparency

hard to reach "thriving"

open conversations on benefits
what do ppl value.?

COMPENSATION + BENEFITS

research

compensate in other ways

reallocating benefit costs to shift to wage

reviewing policies + processes

what can we offer that we don't pay for

participating in cross sector surveys so that
ppl have access to response

(Fair

- Look

- review

- advocate