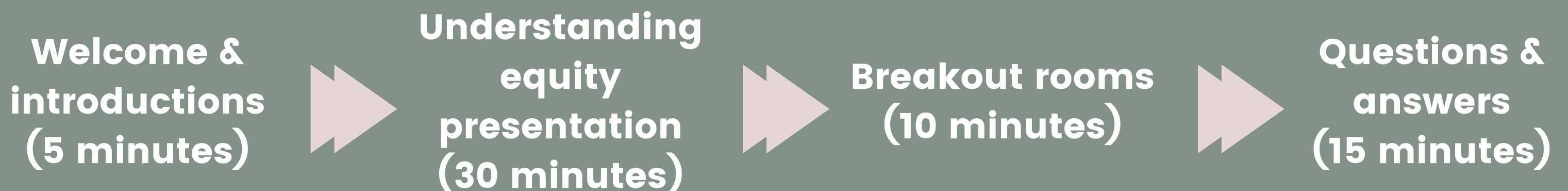


# UNDERSTANDING EQUITY COMPENSATION WORKSHOP

Our mission is to enable recognition, opportunity and influence for women in the workplace through individual and employer coaching.

- **Equity compensation is one of the best tools employers have to align employees with company performance and retain employees over the long-term.**
- **However, many employees have only a basic understanding of their equity, meaning the ROI of equity compensation spend is low.**
- **In this workshop, we review your equity programs in detail and create a tailored presentation to help your employees truly understand the value of their equity.**
- **We use visuals, breakout rooms, take-home information, and Q&A to accommodate all learning styles.**
- **We also provide 1:1 employee training sessions as needed.**

## SUGGESTED STRUCTURE



## ABOUT US

### **Jillian Climie, Co-Founder (she/her)**

Jillian has spent her career advising individuals and teams in executive compensation, both as a consultant and in-house at two global retailers. Most recently at Lululemon, she led the global equity compensation and executive compensation teams. At The Thoughtful Co she leverages her niche and technical experience, coupled with her passion for gender equity, to empower women to get paid what they deserve.

### **Sophie Warwick, Co-Founder (she/her)**

Sophie specializes in developing in-house gender equity policies and chairing Employee Resource Groups and advocacy groups. She uses her data analysis expertise from her engineering background to define targets and track growth and retention. In 2018, she Co-Founded Women in Consulting Engineering (WCE), a non-profit organization with over 500 members and monthly events to support and empower women in engineering.

## CONTACT

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\*Fees are dependent on course structure and group size.  
Contact us today to get a quote and schedule a workshop.

\*\*\*"Women" includes anyone who identifies as a woman.