

A SUMMIT FOR COMP PIONEERS

FEBRUARY 28-29, 2024

IN PERSON | SF BAY AREA

COMPALLUMINATI™



ROBLOX

 **Compa**

stripe

THANKS FROM THE COMPA FOUNDERS

Dear Compalluminati attendees,

Thank you for joining us for our first ever Compalluminati summit!

We kicked off our summit by asking you to focus on three things: **learn** from each other, **teach** each other, and **connect** with each other. These goals guided our design of the experience.

But all we did was create the container. It was up to you to fill that container with magic – **and you did**. You showed up open, curious, and committed to elevate the practice of compensation.

The strength of the Compalluminati community lies in and belongs to each of you. **The future of compensation is in your hands**. Thank you for making Compalluminati *the* community for comp pioneers.

We're already eagerly scheming our next big event. And we can't wait to see you there.

Sincerely,

Charlie Franklin



Joe Malandrucolo



Taylor Cone



Charlie Franklin
Co-founder & CEO



Joe Malandrucolo
Co-founder & CTO



Taylor Cone
Co-founder & Head of Experience



COMPALLUMINATI™

 **Compa**

KEY STATS FROM THE EVENT

123 ATTENDEES

82 COMPANIES REPRESENTED

9 SESSIONS

2 DAYS

1 NEW PRODUCT ANNOUNCED

 **Compa Stock**

[Request Preview](#)

AGENDA IN REVIEW

DAY 1 - FEBRUARY 28

16:00 - 16:10

Charlie Franklin

Summit Kickoff

Charlie will welcome everyone, set the stage for Day 1, and pose a few questions to ponder throughout the summit.

16:10 - 16:30

Supriya Bahri

Analyzing 2024 total rewards trends

Improve comp performance through market shifts with fair and competitive total rewards programs.

16:30 - 17:00

Connor Parker
Supriya Bahri
Yudian Tang
Charlie Franklin

Innovative approaches to equity comp (Panel)

Using real-time market data from offers to maximize competitive advantage.

17:00 - 17:30

Charlie Franklin

Compa 2024 roadmap sneak peek

Join Compa Co-founder & CEO Charlie Franklin as he shares a sneak peek at Compa's plans for 2024.

17:30 - 19:00

Team Compa

Welcome Reception

Wrap up Day 1 by connecting with peers & industry experts, debriefing insights from the day, and enjoying drinks and delicious hors d'oeuvres.

AGENDA IN REVIEW

DAY 2 - FEBRUARY 29

9:00 - 9:30

Charlie Franklin

Compa Market Data Vision Keynote

Compalluminati 2024 – Why this, and why now?

9:30 - 16:15

Sarah Staples

Offer management in the age of data

Enterprise compensation teams manage billions of dollars of spend each year. As market volatility increased over the past several years, they can no longer rely on legacy survey data.

10:15 - 11:00

Mason Stubblefield

The role of technology in the future of comp

With volatile talent markets and evolving comp landscapes, technology has never been more critical to a successful comp strategy.

11:15 - 12:00

Allan Brown
Andrew Jarmon
Athar Siddiqee
Jess Cheng
Charlie Franklin

Capturing insights from new sources of comp data (Panel)

Charlie Franklin, Co-founder & CEO of Compa, will lead a panel discussion around turning new sources of comp data into actionable insights.

13:15 - 15:00

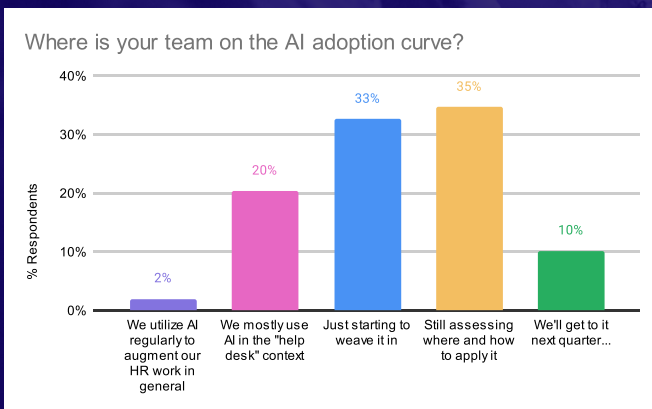
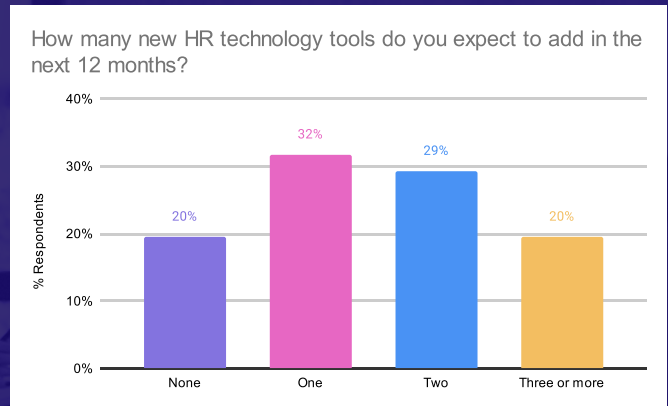
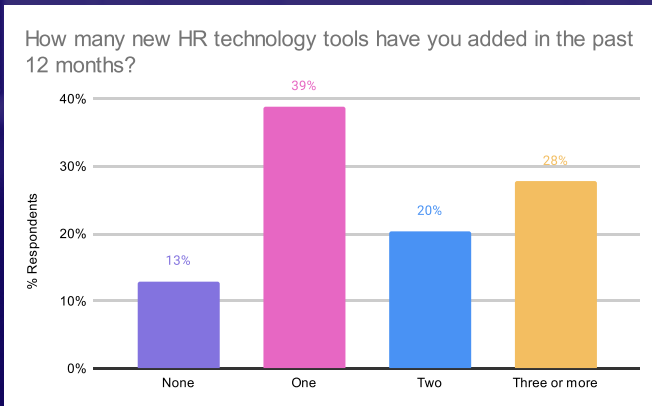
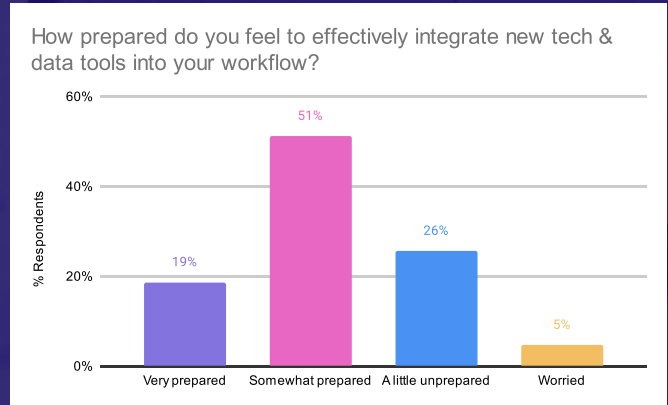
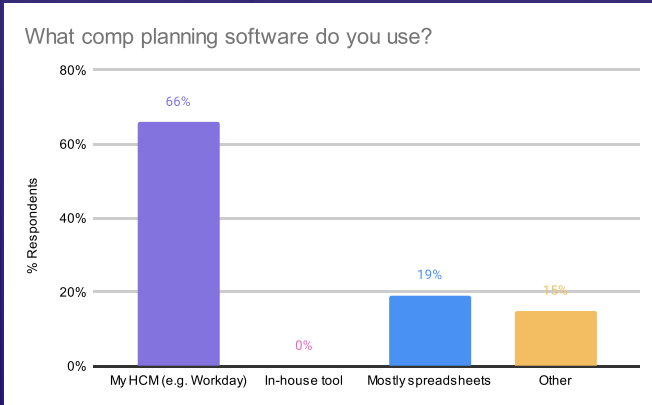
Tauseef Rahman
Taylor Cone

Envisioning the future of data- driven comp (Workshop)

Tauseef Rahman will set the stage by highlighting three key trends that are defining the future of data-driven compensation work. Using this as inspiration, Taylor Cone will lead a dynamic, hands-on workshop to envision the future of data-driven comp.

SURVEY RESULTS

Mason's talkshop on Day 2 included audience polls focused on the use of technology in HR. View the results below:



SPEAKER BIOS



Supriya Bahri

ROBLOX VP, Global Total Rewards

Supriya is a highly driven Total Rewards Leader, recognized for leading Compensation and Benefit strategies across multiple countries and continents. In her current role as VP of Total Rewards @ Roblox, Supriya is leading all aspects of global compensation & benefits. During her nearly two decades of professional experience Supriya has demonstrated subject matter expertise and leadership in the area of Global Compensation & Benefits, Executive & Equity Compensation. Supriya is a change leader and served as a strategic advisor to C-suite executives and the Compensation Committee on executive/equity compensation strategies and programs.



Mason Stubblefield

NVIDIA VP, Compensation & HR Technology

Mason has over 25 years of experience in Human Resources, including positions at SynOptics Communications, Network Appliance, Nortel Networks, Adobe, Intuit, and Khan Academy. Mason has a wealth of experience in designing and implementing compensation, benefits, and mobility strategies to support the acquisition, retention, and engagement of talent.



Sarah Staples

DOORDASH Sr. Director of Compensation

Sarah provides comprehensive global compensation design, analysis, process management and oversight, resulting in plans and programs that are competitive, cost effective and consistent with business goals and compensation philosophy. Sarah's experience also includes providing compensation expertise to management through communication and consultation.



COMPALLUMINATI™

Compa

SPEAKER BIOS



Jessica Cheng

instacart Senior Director of Compensation

Jessica has 12 years of progressive experience spanning broad based, equity, sales and executive compensation. She's been fortunate enough to have worked on a variety of incredibly interesting compensation problems, ranging from working on Investment Banking compensation at Goldman Sachs in the aftermath of the financial crisis, to helping with a complete rebuild of the comp philosophy and structure at LinkedIn. Currently, Jessica leads a wonderful team of compensation professionals dedicated to supporting Instacart's rapid expansion.



Graham Duncan

NETFLIX Senior Compensation Partner

Graham is currently a Senior Compensation Partner supporting Netflix's Technology, Games, and Ads organizations in Los Angeles. Graham's background is in Total Rewards management and has spent the last 6 years leading compensation partner teams that work directly with business leaders to solve challenging problems. Since moving to Los Angeles from Texas, Graham has primarily worked in the Games and digital entertainment space. In his free time, you can catch him reading parenting self-help books, grilling, or taking a dance class.



Connor Parker

BLOCK Head of Compensation

As Head of Compensation at Block, Connor brings over 16 years of strategic expertise in total rewards. Collaborating closely with Management and the compensation committee, he continually develops and enhances both broad-based and executive compensation programs. Guided by a philosophy centered on fostering collective intelligence and maximizing efficiency through technology, Connor navigates the dynamic intersection of data, technology, and customer experience when crafting compensation strategies. Beyond work, Connor is passionate about Bitcoin, real estate, and spending time in nature with his wife, three dogs, and one cat.



COMPALLUMINATI™

 **Compa**

SPEAKER BIOS




Athar Siddiquee

 VP, Global Total Rewards

Athar Siddiquee is Vice President of Global Total Rewards at Micron Technology, a \$30 billion, 48,000-employee, high-tech firm. He has extensive experience in this field, having served in Total Rewards leadership positions over a 25-year career at Cisco, Synopsys, SanDisk and Xilinx, among others, including a 2-year international assignment in Bangalore. A life-long Bay Area resident, Siddiquee earned a bachelor's degree from UCLA in Mathematics/Economics and an MBA from Santa Clara University. In addition, he is the current Chair of the WorldatWork Executive Rewards Advisory Council and has taught professional courses at WorldatWork, UC Santa Cruz Extension, and San Jose State University for many years. Athar has even instructed in Spanish in Costa Rica and Mexico, meaning he has confused students in multiple languages. Finally, despite failing numerous times, Siddiquee continues to pursue his personal goal of becoming a stand-up comedian. He lives with his wife, son and daughter in Sunnyvale, California. Even they don't think he's funny.



Yudian Tang

 Director, Executive and Equity Compensation

Yudian offers a wide range of comprehensive and innovative equity compensation solutions designed to attract, retain, and nurture top-tier talent. Yudian manages the equity compensation program at Roblox, ensuring competitiveness, fairness, and consistency while emphasizing "pay for performance". Additionally, Yudian has a wealth of experience in designing and executing executive compensation plans.



Tauseef Rahman

 Partner

Tauseef is a full stack human capital consultant who helps organizations perform their best by attracting, retaining, and engaging their talent. He builds relationships and teams to deliver the right solutions to clients. His expertise is in translating business strategy into a talent strategy through work design and transformation, rewards effectiveness, people analytics, and digital experiences. He has been featured across media sources such as Bloomberg, CNBC, FT, The Information, and The WSJ.



COMPALLUMINATI™

 **Compa**

SPEAKER BIOS



Allan Brown

 Consultant and former VP of Total Rewards

Allan Brown has over 35 years of business experience in finance, sales, and human resources, and most recently retired from Electronic Arts as VP, Total Rewards where he led compensation, benefits, and workplace experience. Prior to EA, Allan served in similar roles with Citrix Systems, Yahoo!, Marvell Technology, Google and Microsoft. He started his HR career with Towers Perrin, consulting with management and boards on executive pay. Allan received a MBA in HR Management from Rice University and AB in Economics from U.C. Berkeley.



Charlie Franklin

 **Compa** Co-founder & CEO

Charlie Franklin is the Co-founder & CEO of Compa, a VC-backed startup with the mission to make compensation fair and competitive for everyone. Compa is compensation intelligence software for enterprise total rewards teams navigating the era of pay transparency.



Taylor Cone

 **Compa** Co-founder & Head of Experience

Taylor Cone is a Co-founder & Head of Experience at Compa, a VC-backed startup with the mission to make compensation fair and competitive for everyone. Taylor focuses on curating Compa's community as a vibrant hub of connection, insight, and collaboration for compensation leaders.



COMPALLUMINATI™

 **Compa**

THANK YOU FOR JOINING US

Find or host a Compalluminati event in your area.
Visit www.compalluminati.com for more details!

COMPALLUMINATI™

