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# In the Loop

## Report Shows More Employers Are Adapting Pay Transparency Practices

A recent WTW survey found that the majority of North American employers have pay transparency policies in place due to increased regulatory requirements. In general, larger companies are adapting pay transparency practices quicker than smaller ones.

This shift means that companies are now more frequently required to disclose salary ranges for job postings and provide employees with clear information about how their pay is determined. Such transparency can help demystify the world of employee compensation, allowing individuals to better understand their worth in the job market and negotiate salaries more effectively.

One of the primary benefits of pay transparency is its potential to reduce wage gaps. When salary information is openly shared, it becomes easier to identify and address disparities; this can lead to a more equitable workplace where all employees feel valued and fairly compensated for their contributions. Additionally, transparency can foster a culture of trust and openness, as employees are likelier to feel that their employer is committed to fairness and accountability. However, some employers are hesitant due to oper-

ational changes, employee unrest or a limited understanding of workforce compensation strategies.

**States and localities have been adding pay transparency requirements since 2021, with even more set to go into effect. Effective Oct. 1, 2024, Maryland employers must disclose certain wage range information in all public and internal job postings. Furthermore, Illinois, Vermont and Minnesota are adding pay transparency rules that will be implemented in 2025.**

The move toward pay transparency gives employees more access to salary information, which can enable employees to make informed career decisions and advocate for themselves in salary negotiations. Knowing the typical pay range for a position can help employees set realistic expectations and feel more confident in their discussions with employers.

Reach out to HR or your manager if you have compensation-related questions.



## How, Where and When to Vote in Upcoming Elections

Election Day is Tuesday, Nov. 5, 2024. This year, voters will submit ballots for a presidential election as well as important state and local elections across the country. As Election Day approaches, it's important to understand how, where and when to vote.

**If you plan to vote, you must register to become a voter. Every state requires this except North Dakota. Some states allow you to register on the day you vote; others may require advance registration.**

### How to Vote

Check with your state's election office for more details about when and how to register. You can [verify online](#) whether you are already registered to vote.

Voting can occur on Election Day or through absentee or early voting:

- **Voting on Election Day**—Most states require you to bring a form of identification if you vote in person on Election Day. Check your state's requirements before heading to the polls.
- **Absentee voting**—If you are unable to vote in person on Election Day, absentee voting allows you to vote beforehand by mail or drop box. Although every state has absentee voting, rules on who can take part vary. You do not need an excuse to vote absentee in most states; however, in some states, you may need to request an absentee ballot to be able to do so.
- **Early voting**—Use [this map](#) to see if your state allows early in-person voting. Additionally, confirm your area's early voting dates and rules with your [state or local election office](#). Depending on your state, you may need to check under "absentee voting" if you do not see information listed for early voting.

### Where to Vote

If you plan on voting in person on Election Day, you need to [locate the nearest polling center](#). The polling center assigned to you is based on your residential address. You are expected to vote at this location, so it is important to know where to go. Your name will not be on the roster at any other location.

### When to Vote

In-person voting will take place on Election Day. Be aware that hours of operation may vary between polling locations. If you are utilizing absentee or early voting, review the information provided on your ballot, as the required mail-in date may differ by state.

Some states require employers to offer voting leave for Election Day. However, you may be required to notify your employer in advance. It's best to check with your employer for specific information about voting leave.

If you are able and planning to vote, make sure you review the requirements ahead of time. Knowing how, where and when to vote will make casting your ballot easier and more efficient.

For more information about voting, visit [vote.gov](#) or call 1-844-USA-GOV1 (1-844-872-4681).