

Alignment and Clarity on Promotions

Sarah Milstein, February 2023

What **most** companies do

But these systems **actually**
undermine alignment and clarity

So. Much. **Time.**

So. Little. **Value.**

Daily does it **differently**

Our old system

- Three levels
- One salary per level
- Levels based on years of relevant experience
- Same salaries regardless of location

Our new system

- Seven levels
- One salary per level—adjusted up to meet the market
- Levels based on years of relevant experience
- Promotions based on experience gained at Daily
- Same salaries regardless of location
- No titles

Benefits and tradeoffs of Daily's system

Career growth

Fairness

Career tracks

Focus

Uneven leveling

Diversity

What this means for **you**

Aim for clarity and alignment in ways that fit **your company's values, goals and resources**

Thank you

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