

Hilton Announces Partnership with James Beard Foundation's Restaurant Awards

Hilton announced a first-of-its-kind partnership with the James Beard Foundation, serving as a Premier Sponsor of the 2023 Restaurant and Chef Awards. As the first global hospitality company to sponsor the Outstanding Bar Award, the activation underscores Hilton's ongoing leadership and innovation in food and beverage.

The 2023 Restaurant and Chef Awards ceremony will take place on June 5 in Chicago and will honor outstanding achievement in the food and beverage industry across 22

categories and a range of experiences, from fine-dining establishments to casual gems, and emerging talent to established leaders. The James Beard Awards are among the industry's most prestigious honors, recognizing exceptional talent in the culinary and food media industries, and broader food system. The Outstanding Bar Award recognizes those who demonstrate consistent excellence in guest experience, atmosphere, hospitality, and operations while contributing positively to the broader community.

HR Matters: Pay Transparency and Equity at the Workplace

Pay Transparency is the practice of openly sharing pay-related information with current and potential employees. This information generally includes the pay scales or salary ranges for specific positions in job postings. The goal of pay transparency is to help ensure fairness and equity in the workplace by providing employees and applicants with a better understanding of how they're compensated compared to other positions and individuals. Employees value pay transparency because it can help them to avoid applying for jobs they wouldn't accept due to low pay, negotiate for better salaries and build trust with their employers.

Despite many employers' reluctance to embrace pay transparency—because pay transparency can reveal unintended pay gaps and trigger questions from current employees—the practice has gained a stronger foothold in 2023. In fact, a growing number of states and localities require employers to

share pay information with applicants and employees. The state list includes California, Colorado, Connecticut, Maryland, Nevada, Rhode Island and Washington (but not Illinois yet).

Illinois Equal Pay Act - Employers with 100 or more employees ("covered employers") in Illinois must submit an application to obtain an Equal Pay Registration Certificate (EPRC) by providing certain pay, demographic, and other data to the IDOL every two years. The IDOL uses the submitted information to help identify and respond to potential IEPA violations.

Illinois covered employers are required to (1) obtain the registration certificate every two years and (2) include EEO-1 type diversity and employment data in annual report to the Illinois Secretary of State. Most Illinois employers will need to submit the EPRC application by March 24, 2024.

For more information or answers to any questions you might have about human resources, contact Rob Wilson: rwilson@employco.com. You can also find Employco listed in our directory under "Human Resources Services".



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