

Peter Pawlick

Senior Director Global Compensation, Gap Inc.



Peter Pawlick, Sr. Director Global Compensation, Gap Inc. is the leader of a global team responsible for delivering reward programs for over 135,000 employees across multiple operating divisions, employee segments, and geographies. He serves as the compensation lead for the company's Women and Opportunity initiative.

He developed and validated a model to analyze gender pay equity and test for equal pay for equal work at Gap Inc. In 2015, he led the implementation of a national minimum wage of \$10 for US employees, including a strategy to address wage compression for those paid close to \$10/hr. In 2014, when the company eliminated year-end performance reviews and ratings in favor of more frequent coaching and touch-base conversations, Peter and his team established a new framework for rewards allocation with a focus on performance, employee contribution and proficiency in role.

Peter joined Gap Inc. in 1999 and has held roles in Information Technology and Compensation. He has a B.S. in Business Administration from the McDonough School of Business at Georgetown University.