



E. Patrick Ekong | CCP, GRP  
Occupational Psychology, Rewards

Patt holds the Certified Compensation Professional (CCP) and Global Remuneration Professional (GRP) certifications from WorldatWork Total Rewards Association. The designations are considered the global standard within the industry and Patt is well known for providing expertise in philosophy design and reward implementation. By integrating pay legislation into HR processes, and business operations, Patt creates opportunities for organizations to promote reward practices that they (and their employees) can be proud of.

## Founder, Ekonometrix

Patt oversees the operations, branding and execution of the agency's initiatives. As an accomplished leader who brings a unique blend of compensation management and occupational psychology expertise to the office, Patt works to design strategic roadmaps that empower performance and mobility opportunities for organizations and their employees.

**Expertise:** Compensation Plan Design, Pay Education, Internal Mobility, Career Analytics, HR Systems

For the past 13 years, Patt has worked with company leaders, executives, HR teams and board members in the development of pay philosophies used to attract, motivate, and retain great talent. His independent experience at leading companies such as Gusto, Warner Music Group, Medallia, and 10x Genomics has helped create a successful track record in providing both short- and long-term solutions to performance-based initiatives and practices.

Patt received his Masters in Applied Industrial-Organizational Psychology from George Mason University in Northern Virginia, his MBA from the University of North Texas, and his Bachelors in Finance from the University of Texas, Arlington.

