

Compensation Equity

JA's policy is to provide compensation that is competitive to professional architecture firms of similar size in our region. Compensation is set considering the market; internal equity; the training, skill and experience required; the level of responsibility; and the potential contribution in key areas of business. Bonuses are discretionary and based on the firm's profitability. We are committed to compensation equity across throughout all staff levels. JA targets a maximum limit on the difference between compensation at 1:5, where 1 represents the lowest compensated employee and 5 represents the compensation of the highest compensated employee.