



JUST – APPLICABLE SECTIONS:

- Pay Scale Equity

JOB CLASSIFICATIONS, WAGES AND SALARIES

MCG maintains a Pay Scale Equity Policy to provide fair compensation to employees within the organization and across all job classifications. MCG the following job Classifications:

1. Principal Architect
2. Associate Architect
3. Staff Architect
4. Detailer
5. Designer
6. Project Assistant
7. BIM Technician
8. Accounting
9. Administrative Support

Fair compensation is part of MCG's philosophy to provide comprehensive benefits to the employee. The equity in pay scales provides a cultural of value and fairness that is important to self-motivation, productivity, and contribution.

MCG maintains a maximum compensation scale ratio of less than 1:20

MCG PAY RATIO = 2.4:1 (highest:lowest)

Sincerely,

John Weir, Principal Architect
AIA, NCARB, LEED-AP

John E. McCool
Michael P. Carlson
Douglas G. Green
John T. Weir
421 W 1st Ave, Suite 30
Anchorage, Alaska 99501
(907) 563-8474
FAX (907) 563-4572
www.mcgalaska.com