

### Living Wage

JA offers a living wage to all its employees regardless of position. A living wage is defined as the amount of income needed to provide a decent standard of living. It should pay for the cost of living in a given region. It should also be adjusted to compensate for inflation. We use the MIT Living Wage Calculator to determine the minimum living wage for our region. For the 2018 the living wage minimum for Seattle is 20.98 \$/hr.