

Pay Scale Equity Policy



Schemata Workshop is committed to pay scale equity across all job levels and pay-scale gradients for employees. Pay scale equity addresses salary, wage, and benefits discrepancies within the organization. The goal of this pay scale equity program is to attract and retain creative individuals by paying them a livable wage, and to place value in what individuals do at every level of the organization. In accordance with Schemata Workshop's Non-Discrimination Policy, the studio applies its pay scale equity program equally to all employees without regard to race, color, religion, gender, sexual orientation, national or ethnic origin, age, genetic information, disability, veteran status, or any other legally-protected characteristics.

Schemata recognizes that there are real and merited differences in employee compensation scales within the organization's pay scale equity program, but puts a realistic and equitable maximum limit on the difference in this compensation at 1:8. In this ratio 1 represents the compensation of the lowest-compensated full-time employee and 8 represents the compensation of the highest-compensated employee/president.