

Equity

LWA is committed to a policy of pay scale equity for all employees, across all job classifications and pay-scale gradients. Pay Scale Equity policy is defined to include salary, wage, and benefits. LWA recognizes that there are real and merited differences in employee compensation scales but ensures the differences are reasonable, justifiable and equitable at a compensation ratio of less than 1:10. This ratio represents the compensation of the lowest-paid full time employee to the highest-paid full-time employee.

LWA is committed to providing a minimum Living Wage for all employees. A Living Wage is defined as financial compensation that reflects what individuals need to support themselves and their families above the poverty line, based on the actual costs of living in a specific community.

A Living Wage takes into consideration the basic and essential costs of living and helps to provide an adequate standard of living. Living Wage calculations are based on the Poverty in America: Living Wage Calculator for Cambridge, Massachusetts and the Greater Boston-Cambridge-Quincy Area (<http://livingwage.mit.edu/>). LWA regularly compares its salaries with various salary surveys to maintain industry pay scale parity and makes adjustments as appropriate.

LWA is committed to a policy of gender pay equity. The firm maintains a fair and equitable pay scale and does not discriminate based on gender or gender identity. All employees performing the same or similar work or work of equal value will be compensated on the same pay scale, which is based on individual merit, qualifications, levels of experience, and competence. LWA will review the pay scales of all employees during annual review periods, and will adjust compensation as appropriate to ensure there is no gender-based bias.