



PAY SCALE EQUITY

ASID is committed to a pay scale equity program across all job categories, classifications and pay scales for all employees. The goal of ASID's pay equity program is to avoid discrepancies in employee compensation could arise from over-valuation of work performed by senior executives and the under-valuation of work performed by the lowest job classifications.

ASID recognizes that there are real and merited differences in employee pay scales within the organization's equity compensation program but puts a realistic and equitable maximum limit on the differences in this compensation at 1:15. In this ratio, 1 represents the compensation of the lowest compensated, full-time employee and 15 represents the compensation of the highest compensated employee/senior executive.