



ARCH | NEXUS

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**PAY SCALE EQUITY POLICY**

Arch Nexus is committed to a compensation (pay) scale equity program across all job classifications and pay-scale gradients for all employees. Compensation (pay) scale equity addresses salary, wage and benefits inequities within the organization. The goal of Arch Nexus' compensation equity program is to reduce the discrepancies in employee compensation that relate to the traditional over-valuation of work performed by senior executives and the under-valuation of work performed by the lowest job classifications.

Arch Nexus recognizes that there are real and merited differences in employee compensation 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.