



Quality • Environmental • Security  
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## Compensation (Pay) Scale Equity Policy

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SRI strives to have compensation scale equity program for all job classifications. The purpose of SRI's 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. All forms of compensation including base salary, variable pay, bonuses, and benefits are considered to ensure just distribution. SRI 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.