



# FARR ASSOCIATES

## PAY-SCALE EQUITY POLICY

Pay-Scale equity is the measure of the compensation gradient between a business' lowest and highest-paid employees. In the U.S., recent studies cite ratios as high as 475:1 for some executive level positions relative to lowest paid employees within certain organizations. Any large disparity in pay-scale equity ultimately undermines any organization's claims to fair and equitable compensation practices. Farr Associates is committed to having compensation for highest-paid senior employees that is reasonable, equitable, and justifiable relative to the rest of our workforce, at a ratio not to exceed 5:1.

Cristine M. Perez-Olson, Operations Manager