

PAY-SCALE EQUITY POLICY

Trivers is committed to pay scale equity. We are aware of the trend that relates to income inequality and society's historical overvaluation of work performed by senior executives and the undervaluation of work performed by employees in entry level job classifications. While Trivers recognizes that there are real and merited differences in employee compensation within each organization's compensation program, we place a realistic and equitable maximum limit on the ratio between highest-compensated and lowest-compensated employee. We have established a maximum pay scale ratio of 1:20 where 1 represents the pay of the lowest compensated employee and 20 represents the pay of the highest compensated employee. This policy does not preclude the organization from making discretionary payments to any employee based on performance or other merit-based factors.