



COMPENSATION PHILOSOPHY AND SALARY POLICY

Childhaven's compensation policy and practice involves posting salary ranges for open positions. We value transparency and predictability internally and for job candidates who are interested in joining the Childhaven team.

To determine the posted salary ranges, each position is given a grade on a scale of 1-12. Higher grade positions have higher requirements for specialized knowledge, skills, experience, education, training, and responsibility.

The salary ranges for each grade were determined by a market audit analysis, including multiple comprehensive market surveys. New grades and salary ranges were updated and adopted by Childhaven in August 2021, with extensive market analysis and consultation with Archbright.

When a job candidate is offered a position, the candidate is offered a salary which equates to a specific step within the grade. There are 21 steps in each grade. Steps are determined by an individual's relevant and related years of experience. Therefore, the combination of grade and step results in a salary/pay determination for each team member. Candidates offered a position are shown the salaries for all 21 steps in the position in their grade.

As funding allows, Childhaven intends to give annual step increases to employees, determined by the organization's budget. Childhaven also strives to do a comprehensive market assessment every 2-3 years to make sure we stay competitive to market.

Childhaven's policy and practice to post salary ranges for open positions is part of an organizational compensation philosophy, which is as follows:

Childhaven strives to be an exceptional place to work. We believe we will accomplish this by:

- Advancing high-impact vision, mission, goals, strategies, and programs
- Maintaining an equitable and values-driven culture
- Offering industry leading workforce development
- Providing a total compensation package that is at or above market

Our total compensation package strives to:

- Align with our values
- Be fair and equitable
- Attract and retain diverse, dedicated, and high-performing staff
- Recognize experience, training, responsibility, and contribution