



Compensation Philosophy

Sample Policy by Blue Whale Compensation LLC

Acme, Inc. adheres to a Total Rewards Programs that including Base Salary (wages paid for a job performed) and all employer-paid benefits afforded to employees including Employee Benefits (health insurance, 401(k) savings plan, (additional paid time off over the Christmas holiday season based upon meeting a pre-established plan); and paid time away from work). The purpose of the strategy is to:

- Provide a level of compensation in line with corporate goals, objectives, and results.
- Attract and retain well-qualified employees.
- Reward excellence in skills and job performance and provide incentives to achieve maximum results.

The Compensation program is managed with the following administrative guidelines:

- All activities are conducted in a way that does not discriminate against anyone based on race, color, religion, national origin, gender, sexual orientation, marital status, age, disability, or status as a Vietnam-era or disabled veteran.
- All policies and practices comply with all applicable local, state, and federal laws, regulations, and guidelines including the Fair Labor Standards Act.
- Classification of each job is done in a consistent manner that reflects the actual duties of the job, results in the determination of the relative internal value of positions upon which fair compensation is based and meets the goal of internal departmental equity.
- Compensation programs which are comparable to the going rate in the local, regional, or national market (as applicable) are maintained to attract, motivate, and retain qualified employees who will support **Acme's** mission and current financial condition.