

SAVE THE CHILDREN US SALARY SCALES -- effective Oct 31, 2021

US Geo 1 – HQ locations e.g. Fairfield, DC & other cities where labor costs are significantly above national average

<u>Grade</u>	<u>Minimum</u>	<u>Midpoint</u>	<u>Maximum</u>	<u>Grade</u>	<u>Minimum</u>	<u>Midpoint</u>	<u>Maximum</u>	<u>Grade</u>	<u>Minimum</u>	<u>Midpoint</u>	<u>Maximum</u>
M4	\$134,000	\$184,000	\$234,000	P5	\$113,000	\$155,000	\$197,000	S4	\$54,000	\$73,000	\$91,000
M3	\$113,000	\$155,000	\$197,000	P4	\$93,000	\$128,000	\$162,000	S3	\$48,000	\$65,000	\$82,000
M2	\$93,000	\$128,000	\$162,000	P3	\$73,000	\$99,000	\$125,000	S2	\$40,000	\$54,000	\$67,000
M1	\$78,000	\$107,000	\$136,000	P2	\$58,000	\$78,000	\$98,000	S1	\$35,000	\$48,000	\$61,000
				P1	\$48,000	\$65,000	\$82,000				

US Geo 2 – locations around the US national average

<u>Grade</u>	<u>Minimum</u>	<u>Midpoint</u>	<u>Maximum</u>	<u>Grade</u>	<u>Minimum</u>	<u>Midpoint</u>	<u>Maximum</u>	<u>Grade</u>	<u>Minimum</u>	<u>Midpoint</u>	<u>Maximum</u>
M4	\$121,500	\$167,000	\$212,500	P5	\$102,500	\$141,000	\$179,500	S4	\$49,400	\$66,000	\$82,600
M3	\$102,500	\$141,000	\$179,500	P4	\$84,400	\$116,000	\$147,600	S3	\$43,700	\$59,000	\$74,300
M2	\$84,400	\$116,000	\$147,600	P3	\$66,700	\$90,000	\$113,300	S2	\$36,700	\$49,000	\$61,300
M1	\$70,500	\$97,000	\$123,500	P2	\$52,600	\$71,000	\$89,400	S1	\$32,200	\$44,000	\$55,000
				P1	\$43,700	\$59,000	\$74,300				

US Geo 3 – Lexington & other cities where labor costs are significantly lower than national average

<u>Grade</u>	<u>Minimum</u>	<u>Midpoint</u>	<u>Maximum</u>	<u>Grade</u>	<u>Minimum</u>	<u>Midpoint</u>	<u>Maximum</u>	<u>Grade</u>	<u>Minimum</u>	<u>Midpoint</u>	<u>Maximum</u>
M4	\$109,000	\$150,000	\$191,000	P5	\$92,000	\$127,000	\$162,000	S4	\$44,000	\$59,000	\$74,000
M3	\$92,000	\$127,000	\$162,000	P4	\$76,000	\$104,000	\$133,000	S3	\$39,000	\$53,000	\$67,000
M2	\$76,000	\$104,000	\$133,000	P3	\$60,000	\$81,000	\$102,000	S2	\$33,000	\$44,000	\$55,000
M1	\$63,000	\$87,000	\$111,000	P2	\$47,000	\$64,000	\$80,000	S1	\$29,000	\$40,000	\$50,000
				P1	\$39,000	\$53,000	\$67,000				

International - Overseas locations

<u>Grade</u>	<u>Minimum</u>	<u>Midpoint</u>	<u>Maximum</u>	<u>Grade</u>	<u>Minimum</u>	<u>Midpoint</u>	<u>Maximum</u>
M4	\$103,500	\$142,000	\$180,500	P5	\$87,000	\$120,000	\$152,500
M3	\$87,000	\$120,000	\$152,500	P4	\$71,500	\$98,500	\$125,500
M2	\$71,500	\$98,500	\$125,500	P3	\$56,500	\$76,500	\$96,500
M1	\$60,000	\$82,500	\$105,000	P2	\$44,500	\$60,500	\$76,000
				P1	\$37,000	\$50,000	\$63,000

Chief of Party/Deputy Chief of Party

<u>Grade</u>	<u>Minimum</u>	<u>Midpoint</u>	<u>Maximum</u>
COP1	\$101,300	\$142,150	\$183,000
COP2	\$93,800	\$125,000	\$156,300
DCOP1	\$87,800	\$117,000	\$146,300
DCOP2	\$66,000	\$88,000	\$110,000

Executive Band - Grade E1

<u>Grade</u>	<u>Minimum</u>	<u>Midpoint</u>	<u>Maximum</u>
US Geo 1	\$159,000	\$222,000	\$286,000
US Geo 2	\$144,300	\$202,000	\$259,700
US Geo 3	\$130,000	\$182,000	\$234,000

OUR COMPENSATION PHILOSOPHY

Save the Children's compensation offerings are designed to support our strategic intents, either directly by influencing our ability to be the employer of choice, or indirectly by helping guide the development of our employees so that we can reach our growth goals. Our compensation programs balance our competitive and performance-based compensation opportunities with an attractive workplace and culture. This provides opportunities for growth and challenge and in turn supports the achievement of our organization objectives. Our compensation programs:

- Are designed to be competitive with the organizations we compete with for talent
 - We target compensation to be competitive at the market median (50th percentile) in the geographic markets within which we operate
 - We consider our comparators to be a mix of non-profits and for-profits
- Support a high-performance workplace to assure our continued success and growth
- Foster an environment that is responsive and promotes shared responsibility with our staff
- Are designed to support the attraction of talent from outside the organization and the retention of talent within Save the Children
- Pay employees equitably both internally and externally. Equitably compared to the external market and internal employees. Equitable pay is determined by various factors including job requirements and internal job grade, location, education, skills, experience and performance
- Support a culture that promotes clarity, transparency and fairness