

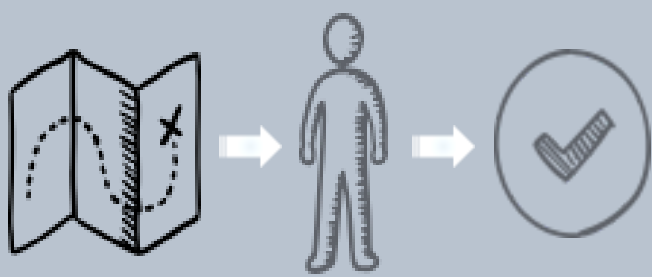
STAFF COMPENSATION

Update to Staff | April 2022

FAIR & COMPETITIVE WAGES

New pay grades represent market ranges for all staff positions at Middlebury.

We are also investing more in starting wages for grades 1, 2 and 3.



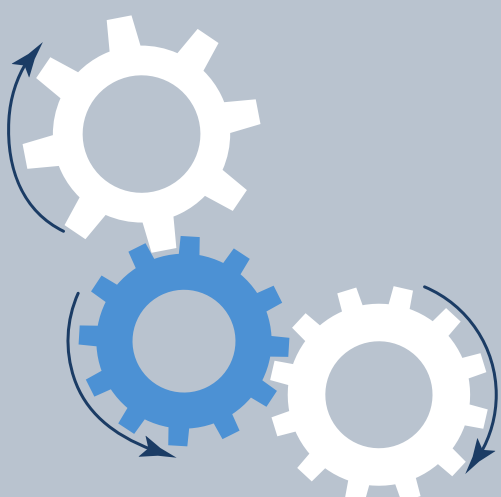
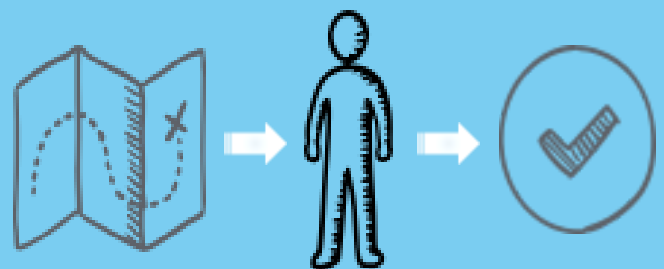
1ST STEP: ROLE

Each role will be reviewed and placed into a grade, 1 through 13 based on market benchmarking and internal review. This sets the range (minimum/maximum) for a role.

2ND STEP: INDIVIDUAL

The skill matrix is a tool to place individuals into the range based on career progression.

Will focus on individual level of ownership and impact.



APPROACHING JULY 1

Next month we'll share more about Step 3: Discretion and pathways to grow year over year.

Processes have started with HR and leaders for Step 1. All changes go into effect July 1.

CHECK OUT THE MIDD HR WEBSITE FOR RECORDED PRESENTATION & FAQ >>>
MORE INFORMATION WILL BE SHARED EACH MONTH LEADING UP TO JULY LAUNCH

