

IT'S ALL COMING TOGETHER

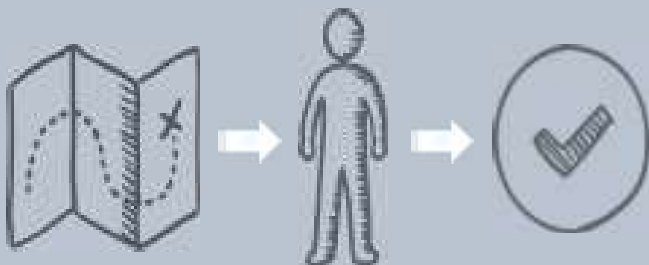
We are reviewing input from departmental leaders on Step 1: Role and Step 2: Individual...

...and we are completing the institutional review by HR for equity and consistency



FINAL DETAILS IN JUNE

In June we will share final grade ranges, % into range by skill matrix placement and if we will be able to do the Step 3 Discretion this year (still to be determined)



COMMON SCENARIOS

Based on this approach to bring everyone to market, scenarios for individual staff will range from significant increase, modest increase to no increase

We will not be lowering any rates

We are committed to get to market and invest in fair and competitive wages for all staff

