



*The Care You Trust*

## **Four Seasons Compensation Philosophy**

We are committed to valuing all employees by offering a competitive Total Compensation package. Our compensation philosophy promotes our value of integrity through transparency. Employees are encouraged to ask questions about their compensation and Leaders are educated and engage with our compensation process throughout the year. To further our mission of co-creating trusted care, we approach our total compensation offerings from a respectful place honoring the role and expertise of all of our employees. We ensure our commitment by:

1. Annually reviewing and adopting competitive salary ranges for all positions, realizing that all disciplines and unique positions have a salary range that is most appropriate for the role, responsibilities, and requirements. These salary ranges are informed by national salary data as well as local salary information and are commensurate with industry-specific data, including but not limited to:
  - Multi-View Inc.
  - Hospice & Home Care Compensation Services
  - Payscale/Payfactors, and
  - Discipline Specific Compensation Reports
2. Assessing every employee's compa ratio (rate they are paid compared to average rate in range) with consideration of their role, the salary range, their education/certifications, their experience/competence, as well as their tenure with Four Seasons and within the industry.
3. Offering competitive salaries at the time of hire based on a candidate's experience and credentials.
4. Conducting an annual benefits review of all employee benefits by collaborating with our broker to ensure that we are offering the most quality benefits possible, and offering additional benefit options that would add value and support to our employees and their families.
5. Paying it forward to eligible employees when the organization performs well financially through an annual Operational Performance Bonus Program.
6. Educating our employees about their individual Total Compensation packages as well as the amount the organization invests in our employee population as a whole.