

# **COMPENSATION** POLICY

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MediaJustice strives to be anti-racist, anti-patriarchal, anti-ableist, and anti-capitalist in our compensation philosophy, while acknowledging our lived realities in a racist, patriarchal, ableist, and capitalist system. MediaJustice aims to create an accessible workplace culture that supports our team to do amazing things together and care for ourselves.

**Below are just some of the benefits of working at MediaJustice:**

## **Remote Work and Flexible Hours**

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- Fully remote organization – allows our staff to work from anywhere in the United States.
- Results-oriented culture, trusting staff to structure their days in order to successfully achieve their goals, by having a flexible work policy.
- Observe no-meeting Fridays.
- \$125/month to cover home office expenses or the option for coworking spaces.
- \$60/month reimbursement for cell phones, and we cover home office equipment for you.

## **Paid Leave**

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- 15 days of vacation, 13 paid holidays, and the office is shutdown for 3.5 weeks total per year.
- We honor people's need for occasional days to rejuvenate, and offer restorative days to be taken as needed, with no cap.
- 20 days of sick leave annually.
- 6 months of paid parental leave (4 months of complete leave, and 2 months of easing-in working half-time for full pay), and offer 3 months of Paid Family and Medical Care Leave at 75% of your salary.
- Up to 12 weeks paid sabbatical leave after 5 years of employment, up to 5 days paid bereavement leave and 1 week paid re-entry leave, which allows our staff 1 week paid leave to bond with a family member returning from incarceration.

## **Medical, Dental, and Vision Insurance**

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- Employees who work at least 20 hours per week are eligible for our medical, dental, and vision insurance package.
- MediaJustice pays 100% of the premiums for the employee, and 70% of the premiums for Spouses/Families for a PPO Gold Medical Plan with \$0 in-network deductible and \$25 copays, and an HMO plan option for those in California.
- We also offer a Platinum Medical Plan upgrade option. Our PPO plans include a fertility rider to cover 50% of 3 rounds of IVF.

## **Wellness**

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- At MediaJustice, we take our desire for our staff to take care of themselves seriously.
- We recognize that many folks working in social justice have been overworked and underpaid, new hires receive one week paid-time-off before beginning their work at MediaJustice.
- Stress Prevention Package that provides up to \$150/month reimbursement for well-being related expenses.
- Employee EAP where you can receive coaching, financial advice, and short-term counseling.

## **401K Retirement Benefits**

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- Non-elective 401K retirement plan to all benefits-eligible employees.
- No vesting period, and no matching, all employees get 2 - 9% of their salary contributed to a Roth or Traditional 401K depending on their number of years of service and their age.

## **Flexible Spending Accounts**

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- A Flexible Spending Account (FSA) for pre-tax health, transportation, and dependent care expenses to all full-time and part-time staff.

## **Additional Benefits**

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- We provide long-term disability coverage, short-term disability coverage, basic life and AD&D insurance for all benefits-eligible staff.
- We pay 100% of these costs for our employees.

To live out our commitments, we practice clarity and consistency with compensation throughout every step of our hiring process, and are strictly negotiation-free. All salaries are based on job responsibilities coupled with a calculation of the amount of same job experience a candidate brings to the role. Past salaries and negotiations have no impact at all on someone’s salary at MediaJustice.

Instead, we are up front with all candidates about the same-level experience salary tiers for the role, and candidates can be confident that they are receiving highly competitive wages and that they are being paid comparable to their colleagues. Once hired, employees will know that their years of experience in the role will automatically lead to Tier-based salary increases with no additional negotiation or labor required on the part of the employee. We implemented this values based salary framework to disrupt employment practices that have historically worked against people of color, Indigenous, women and gender nonconforming folx.

**MediaJustice has an in-depth salary philosophy, which includes:**

**Salary Framework**

- To combat structural pay inequities, we practice transparency around our pay scale and practice negotiation-free salary processes with individual candidates and staff members.
- We pay highly competitive wages, benchmarking our salaries to some of the most highly-compensated markets in the country (i.e. New York City, Washington, D. C., San Francisco)
- Strive to pay in the top 25th percentile or better for all roles at MediaJustice.
- We compensate new and existing staff for their experience, and set salaries to reflect the same-level work experience that our people bring to their role.
- Annual raises - with an aim of 2% whenever feasible - equally to all MediaJustice staff, and adjust our salary framework accordingly.

	<b>TIER 1</b> (1-2 YRS)	<b>TIER 2</b> (3+ YRS; 3-5 YRS)	<b>TIER 3</b> (6+ YRS; 6-11YRS)	<b>TIER 4</b> (12+ YRS)
<b>ASSOCIATE</b>	<b>\$62,000</b>	<b>\$65,000</b>		
<b>SPECIALIST</b>	<b>\$75,500</b>	<b>\$80,000</b>		
<b>DIRECTOR</b>	<b>\$107,000</b>	<b>\$113,000</b>	<b>\$119,000</b>	<b>\$124,000</b>
<b>ED</b>	<b>\$155,00</b>	<b>\$162,500</b>	<b>\$170,000</b>	<b>\$180,000</b>