



PRINCIPALS

Eric Brown

Judith Salvi

Mark Eclipse

Laura Homich

David Chilinski

Karen Dubrovsky

Wendy Prellwitz

EMERITUS

## PAY-SCALE EQUITY

PCA is committed to pay scale equity. While PCA recognizes that there are merited differences in employee compensation within and between an organization's levels of employees, we place an equitable limit on the compensation ratio between the lowest and highest paid employee at 1:5. This policy does not preclude the organization from making discretionary payments to any employee based on performance or other merit-based factors.