



US SALARY BANDS AND JOB CLASSIFICATIONS

Salary bands and job classifications helps RA offer equitable, competitive salaries and map out your path to growth and higher pay. The salary ranges in the table reflect base salaries paid for all positions at a given level and at a given location: New York City, Washington DC, and Other US locations. The amount will also vary based on the position and your relevant experience. No one will be paid below the minimum. Every position has a job classification level, as stated on the job posting. Local HR administers the compensation system for employees in their country, evaluating jobs and determining the grade of each position based on professional knowledge, skills, required education and experience and job responsibilities; external benchmarks; and the complexity and scope relative to other similar positions. The ranges reflect a 35 hour work-week. Certain technical jobs fall under the premium range. The majority of the roles within the Rainforest Alliance sit on the regular salary bands.

US National			US - Washington, D.C.			US - New York City		
Band + Zone	Minimum	Maximum	Band + Zone	Minimum	Maximum	Band + Zone	Minimum	Maximum
1A*	100,100	143,000	1A*	107,107	153,010	1A*	110,110	157,300
1A	91,000	130,000	1A	97,370	139,100	1A	100,100	143,000
2A	72,600	103,700	2A	83,479	119,255	2A	87,108	124,440
3A	60,500	86,400	3A	69,552	99,360	3A	72,576	103,680
4A	50,400	72,000	4A	57,960	82,800	4A	60,480	86,400
5A	42,000	60,000	5A	48,300	69,000	5A	50,400	72,000
6A/A	35,000	50,000	6A/A	40,250	57,500	6A/A	42,000	60,000
6A/B	28,000	40,000	6A/B	32,200	46,000	6A/B	33,600	48,000

US National Premium			US - Washington, D.C. Premium			US - New York City Premium		
Band + Zone	Minimum	Maximum	Band + Zone	Minimum	Maximum	Band + Zone	Minimum	Maximum
1A*	128,040	182,930	1A*	137,015	195,735	1A*	140,856	201,223
1A	116,400	166,300	1A	124,559	177,941	1A	128,051	182,930
2A	93,100	133,000	2A	107,065	152,950	2A	111,720	159,600
3A	77,600	110,800	3A	89,194	127,420	3A	93,072	132,960
4A	64,600	92,300	4A	74,302	106,145	4A	77,532	110,760
5A	53,800	76,900	5A	61,905	88,435	5A	64,596	92,280
6A/A	47,909	61,520	6A/A	49,524	70,748	6A/A	51,677	73,824
6A/B	38,327	49,825	6A/B	39,619	56,598	6A/B	41,341	59,059

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