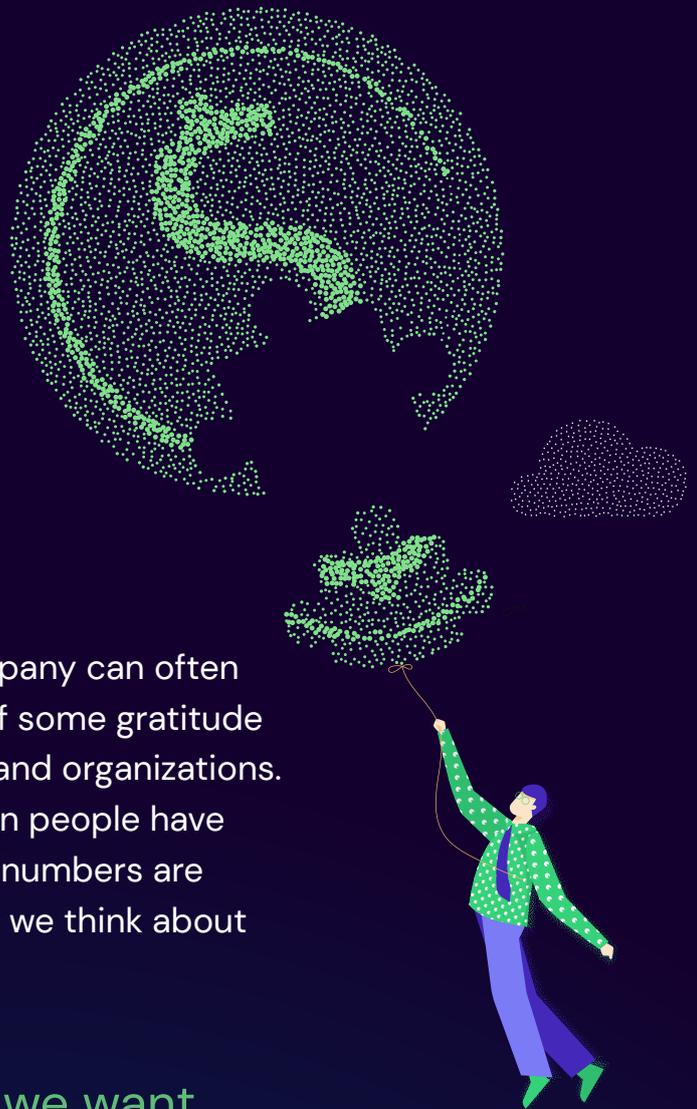


# Chronosphere's approach to compensation



First off, we know that looking for a role in a company can often feel like a job in itself. So, pause and give yourself some gratitude for the time you are spending researching roles and organizations. Even when you read a job description, most often people have questions regarding comp ranges, and once the numbers are seen, oftentimes still have questions. This is how we think about compensation at Chronosphere.

When it comes to compensation we want to ensure that we are

- ☆ competitive to the market
- ≡ equitable internally
- ↗ that our approach is designed for growth, and that our Total Compensation package is intrinsically motivating for all our team members.

At Chronosphere, Total Rewards encompass your salary, variable pay, equity, benefits, and perks. We pride ourselves on the range of comprehensive benefits we provide, including career coaching, mental health support, programs promoting healthcare equity for LGBTQIA+ individuals (including gender-affirming care and family planning), an Internet stipend, flexible time off, and more.

When it comes to cash compensation, our approach is fairly straightforward. We want to be competitive in the market and equitable internally. In order to achieve this, we leverage third-party data from a trusted resource which we pull new data from on a semi-annual basis. In order to be competitive as a global company, we anchor on a particular high-compensation geo (for example, in the US, we leverage SF data), have a “lead-the-market” approach which becomes our band midpoint, and build bands from there. Each role and level has a band, and based on experience, competence & skills, we pay within that band. By pulling data on a semi-annual basis we are able to respond to market trends and maintain a competitive approach.

Our ranges are intentionally broad, as we aim to focus on growth. As someone’s skills and proficiency in the role develop, we want to ensure that we recognize growth through compensation to remain competitive. By having bands for each role and reviewing compensation, we can also ensure equity internally. Typically, the top of band is comprised by our team members who have exhibited proficiency within that role.

If you have specific questions as you start interviewing, your talent partner will be able to give you information on the compensation for the role, discuss growth opportunities, and other relevant information regarding our approach to total rewards.

