

Canada Pay Transparency Disclaimer

At Arthur J. Gallagher, we are committed to fostering a transparent workplace and adhering to all federal, state, and local laws regarding equal pay and pay transparency. We strive to provide clarity and fairness in our compensation practices. Our pay scales are presented as a "good faith" estimate of expected compensation for each role, taking into account a variety of factors. Actual compensation will be determined on a case-by-case basis, given consideration for experience and other job-related criteria.

- **National Reference:** The pay scale serves as a national reference, considering all Canadian geographies and pay markets.
- **Annualized Base Salary Format:** The pay scale is expressed in an annualized base salary format for both salaried and hourly positions. (pro-ration applied as appropriate)
- **Factors Influencing Pay:** The pay scale is derived from internal data as an estimation of pay across the duration of a career in the role. The actual pay position within the scale is influenced by factors including, but not limited to, length of service, previous experience, education, time or competency in the role, performance, pay market/geography, complexity or scope, specialized skill sets, comparable job worth/peer equivalencies, lines of business/practice area, supply/demand, and scheduled hours.
- **Sales/Variable Pay Eligible Roles:** For producer and sales-based roles, the total compensation package is highly variable and influenced by multiple factors. Commissions and non-discretionary formula bonuses are not guaranteed forms of compensation and contingent upon factors including, without limitation, eligibility criteria, individual contribution, achievement of sales, overall business unit and organizational performance, and market conditions.

We are dedicated to ensuring that our compensation practices are fair, equitable, and transparent, reflecting our commitment to our employees' growth and success.