

Compensation

1. Mosaic shall provide equal pay for equal work. Mosaic's leadership positions' salaries shall be fully transparent and available on our annual 990.
2. Mosaic shall ensure that the highest paid executive staff members make no more than 10x the yearly salary of the lowest paid full-time staff member.
3. Mosaic shall provide no excessive executive packages or bonuses.
4. Mosaic shall offer all incoming executive leadership hires a salary that is equitable to that of the prior hire's offer and consistent with those of executive leadership within the institution, taking into account comparable industry salaries and current market competition.
5. Mosaic shall ensure continuing compliance to accountability in performance evaluations.