

## Colorado College Compensation Philosophy

February 2024

Colorado College provides a high-quality liberal arts education to a talented and diverse community of students. To achieve our mission, we must attract and retain equally diverse and talented employees.

Therefore, Colorado College commits to a compensation program based on the following principles:

- We pay our benefits-eligible employees a living wage and work to get all others as close as possible.
- We provide compensation (pay plus benefits) that is internally and externally equitable.
- We provide varied benefits to support our employees' well-being and diverse needs.
- We provide professional development and career advancement opportunities.
- We reward campus engagement, community engagement, and work that makes a difference.
- We administer compensation in a fair and flexible manner.
- We comply with all applicable legal requirements.