

Base Pay Philosophy

Innophos strives to maintain base pay equal to the median compensation for comparable jobs in the chemical industry:

- Salary ranges
 - Midpoint of the salary range is matched to the median base pay for similar jobs in the industry
 - +/- 20% of the midpoint is within the market for the position
- Jobs assigned salary ranges based on evaluation
- Individuals paid within the salary range based on such factors as performance, experience and local market factors
- Salary ranges and individual salaries are generally reviewed annually