



U.S. Associate Salary Ranges

Year	Salary class	Salary effective 1/1/2026*
1st	2025	\$225,000
2nd	2024	\$235,000
3rd	2023	\$260,000
4th	2022	\$310,000
5th	2021	\$365,000
6th	2020	\$390,000
7th	2019	\$420,000
8th and Up	2018+	\$435,000

*These salaries will be adjusted for flex-time schedules.

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