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U.S. Associate Salary Ranges

Year	Class	Salary effective 1/1/2024*
1st	2023	$225,000
2nd	2022	$235,000
3rd	2021	$260,000
4th	2020	$310,000
5th	2019	$365,000
6th	2018	$390,000
7th	2017	$420,000
8th	2016+	$435,000

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

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