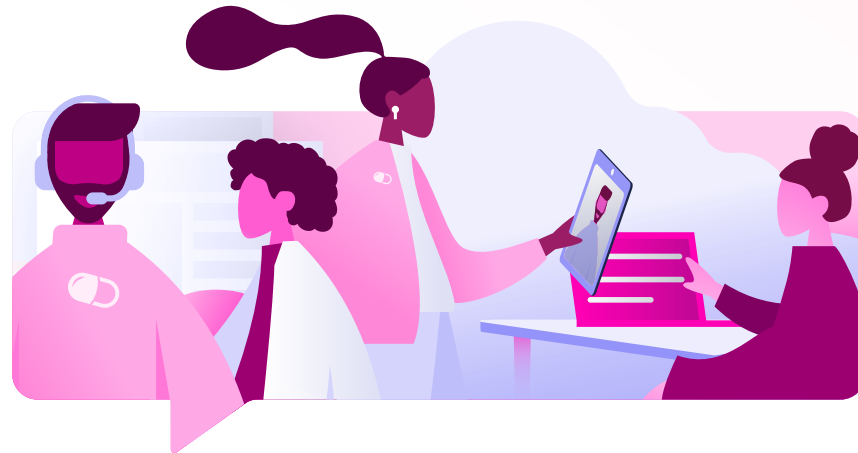




# Compensation Philosophy

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# Our Vision

We want to be a catalyst for our team to live a thriving life.

To us, that means our team feels supported, well-compensated, and equipped to make an impact both in their personal lives and in their work.



# Our Philosophy

At DrugBank we believe in:

- ✔ Paying a thriving wage
- ✔ Rewarding exceptional performance
- ✔ Competitive compensation
- ✔ Providing more than just a good salary
- ✔ Being equitable
- ✔ Pay transparency

# Total Compensation

Our total compensation package is your competitive salary plus a whole lot more:



## Benefits

We offer company paid family benefits, parental leave, and a health spending account.



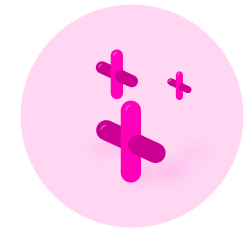
## Equity Share Options

We want our team to reap the rewards of helping us grow so we have share options based on role and tenure.



## Ample time off

We take rest and recovery seriously and have an extensive paid time off strategy to make sure everyone is at their best.



## A whole lotta perks

We've got merit-based bonuses, company-wide learning sessions, annual remote work stipends, and so much more.

# Let's talk turkey

While a paycheck isn't everything, it's certainly a huge part of why we all work.

We're committed to paying competitive salaries that equip our team to live well, which is why we launched our healthy living wage.

Like a living wage, but with a bit more oomph, we decided that our **minimum starting salary will be \$51k a year**, and then depending on roles and responsibilities salaries go up from there.

We do extensive market research and base our pay on a range of data, including:

- ✓ Annual Mercer Salary Survey
- ✓ Third-party salary reports
- ✓ Individualized roles searches
- ✓ Professional networks and other hiring data

DrugBank audits market rates 2x per year.



# Pay bands ensure equity

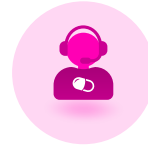
Our salary bands provide a pay range for each job level and help us provide transparency both internally and externally.

Throughout their career team members can progress within a pay band or move up to the new, higher paying, band.

# When can you expect a salary increase?



**Annually, within one month of your hiring anniversary**



**If you change roles or get more responsibilities**



**Based on individual merit for outstanding performance**

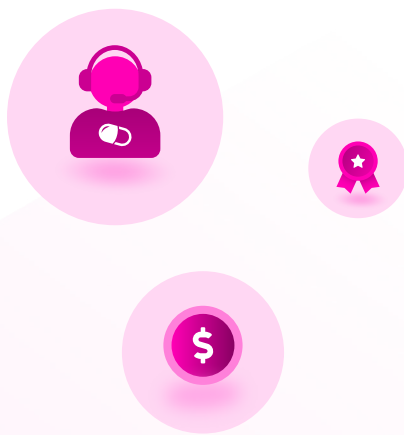


**If the market for your role changes**

# How do salary increases happen?

When it's time for a salary increase the People Team and your manager will walk through a few steps:

- ✓ The People Team assesses your current pay, merit, market, equity, and increase percentages based on salary bands
- ✓ The People Team provides a recommendation to the Executive Team
- ✓ Once approved, your manager and the People Team will meet with you about your new salary



# Role changes and room to grow

With company growth comes room for new roles, challenges, and opportunities to expand skill sets.

When we identify the need for a new role we start by looking at who on our team might excel.

- ✓ A new role is identified
- ✓ The department lead and People Team design the role
- ✓ The role is shared internally
- ✓ Internal candidates are identified based on a broad range of criteria and can apply before it is posted externally
- ✓ If an internal candidate is the right fit and accepts the role, they transition to the new role and responsibilities

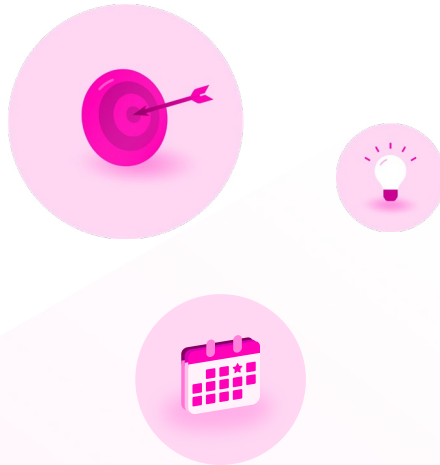
Promotions, role changes, and added responsibilities are often available to high-impact team members. **In 2021 alone, more than 40% of our team moved into at least one new role.** We believe in recognizing merit and rewarding talent.

# There will be bonuses

We believe in rewarding outstanding performance and will go out of our way to celebrate wins big and small.

When a team member really goes above and beyond their manager can nominate them for a bonus.

Merit bonuses can be financial or additional days off, the choice is up to each DrugBanker.



# Work-life balance, for real

Time to rest and recuperate should not feel like a luxury.

To ensure that everyone is feeling and working at their best we start everyone with:

- ✓ 3 weeks paid vacation
- ✓ 6 personal days annually
- ✓ 1 week December holiday closure between Christmas and New Years
- ✓ Rest and Rejuvenation Days
- ✓ All Alberta and Federal statutory holidays (or you can trade these for the holidays you celebrate!)
- ✓ Unlimited paid sick and mental health days

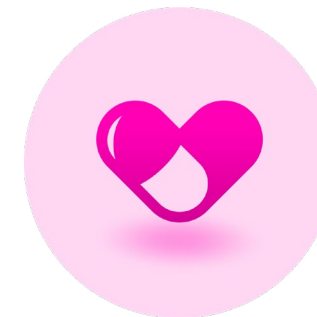
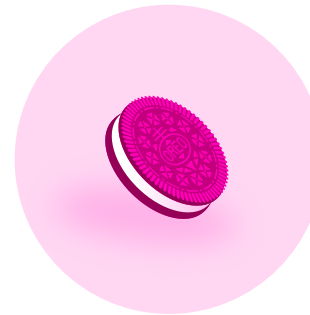
And if you can't get enough we are very flexible with unpaid time off too!



# But wait, there's more!

In addition to all the benefits, salary, and room to grow, we've got a whole lot more to offer:

- ✓ A super supportive, knowledgeable team to lean on
- ✓ A place where all team members are encouraged to share ideas, take risks, make mistakes, and help one another
- ✓ Regular learning sessions that reflect our company values
- ✓ Routine one-to-ones and feedback sessions with your manager
- ✓ Challenging work that makes an impact on the world
- ✓ Flexibility in how, when, and where you do your work
- ✓ Cool swag like t-shirts, stickers, hoodies, and more
- ✓ A bunch of team get-togethers (virtual and in-person)
- ✓ We love to have fun, and between our love for Oreos, Mario Kart tournaments, houseplant tours, and puppy-filled slack channels, there really is something for everyone





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