

US Salary Tiers

The applicable salary range for each U.S.-based role is based on where the employee works and is aligned to one of 3 tiers according to a cost of labor index in that geographic area. For general reference, we have listed our regional office hiring locations below. If your planned work location is remote, the tier assigned to your location may be different from the regional office location.

Tier A	Tier B	Tier C
<ul style="list-style-type: none"> Alabama Appalachia Austin Alumni Region Baltimore Buffalo Charlotte - Piedmont Triad Dallas-Fort Worth Detroit Eastern North Carolina Greater Baton Rouge Greater Delta: Mississippi & Arkansas Greater New Orleans Idaho Indianapolis Jacksonville and Central Florida Kansas City 	<ul style="list-style-type: none"> California Capital Valley Colorado Connecticut Delaware Hawai'i Houston San Diego Greater Chicago–Northwest Indiana Greater Philadelphia 	<ul style="list-style-type: none"> Bay Area Los Angeles Massachusetts Washington* New Jersey** New York Washington, D.C <p>* Washington state work locations outside of the city of Seattle metro area will be aligned to Tier A, depending on the cost of labor in the relevant geographic area.</p> <p>**New Jersey work locations outside of the city of Newark in the southern part of the state are aligned to Tier B depending on the cost of labor in the relevant geographic area.</p>

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| <ul style="list-style-type: none">• Las Vegas• Memphis• Metro Atlanta• Miami-Dade• Milwaukee• Nashville- Chattanooga• New Mexico• Greater Tulsa• Ohio• Oklahoma City• Phoenix• Rhode Island• Rio Grande Valley• San Antonio• South Carolina• South Dakota• St. Louis• Twin Cities | | |
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