



Benefits and Pay Transparency

Benefit	Summary																	
Pay Transparency Statement	<p>The base pay offered to the successful candidate will be reviewed and determined based on a variety of factors, including relevant skills, experience, business needs, geographical location, and internal equity. At Wilton, we aim to offer a fair and competitive compensation package tailored to each candidate's unique background and the specific needs of the role. All compensation decisions are made with careful consideration of these factors, and it's not unusual for individuals to be hired at the top wage tier that reflects their education, experience and the role requirements.</p>																	
Pay Transparency Wage Tier	<table border="1" style="width: 100%; text-align: center;"> <thead> <tr> <th style="width: 15%;">Wage Tier</th> <th style="width: 30%;">Minimum</th> <th style="width: 30%;">Maximum</th> </tr> </thead> <tbody> <tr> <td>I</td> <td colspan="2">Up to 70,000</td> </tr> <tr> <td>II</td> <td>70,000</td> <td>115,000</td> </tr> <tr> <td>III</td> <td>115,000</td> <td>185,000</td> </tr> <tr> <td>IV</td> <td colspan="2">185,000 and above</td> </tr> </tbody> </table>			Wage Tier	Minimum	Maximum	I	Up to 70,000		II	70,000	115,000	III	115,000	185,000	IV	185,000 and above	
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Total Rewards	<p>Wilton offers great benefits that allow you to manage your wellbeing and work/life balance, ensuring you can be your best self at work. Our comprehensive package benefits offerings include paid time off, medical/dental/vision insurance, 401(k), and wellness programs to eligible employees. A full list of benefits will be provided to eligible employee at initial offer.</p>																	

Document Title:		Benefits and Pay Transparency		
Department:		People & Culture		
Revision History	Owner	Reason for Revision	Approver	Effective Date
0	Total Rewards	New Document	VP, People & Culture	1-1-2025