



Pay Transparency Guide

We use three different Pay Structures (Structure 115, Structure 110, and Structure 100). Pay Structures are applied based on the office's location*. Pay Structure 100 is used for all executive jobs, e.g., jobs titled using Vice President, Assistant General Counsel & Assistant Secretary, Managing Director, or Distinguished.

This document outlines the Geographic Specific Pay Structure applicable to the job location (or approved remote work location).

Pay Structure 100 is applicable to all locations, except those specifically referenced in this guide.

* If an employee is working remotely, in a role that has been approved for remote work, the Pay Structure is applied based on the location of the employee.

NOTE: Please refer to the specific job requisition or posting for applicable wages or wage ranges.

Pay Structures by Location:

Structure 115 applies to specific, physical office locations (listed below), remote workers in some states (listed below), as well as remote workers in specific zip codes in other states (listed below). If the position to which you're applying is in one of the following physical office locations, or if you will be working remotely from one of the listed states or zip codes, please use **Structure 115**:

Office Locations for Structure 115	
City	State
Irvine	CA
Los Angeles	CA
Newport Beach	CA
San Francisco	CA
San Jose	CA
Woodland Hills	CA
Stamford	CT
Washington	DC
Boston	MA
Wellesley	MA
Florham	NJ
Princeton	NJ
Melville	NY
New York	NY
McClean	VA
Seattle	WA

Additional Zip Codes for Remote Workers for Structure 115	
California: 90024, 90029, 90044, 90049, 90065, 90066, 90254, 90274, 90293, 90503, 90713, 90732, 91011, 91331, 91350, 91501, 91502, 91601, 91773, 92614, 92618, 92647, 92660, 92677, 92694, 92782, 93551, 93955, 94066, 94087, 94523, 94550, 94561, 94568, 94582, 94598, 94606, 95051, 95124, 95134, 95139, 95404	New Jersey: 07001, 07002, 07029, 07030, 07035, 07036, 07052, 07054, 07078, 07079, 07080, 07086, 07095, 07302, 07305, 07306, 07307, 07405, 07410, 07440, 07506, 07603, 07666, 07676, 07722, 07728, 07748, 07950, 07974, 08502, 08807, 08812, 08816, 08817, 08820, 08831, 08873
Connecticut: 06612, 06820, 06824	New York: 10009, 10011, 10019, 10036, 10312, 10463, 10509, 10553, 10595, 10803, 11216, 11225, 11361, 11542, 11561, 11570, 11590, 11731, 11767, 11779
Washington DC: 20002, 20007, 20009, 20010, 20017, 20024, 20017	Virginia: 20105, 20121, 20147, 20148, 20152, 20170, 20171, 20190, 20191, 22032, 22043, 22046, 22180, 22303, 22314
Maryland: 20706, 20720, 20770, 20772, 20774, 20854, 20871, 20877, 20902, 20910	Washington: 98006, 98007, 98036, 98052, 98072, 98103, 98104, 98109, 98198, 98012
Massachusetts: 01701, 01752, 02108, 02119, 02127, 02130, 02140, 02148, 02467, 02472, 02492	
Pennsylvania: 18458	

Structure 110 applies to specific, physical office locations (listed below), remote workers in some states (listed below), as well as remote workers in specific zip codes in other states (listed below). If the position to which you're applying is in one of the following physical office locations, or if you will be working remotely from one of the listed states or zip codes, please use **Structure 110**:

Office Locations for Structure 110	
City	State
Sacramento	CA
San Diego	CA
Denver	CO
Newington	CT
West Hartford	CT
Chicago	IL
Skokie	IL
Baltimore	MD
Mendota Heights	MN
Minneapolis	MN
King of Prussia	PA
Philadelphia	PA
Houston	TX
Spokane Valley	WA
States whose Remote Workers use Structure 110	
California	
Connecticut	
DC	
Maryland	
Massachusetts	
New Jersey	
Rhode Island	
Washington	

Additional Zip Codes for Remote Workers for Structure 110	
Colorado: 80003, 80005, 80010, 80014, 80015, 80016, 80018, 80020, 80021, 80031, 80108, 80109, 80125, 80127, 80134, 80209, 80211, 80214, 80216, 80218, 80226, 80227, 80228, 80229, 80237, 80241, 80246, 80439, 80501, 80516	Minnesota: 55014, 55024, 55075, 55105, 55106, 55117, 55118, 55119, 55122, 55128, 55316, 55405, 55416, 55419, 55429, 55434, 55437, 55438, 55446, 55447
	New York: 12508, 12525, 12572, 12590, 12778
Delaware: 19720, 19809	Oregon: 97006, 97124, 97132, 97239
Illinois: 60005, 60007, 60014, 60025, 60030, 60031, 60046, 60047, 60060, 60062, 60067, 60069, 60071, 60074, 60081, 60083, 60085, 60087, 60089, 60090, 60108, 60139, 60143, 60173, 60190, 60192, 60201, 60422, 60504, 60515, 60526, 60564, 60585, 60605, 60607, 60608, 60610, 60613, 60617, 60618, 60622, 60625, 60630, 60634, 60640, 60641, 60642, 60643, 60645, 60647, 60654, 60657, 60707	Pennsylvania: 18902, 18929, 18954, 18966, 18974, 19001, 19002, 19010, 19012, 19063, 19087, 19123, 19125, 19130, 19146, 19147, 19335, 19348
	Texas: 77004, 77009, 77018, 77019, 77025, 77077, 77079, 77080, 77091, 77092, 77357, 77365, 77373, 77385, 77407, 77433, 77441, 77450, 77479, 77493, 77586, 78626, 78641, 78653, 78660, 78665, 78702, 78705, 78723, 78729, 78735, 78745, 78751, 78759
Maine: 03909	Virginia: 22191, 22408



Structure 100 applies to specific, physical office locations (listed below), as well as all remote workers whose job does not fall into Structures 115 or 110. If the position to which you’re applying is in one of the following physical office locations, or if you will be working remotely from a state or zip code not listed in this document for Structure 115 or Structure 110, please use **Structure 100**:

Office Locations for Structure 100			
City	State	City	State
Birmingham	AL	Omaha	NE
Phoenix	AZ	Manchester	NH
Scottsdale	AZ	Albuquerque	NM
Colorado Springs	CO	Albany	NY
Boca Raton	FL	E Syracuse	NY
Fort Lauderdale	FL	Latham	NY
Jacksonville	FL	Cincinnati	OH
Orlando	FL	Cleveland	OH
Tampa	FL	Columbus	OH
Atlanta	GA	Portland	OR
Cedar Rapids	IA	Pittsburgh	PA
W Des Moines	IA	Sioux Falls	SD
Boise	ID	Memphis	TN
Champaign	IL	Nashville	TN
Indianapolis	IN	Austin	TX
Leawood	KS	Dallas	TX
Louisville	KY	Houston	TX
Metairie	LA	Plano	TX
Grand Rapids	MI	Salt Lake	UT
Troy	MI	Norfolk	VA
Clayton	MO	Richmond	VA
St Louis	MO	Appleton	WI
Charlotte	NC	Franklin	WI
Raleigh	NC	Middleton	WI
Fargo	ND	Milwaukee	WI
		Charleston	WV