

## Total Rewards at Bentley

Bentley offers a “Total Rewards” package designed to attract, motivate, retain, and reward our employees. Our Total Rewards approach includes fair and competitive compensation, comprehensive benefits, career development and opportunities, generous paid time off, flexibility and work-life balance, a positive, engaging work environment and employee experience and a wide array of resources and facilities.

## Compensation

Bentley’s compensation philosophy for all faculty and staff is market and merit based. Bentley is committed to attracting, developing, retaining and rewarding high quality, passionate faculty and staff members who support the educational mission and strategic goals of the university. To achieve that goal, it is Bentley’s objective to pay competitive salaries using comparison market medians as guidelines. On a regular basis, Bentley will review data for the relevant labor markets by using higher education and general industry salary surveys. The market data reviewed will depend on the nature of the position and available market matches.

### **For Staff:**

Each staff member’s base salary in relation to the comparison market for that individual’s position will depend on merit-based factors such as job performance, knowledge, skills, and experience, as well as the strategic needs of the university. Any annual salary increase will be based on a combination of individual accomplishments, high performance throughout the year, and positive contributions to Bentley’s culture. The goal is to ensure that staff salaries are competitively paid, with comparative ratios of 85% and higher. (Note: Comparative ratios, or compa-ratios, refer to where an employee’s salary falls with reference to the mid-point of the employee’s market-based salary grade.)

### **For Faculty:**

It is Bentley’s objective to pay competitive salaries using comparison market medians as guidelines. We evaluate base salaries using market median information from AACSB for Business and CUPA for Arts & Sciences (A&S), by discipline and rank. To maintain Bentley’s competitive posture in the market, Bentley reviews the data on a regular basis to ensure that Bentley’s median salary for each Business and A&S discipline, aggregated across all ranks is in line with the median of relevant markets. Annual merit increases are also reflective of individual performance.

## Benefits

Bentley is committed to helping our faculty and staff enjoy the best possible health and greatest wellbeing. We offer a comprehensive, competitive benefits package that provides the flexibility to make the choices that best meet our faculty and staff’s needs. We compare our benefit programs to other at private higher education institutions to ensure overall we are being competitive.

*Bentley’s Compensation Philosophy and Benefits strategies provides guidelines for how the University funds and administers its total rewards package for faculty and staff. The University reserves the right to modify any of the guidelines in this Philosophy at any time. Nothing within these philosophies creates*

*any contractual rights to any level or form of compensation or benefit. This document does not apply to union employees, executives, temporary employees, or less than half-time employees.*