

# COMPANIES THAT ARE PAYING EQUALLY TO REMOTE WORKERS

This is a list of organizations that pay remote workers equally regardless of their location

Organization	Compensation policy	Source	Job openings
<a href="#">Basecamp</a>	Same pay everywhere, "top 10% of SF market", each job listing comes with a salary	<a href="#">December 2017 announcement</a>	<a href="#">Link</a>
<a href="#">Cabify</a>	Same pay everywhere for Software Engineering, actual <a href="#">salary bands</a> are public	<a href="#">Handbook</a>	<a href="#">Link</a>
<a href="#">Cal.com</a>	Same pay everywhere, example salary bands published	<a href="#">October 2021 announcement</a>	<a href="#">Link</a>
<a href="#">Cogsy</a>	Same pay everywhere, each job listing comes with a salary band	<a href="#">People-First jobs profile/interview</a>	<a href="#">Link</a>
<a href="#">ConvertKit</a>	Same pay everywhere, Radford 70th percentile in the US for each role, updated yearly	<a href="#">May 2022 CEO twitter thread</a>	<a href="#">Link</a>
<a href="#">Daily</a>	Same pay everywhere, salary bands published	<a href="#">February 2022 announcement</a>	<a href="#">Link</a>
<a href="#">DuckDuckGo</a>	Same pay everywhere, salary bands not published	<a href="#">Hiring page</a>	<a href="#">Link</a>
<a href="#">Expensify</a>	Same pay everywhere, "Silicon Valley levels", salary bands not published	<a href="#">June 2016 announcement</a>	<a href="#">Link</a>

Organization	Compensation policy	Source	Job openings
<a href="#">Float</a>	Same pay everywhere, "95% of median SF market", salary bands not published	<a href="#">June 2021 announcement</a>	<a href="#">Link</a>
<a href="#">Follow Up Boss</a>	Same pay everywhere, "top 10% of US salaries", salary bands not published	<a href="#">Careers page</a>	<a href="#">Link</a>
<a href="#">Gumroad</a>	Same pay everywhere, salary bands not published	<a href="#">January 2021 announcement</a>	<a href="#">Link</a>
<a href="#">Harvest</a>	Same pay everywhere, "top of the market (informed by 3rd-party data) for all roles", salary bands not published	<a href="#">Careers page</a>	<a href="#">Link</a>
<a href="#">Help Scout</a>	Same pay everywhere, "Boston/Seattle levels", salary bands not published	<a href="#">Announcement</a>	<a href="#">Link</a>
<a href="#">Hotjar</a>	Same pay everywhere, each job listing comes with a salary band	<a href="#">Recruitment FAQ</a>	<a href="#">Link</a>
<a href="#">Raycast</a>	Same pay everywhere, "using London as a reference", each job listing comes with a salary band	<a href="#">March 2022 announcement</a>	<a href="#">Link</a>
<a href="#">RevenueCat</a>	Same pay everywhere, "80th percentile of Bay area", each job listing comes with a salary band	<a href="#">July 2021 announcement</a> - <a href="#">April 2022 update</a>	<a href="#">Link</a>
<a href="#">SourceGraph</a>	Same pay everywhere, salary bands not published	<a href="#">Staff handbook</a>	<a href="#">Link</a>
<a href="#">Toggl</a>	Same pay everywhere, each job listing comes with a salary	<a href="#">Careers page</a>	<a href="#">Link</a>
<a href="#">Wildbit</a>	Same pay everywhere, "Philadelphia levels", salary bands	<a href="#">June 2021</a>	<a href="#">Link</a>

Organization	Compensation policy	Source	Job openings
	not published	<a href="#">announcement</a>	

## SOURCE- GITHUB



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