

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

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

Organization	Compensation policy	Source	Job openings
	not published	announcement	

SOURCE- GITHUB



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