

**GET SMART.
SIGN ON.
END THE GAP.**

**VERMONT
EQUAL PAY
COMPACT**



"The Vermont Equal Pay Compact aligns with our values and supports two of our strategic goals -- to create a diverse, inclusive and equitable community as well as a community where we excite, engage and empower our employees. Taking this step forward marks the progress we have already made on gender equity in our workplace and holds ourselves accountable for our strategies and commitments into the future, to ensure that we deliver on our educational mission."

-Katie Hawley, Vice President for People, Strategic Communications and External Relations, Champlain College

"I am personally committed to promoting women in our workplace, ensuring we have women occupying our highest positions, and offering equal pay for equal work here at Sugarbush. We have never had more women sitting on our Executive Committee than we do today. Of the 49 men and women who comprise our group of Vice Presidents, Directors, and Managers, 17 are women. We are committed to promoting the most-qualified candidates to leadership positions at Sugarbush, and often those candidates are women."

- Win Smith, President, Sugarbush Resort

"Vermont Student Assistance Corporation is proud to sign on to the Vermont Equal Pay Act Compact. We have a long tradition and commitment to equal treatment and pay for our employees, regardless of gender, sexual orientation and race. In addition to offering paid family leave and offering paid sick days to allow employees to care for sick family members, VSAC also conducts internal audits of employee compensation to maintain equity in pay as well as conducting comparative professional reviews and promotions. In signing on to the Vermont Equal Pay Compact, VSAC pledges to bring wider diversity of representation to search committees and recruitment of executives."

- Scott Giles, President/CEO, Vermont Student Assistance Corporation (VSAC)

Signing onto Vermont's Equal Pay Compact was a no-brainer for us. The Permanent Fund's mission is to make high-quality, affordable early care and learning a reality in Vermont. We know that working women are significantly more likely than men to live in poverty, in part because in most cases they have the main responsibility for the care of young children. We believe offering family-friendly policies and doing our part to help close the gender wage gap

are important ways we can help more women to stay and thrive in the workforce.

- Aly Richards, CEO, Permanent Fund for Vermont's Children

"The Vermont Land Trust (VLT) protects land for the future of all Vermonters. The number of farms operated in Vermont by women is among the highest in the country and we are proud to assist in making that possible by helping keep land available for those that wish to farm. VLT's Farmland Access Program connects enterprising farmers of all genders to land where they can support themselves and their employees through successful agricultural businesses. VLT believes in equal opportunities for women (and all genders) in the working landscape and at the workplace. This belief is reflected in our employee culture, where we openly discuss power, privilege, equity and fairness."

- Teija Huttunen-Green, Director of Operations & Technology, Vermont Land Trust

"Vermont Energy Investment Corporation is committed to paying our women the same as their male counterparts and we are proud to share our story and help others along their journey. We signed the Equal Pay Compact to demonstrate our commitment and we encourage other employers to do the same."

- Erika Schramm, Director of Administration Services, Vermont Energy Investment Corporation

"Signing on to publicly voice our commitment to equal pay was the easiest choice I can recall making in years. If, as an employer, I had any doubt about how important it is to be clear about such a commitment, I'd hope my friends, family, and staff would gladly embarrass me for it. Frankly, I'm embarrassed that as a community we still have so far to go on such a basic issue of fairness and equality."

- Wes Hamilton, Owner, Three Penny Taproom/Mule Bar/Mad Taco

"Gardener's Supply Company is proud to join Vermont's leaders in ensuring that women in business earn equal pay for equal work. As an employee-owned company, every woman who works for Gardener's Supply has an equal chance to become a business owner, and is equally responsible for our company's success. So we, of course, are committed to equal pay."

- Jim Feinson, President and CEO, Gardener's Supply Company

"Norwich University has been in the business of educating and preparing leaders of character and purpose who build, strengthen and protect our nation and our communities. We hold in high esteem our people and our reputation. We are proud to sign the Vermont Equal Pay Compact."

- Lisa Yaeger, Director of Human Resources, Norwich University

"As the first woman president of Paul Frank + Collins, I couldn't be happier to sign onto the equal pay initiative. We have long been committed to holding high standards for equalizing pay in our law firm to eliminate the gender gap. As I review the strategies document, I see many areas where we shine, supporting both women and men with flexibility, generous paid leave benefits, and training, mentoring, and support for employees across our organization. We

readily signed on to the Vermont Equal Pay Compact and are inspired to support women into executive management positions in the firm, and to further improve our firm's strategic goals toward equality among a more diverse firm culture."

- Stephanie J. Mapes, President, Paul Frank + Collins

"Vermont Businesses for Social Responsibility is a strong supporter of equal pay for equal work. Equal pay is an equality issue, a human decency issue, and an economic issue — it makes good business sense. We recognize that It is time to level the playing field and we support the Equal Pay Compact."

- Jane Campbell, Executive Director, Vermont Businesses for Social Responsibility

"Equality is the right thing to do. It's also enormously valuable to our business and clients. Providing equal challenges, opportunities and rewards regardless of gender is critical to attracting, retaining and motivating highly talented and skilled people"

- David White, White + Burke Real Estate Investment Advisors, Inc.

"A commitment to equal pay policies makes us more competitive, allowing us to recruit and retain qualified people to government work. This is a process that requires a long term commitment to both creating and maintaining a just compensation system. We are pleased to join in the Compact and work toward our goal of recognizing and rewarding all of our employees."

- Seth Leonard, Mayor, City of Winooski