



**Submitted by:** Ashley Larochelle, ashley.larochelle@megafood.com

**Company/Organization:** MegaFood

**Type of organization:** Business

**Number of Employees:** 215

**Category:** workplace

**Challenge or Opportunity:**

While we had always paid significantly above minimum wage, we realized that we could make a significant impact on the quality of life for employees in our manufacturing and fulfillment roles by evaluating their compensation through the lens of living wage.

**Approach or Solution:**

We decided that we wanted to raise the bar, not just to ensure we paid a living wage- but we decided we would make our starting rate no lower than 25% above the living wage for our geographic area. We made adjustment to the pay rates for all employees that fell below this threshold, and raised our starting wage going forward.

**Impact:**

A living wage to foundational to all of our efforts to cultivate a culture of inclusion where employees thrive. We made Business NH Magazine's list of Best Companies to Work For, for the first time ever. Ongoing evaluation of employee wages, not just against what is competitive for the area but what truly supports an employee's quality of life.