



## CAREERS

# Pay Transparency Nondiscrimination Provision

**The Company will not discharge or in any other manner discriminate against team members**

The Company will not discharge or in any other manner discriminate against team members or applicants because they have inquired about, discussed, or disclosed their own pay or the pay of another team member or applicant. However, team members who have access to the compensation information of other team members or applicants as a part of their essential job functions cannot disclose the pay of other team members or applicants to individuals who do not otherwise have access to compensation information, unless the disclosure is

- A.** in response to a formal complaint or charge
- B.** in furtherance of an investigation, proceeding, hearing, or action, including an investigation conducted by the Company
- C.** consistent with the Company's legal duty to furnish information.