

Pay Transparency Policy Statement

Flad shall not discharge or in any other manner discriminate against employees or applicants for employment because they have inquired about, discussed, or disclosed their own pay or the pay of another employee or applicant. However, employees who have access to the compensation information of other employees or applicants as a part of their job functions cannot disclose the pay of other employees or applicants for employment to individuals who do not otherwise have access to compensation information, unless the disclosure is (a) in response to a formal request, as determined in Flad's sole discretion, (b) in furtherance of an investigation, proceeding, hearing, or action, including an investigation conducted by Flad, or (c) consistent with Flad's legal duty to furnish information. 41 CFR 60-1.35(c)