



## **Pay Transparency**

Per the requirements of U.S. Presidential Executive Order 13665, we are communicating the following statement:

### **Pay Transparency Policy Statement**

The contractor will not discharge or in any other manner discriminate against employees or applicants 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 essential job functions cannot disclose the pay of other employees 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 employer, or (c) consistent with the contractor's legal duty to furnish information.

## **Drug-Free Workplace**

All job applicants at this company will undergo screening for the presence of drugs/alcohol as a condition for employment. Applicants will be required to voluntarily submit a urinalysis test at a laboratory chosen by the company, and by signing a consent agreement, will release the company from liability. Any applicant with positive test results will be denied employment at that time. The company will not discriminate against applicants for employment because of past abuse of drugs or alcohol. It is the current abuse of drugs or alcohol, which prevents employees from properly performing their jobs that the company will not tolerate.