

## Broadview FCU Employee Handbook

### Pay Transparency

The employees of Broadview Federal Credit Union and its subsidiaries are recognized as Broadview's most valuable asset. We are committed to administering a Pay Transparency policy that is fair and equitable and protects our employees.

Broadview, as a federal 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 Broadview's legal duty to furnish information. 41 CFR 60-1.35(c).

Violations of this policy may result in corrective action, up to and including termination of employment.

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