



JAMES LANE

Air Conditioning & Plumbing

Engineering - Service - Fire Protection - Since 1957

JAMES LANE AIR CONDITIONING CO., INC.'S PAY TRANSPARENCY POLICY STATEMENT

James Lane Air Conditioning Co., Inc. as employer and/or 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 legal duty to furnish information by James Lane Air Conditioning Co., Inc. as employer and/or contractor.