



Compensation Transparency Nondiscrimination Provision

BRI will not discharge or in any other manner discriminate against employees or applicants because they have inquired about, discussed, or disclosed their own compensation or the compensation 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 compensation of other employees or applicants to individuals who do not otherwise have access to such 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 BRI, or (c) consistent with the BRI's legal duty to furnish information.