

According to recent federal regulations regarding Pay Transparency, federal contractors, subject to certain exceptions, may not discharge or discriminate against employees or applicants in the event they discuss or disclose their pay, or the pay of another employee or applicant. As Ford Motor Company is considered a federal contractor under this regulation, the following notice is required to be posted.

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.