

DNI Pay Transparency Statement

DNI 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 part of their essential job functions (examples noted below) cannot disclose the pay of other employees or applicants to individuals who do not have a need to know compensation information, unless the disclosure is in response to a formal complaint or charge, or is required by an investigation, proceeding, hearing, action, or consistent with the contactors legal duty to furnish information (41 CFR 60-1.35c)

With regard to this policy statement, the term “pay” means any compensation to an employee or offered to an applicant as remuneration for employment, including but not limited to salary, wages, overtime compensation, shift differentials, bonuses, commissions, PTO, holiday pay, allowances, insurance and other benefits, 401(k), profit sharing and retirement.

A job function may be considered “essential” if: The access to compensation information is necessary to perform that function or another routinely assigned business task, or the function or duties of the position include protecting and maintaining the privacy of employee personnel records, including compensation information. These roles may include, but are not limited to, roles in human resources, recruiting, management, payroll, contracts, security and finance.

If you have any questions regarding this statement, please contact humanresources@dnigov.com.

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