



WIPLINE FLOATS • SKIS • MODIFICATIONS • AIRCRAFT SALES
AVIONICS • INTERIOR • MAINTENANCE • PAINT REFINISHING

Notification of Right to Disclose Own Wages

Under Minn. Stat. 181.172, employees have the right to disclose their own wages to others if they choose to do so. Wipaire does not, and will not, require employees to sign a waiver or any other document purporting to deny that right. Wipaire also will not take any adverse employment action against employees or applicants for inquiring about, discussing, or disclosing their own wages or discussing other employees' or applicants' wages that have been disclosed voluntarily. 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 Wipaire's legal duty to furnish information.

There is no obligation for any employee to disclose their wages. Also, Wipaire does not permit any employee, without written consent from the CEO, to disclose proprietary or trade secret information of Wipaire, or any information that is otherwise subject to a legal privilege or protected by law. Also, employees are not permitted to disclose wage information of other employees to a competitor of Wipaire.

Nothing in this policy is intended to diminish any existing employee rights under the National Labor Relations Act or other applicable law.

Employees may bring a civil action against Wipaire for violation of the rights set forth in Minn. Stat. § 181.172. Wipaire will not retaliate against any employee for asserting their rights or remedies under Minn. Stat. § 181.172.