

## **PAY EQUITY STATEMENT**

Southeastern strives for equal pay for equal work, and we are committed to complying with federal laws on pay equity, including the long-established Equal Pay Act, which requires that men and women be given equal pay for equal work in the same establishment, as well as all federal anti-discrimination laws applicable to employment, including those within Title VII of the Civil Rights Act. These laws allow pay differentials when they are based on seniority, merit, quantity or quality of production, or a factor other than gender.

We believe that equal work must be measurable. Pay practices that reward performance, and all other legitimate factors should remain lawful. We are committed to pay transparency. An openness on compensation topics and an understanding of an organization's compensation philosophy will give employees the information they need to make informed decisions about their employment and compensation status.

Southeastern respects privacy concerns, is committed to complying with applicable data privacy regulations, and does not disclose confidential pay information. In addition, we do not require candidates to provide current or prior compensation as part of our recruiting process. We endorse regular, organization-wide pay analyses to aid in reducing any unconscious biases or structural barriers in hiring practices, performance assessment, promotional guidelines and leadership opportunities that may contribute to pay inequities.