

## MEMORANDUM

**To:** Our Clients and Friends  
**From:** Anna Elento-Sneed, Esq.  
Janelle Yee, HR Advisor  
**Date:** 10/26/2015  
**Subject:** Update on Final Rules on Executive Order 13655  
Mandatory Policy on "Non-Retaliation for Disclosure of Compensation Information"

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The Office of Federal Contract Compliance Programs recently unveiled a mandatory policy on non-retaliation for disclosure of compensation information. Federal contractors and subcontractors who entered into or modified existing contracts ***on or after January 11, 2016*** that exceed \$10,000 in value must include this mandatory policy in their employee handbooks and HR policy manuals. This mandatory policy must also be posted: (1) in conspicuous places which are accessible to both employees and applicants; (2) posted electronically (presumably for employers that host an intranet for their employees).

The required Non-Retaliation Policy can be found using the following link: [http://www.dol.gov/ofccp/pdf/EO13665\\_PrescribedNondiscriminationPostingLanguage ES QA 5 08c.pdf](http://www.dol.gov/ofccp/pdf/EO13665_PrescribedNondiscriminationPostingLanguage_ES_QA_5_08c.pdf)

Please contact Anna or Janelle if you have any questions.