JPMORGAN CHASE & CO.

U.S. PAY TRANSPARENCY POLICY STATEMENT

Effective: January 11, 2016

Consistent with its equal employment opportunity responsibilities as a federal government contractor, JPMorgan Chase has adopted the following policy in the U.S. related to pay transparency:

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, or (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.

As used here, the word contractor refers to JPMorgan Chase. Compensation information refers to information related to the amount and type of compensation provided to employees or offered to applicants. A job function may be considered "essential" if access to compensation information is necessary to perform the function or another routinely assigned business task, or the function or duties of the role include maintaining or protecting the privacy of employee personnel records, including compensation information.