Oscar* does not discriminate against candidates for employment solely on the basis that the candidate (a) inquires about or expresses expectations regarding base pay, bonus, equity compensation, benefits or similar compensation ("Compensation") or (b) discusses or discloses Compensation received from a current or previous employer. Further, Oscar employees who have access to the Compensation information of candidates as a part of their job functions (e.g. a member of the Talent & Recruiting Team) do not disclose such information to individuals who do not have such access, unless the disclosure is (a) in response to a complaint or charge, (b) in furtherance of an investigation, proceeding, hearing, or action, including an investigation conducted by Oscar, or (c) consistent with Oscar's legal duty to furnish such information, as determined in Oscar's sole discretion. Oscar does not ask candidates to disclose their current or past Compensation.

*Oscar means Mulberry Management Corporation, together with its affiliates.